

The United States requests, pursuant to Article 31-A.4.2 of the United States-Mexico-Canada Agreement (USMCA), that Mexico conduct a review of whether a Denial of Rights is occurring to workers at RV Fresh Foods, S.A. de C.V. (the company) in Uruapan, Michoacán, Mexico (the Facility). As defined in USMCA Article 31-A.2, a Denial of Rights occurs when workers are being denied the right of free association and collective bargaining under laws necessary to fulfill a Party's obligations under the USMCA.

The United States is concerned that workers at the Facility are being denied the right of free association and collective bargaining because the company has attempted to interfere with workers' union activities and to dominate or control the *Sindicato Nacional de Trabajadores y Empleados de la Industria del Comercio, Alimenticia, Textil, Automotriz, Metalúrgica, Servicios y Distribución Generalísimo José María Morelos y Pavón*, a Mexican union, and the *Confederación Central Nacional (COCENA)*, a Mexican union confederation.

This request for review also encompasses all actions taken by the company to interfere with workers' union activities, including denying the union's request to access the facility, intervening in the union delegate selection process, granting access to a representative from a union that does not represent the workers, and failing to provide workers with a written copy of the collective bargaining agreement in a timely manner.

This request for review also encompasses all actions taken by the company to dominate or control the union, including through providing and then later withdrawing "support" fee payments.

The actions encompassed by this request for review include any action or inaction by the company, through its employees, representatives, or agents, or by the union.

If Mexico were to determine that there is a Denial of Rights, the United States further requests, pursuant to USMCA Article 31-A.4.2, that Mexico attempt to remediate within 45 days of this request. We look forward to receiving Mexico's notification of whether it intends to conduct the requested review.¹

¹ USMCA Article 31-A.4.2 ("The respondent Party shall have 10 days to notify the complainant Party as to whether it intends to conduct a review.").