

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 to workers at a facility operated by Aludyne Automotive Mexico City, S.A. de C.V. (the Company) located in Mexico City, 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, 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 the workers' right to determine their collective bargaining representative, including by circumventing the union, STIMAHCS, to bargain with individual employees regarding their terms and conditions of employment, eliminating certain benefits from the collective-bargaining agreement, and making threatening or coercive statements to union negotiators and delegates.<sup>2</sup>

The actions encompassed by this request for review include any action or inaction by the Company, through its 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 any such violation 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> The full name of the union that is presently designated to represent workers for the purposes of collective-bargaining is the *Sindicato de Trabajadores de la Industria Metalica, Acero, Hierro, Conexos y Similares* (STIMAHCS).

<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.").