

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 at the Servicios Industriales Gonzalez, S.A. de C.V. (the Company) facility located in San Nicolas de los Garza, Marin, and Pesqueria in the State of Nuevo Leon, 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 as a result of interference in workers' union activities. This request for review encompasses all actions taken by the Company to intervene in the union activities of its workers with respect to the *Sindicato Nacional de Trabajadores del Ramo de Transporte en General, La Construcción y sus Servicios* ("SNTTYC"), a labor union currently seeking to represent workers at the facility. These actions include the Company's dismissal of workers because of their union activity and coercive statements and threatening conduct by the Company's managers against SNTTYC. The actions also include the Company's preferential treatment of another union, the *Federacion Nacional de Sindicatos Independientes* ("FNSI"), including by providing FNSI access to the facility that was not provided to SNTTYC.

The actions encompassed by this request for review include those of any person or entity, including the Company and any of their employees, representatives, or agents, or by a 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.").