

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 Panasonic Automotive Systems de Mexico S.A. de C.V. (Panasonic), in Reynosa, State of Tamaulipas (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 this facility are being denied the right of free association and collective bargaining in relation to union representation at the Facility and a collective bargaining agreement (CBA) between Panasonic and the Sindicato Industrial Autónomo de Operarios en General de Maquiladoras de la República Mexicana (SIAMARM) that has been deposited with the Junta Local de Conciliación y Arbitraje in Tamaulipas. This request for review encompasses all actions and events, by any person or entity, related to the signature, deposit, implementation, and maintenance (including by means of payroll deductions) of that CBA or otherwise related to efforts to establish or maintain SIAMARM as the bargaining representative of workers at the Facility, including by means of inducements provided, threats made, or any other actions (including violent acts or dismissals) to elicit support for or deter opposition to SIAMARM or the CBA.

The actions encompassed by this review include those of any person or entity, including Panasonic, SIAMARM, and the Junta Local de Conciliación y Arbitraje, and any of their employees, representatives, or agents, from October 7, 2021 to the present.

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>1</sup>

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<sup>1</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.").