

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 Impro Industries Mexico, S. de R.L. de C.V. (Impro Mexico) facility located in Villa de Reyes in the State of San Luis Potosí, 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 their right to freedom of association and collective bargaining as a result of interference with their union activities. This request for review encompasses all actions taken by Impro Mexico and by the incumbent union at the Facility, the '*Sindicato Nacional de Trabajadores de la Industria Automotriz y Servicios en General Similares y Conexos de los Estados Unidos Mexicanos, C.T.M.*' (CTM) that interfere with those activities.¹

These actions include unlawfully firing workers because of their union activity and interrogating or making coercive or threatening statements to workers about union activity. The concerns also include CTM's failure to comply with the legal requirements regarding revisions to the collective-bargaining agreement at the facility.

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.²

¹ The actions encompassed by this request for review include those of any person or entity, including Impro Mexico and any of their employees, representatives, or agents, or by a union or its leadership, members, representatives, or agents.

² 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.").