

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 Camino Rojo Mine, located in Zacatecas, 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 through actions taken by the Facility and by the *Sindicato Nacional de Trabajadores de la Exploración, Explotación y Beneficio de Minas en la República Mexicana*, a Mexican union affiliated with the *Federación Nacional de Sindicatos Independientes* (FNSI), to intervene in workers' efforts to support, join, or engage with *Sindicato Nacional de Trabajadores Mineros, Metalúrgicos, Siderúrgicos y Similares de la República Mexicana* (Mineros), the representative union at the Facility. These actions include threats of physical violence, actual physical violence, threats of dismissals, threats of reprisals, offers of preferential treatment, and coercion or pressuring of workers to support FNSI or refrain from supporting Mineros.

The actions encompassed by this request for review include any action or inaction by the Facility, through its employees, representatives, or agents, or by FNSI or its leadership, members, representatives, or agents, acting individually or in coordination with third parties.

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.").