

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 Tizapa mine, located in the vicinity of Zacazonapan, State of México, México (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. This request for review includes the Facility's interference with workers' efforts to join, support, and engage with the *Sindicato Nacional de Trabajadores Mineros, Metalúrgicos, Siderúrgicos y Similares de la República Mexicana* (Los Mineros), including by dismissing workers because of their union activities, threatening workers with reprisals, interrogating them about their union activities, surveilling or creating the impression of surveillance of their union activities, and otherwise coercing or pressuring workers to withdraw their support for Los Mineros.

This request for review also encompasses all actions taken to coerce or influence workers to join the *Sindicato Minero Metalúrgico* (FRENTE), including by applying benefits provided by the collective bargaining agreement in manner that disadvantages Los Mineros members, and by providing an "operational continuity" bonus paid solely to workers who submitted dues to FRENTE. The provision of this bonus also reflects an attempt to infringe workers' right to strike.

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

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.<sup>1</sup>

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<sup>1</sup> 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.").