

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 a facility operated by Corporación de Occidente, S.A. de C.V. (the Company), located in El Salto, Jalisco, 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 as a result of interference by the Company and the incumbent union<sup>1</sup> in workers' "concerted activities for collective bargaining or protection and to organize, form, and join the union of their choice" and engaging in acts of "employer domination or interference in union activities, discrimination, or coercion against workers for union activity or support."<sup>2</sup> This request for review encompasses all actions taken by the Company and the incumbent union to interfere with, intervene in, or prevent workers from engaging in, freedom of association and collective bargaining activities at the Facility, including pressuring or coercing workers to support and refrain from dissenting against the incumbent union through dismissals, threats of dismissal, intimidation, surveillance, or other reprisals.

The actions encompassed by this request for review include any action or inaction by the Company or the incumbent union, through their employees, 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.<sup>3</sup>

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<sup>1</sup> The name of incumbent union is *Sindicato Nacional de Trabajadores Democráticos de Occidente* (SNTRADOC).

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

<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.").