

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 facility operated by Akwel Juárez México, S.A. de C.V. (the Company), located in Municipio de Juárez, Chihuahua, 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 the Company's interference in workers' "concerted activities for collective bargaining or protection and to organize, form, and join the union of their choice, ... [the Company's] domination or interference in union activities, discrimination, or coercion against workers for union activity or support, and [the Company's] refusal to bargain collectively with the duly recognized union."<sup>1</sup> This request for review includes all actions taken by the Company to intervene in, or prevent workers from engaging in, freedom of association and collective bargaining activities at the Facility, such as organizing for *Sindicato Nacional de Trabajadores y Empleados Especializados, Conexos y Similares de la República Mexicana* (SINATAM), including through dismissals, threats of dismissal, and other reprisals against workers based on union activity or affiliation. This request for review also includes all actions taken by the Company to interfere with workers' right to determine their collective bargaining representative, including by supporting, expressing preference for, and pressuring or coercing workers to affiliate with another union<sup>2</sup> that does not hold the certificate of representation, and failing to recognize or negotiate with the holder of the certificate of representation, SINATAM.

The actions encompassed by this request for review include those of any person or entity of the Company, and any of their 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>3</sup>

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<sup>1</sup> USMCA Article 23-A.2(a).

<sup>2</sup> Specifically, the *Sindicato de Trabajadores de Maquiladoras, Varias, Similares y Conexos, CTM en Ciudad Juárez*.

<sup>3</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.").