

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 Compañía Hulera Tornel, S.A. de C.V. (the Company), located in Mexico City and in Estado de Mexico, 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.¹

The United States is concerned that workers at the Facility are being denied the right of free association and collective bargaining through a failure by the Company to provide workers with the beneficial terms of the existing sector-wide agreement (the "*contrato ley*") in place for the rubber manufacturing industry in Mexico.²

The actions, statements, and omissions encompassed by this review include those of any person or entity, including Tornel 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 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.³

¹ The full name of the union that is presently designated to represent workers for the purposes of collective-bargaining is the *Sindicato Nacional de Trabajadores de la Compañía Hulera Tornel, S.A. de C.V., Sociedad Anonima de Capital Variable, de la República Mexicana, Comité Ejecutivo Nacional*.

² See Secretaría de Gobernación, Contrato Ley de la Industria de la Transformación del Hule en Productos Manufacturados con vigencia del 13 de febrero de 2015 al 12 de febrero de 2017.

³ 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.").