

June 6, 2022

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 Teksid Hierro de México, S.A. de C.V. (Teksid), in Frontera, State of Coahuila (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, including in relation to union representation at the Facility, the collective bargaining agreement (CBA) registered with federal authorities and held by the Sindicato Nacional de Trabajadores Mineros, Metalúrgicos, Siderúrgicos y Similares de la República Mexicana (SNTMMSSRM),<sup>1</sup> and the invalid CBA registered with state authorities and held by the Sindicato de Trabajadores de la Industria Metal Mecánica del Estado, C.T.M. (STIMME).<sup>2</sup> This request for review encompasses all actions and events (including union dues, payroll deductions, facility access, provision of office space, or dismissals) related to the signature, deposit, implementation, or maintenance of the state-registered CBA or otherwise related to efforts to establish or maintain STIMME as a or the bargaining representative of workers at the Facility, including by means of threats made, inducements provided, or any other actions to encourage support for STIMME or the state-registered CBA, or to deter support for SNTMMSSRM or the federally-registered CBA.

The actions encompassed by this review include those of any person or entity, including Teksid, STIMME, and the Junta Local de Conciliación y Arbitraje, and any of their employees, representatives, or agents.

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> See CBA number CC-762/2014-VII, forwarded to the Federal Center for Conciliation and Labor Registration by the Federal Board of Conciliation and Arbitration. Parties: Teksid and SNTMMSSRM, in accordance with the arbitral award of file IV-277/2014.

<sup>2</sup> See file number 13/1999, of the Local Board of Conciliation and Arbitration of Coahuila.

<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.").