

The American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), the Service Employees International Union (SEIU), Public Citizen’s Global Trade Watch, and the “Sindicato Nacional Independiente de Trabajadores de Industrias y Servicios “Movimiento 20/32” [National Independent Union of Industry and Service Workers – 20/32 Movement] (SNITIS), submit this Rapid Response Petition under the Interim USMCA Procedural Guidelines published in the Federal Register on June 30, 2020 at 85 FR 39257, requesting the Establishment of a Panel under Annex 31-A of the Protocol of Amendment to the Agreement Between the United States of America, the United Mexican States, and Canada (USMCA) to address the systematic and continuing Denial of Rights at the Tridonex S de RL de CV plants in Matamoros, Tamaulipas.

(a) Persons filing the Petition

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(b) Facility to which the Petition Pertains

The [Tridonex plants](#) in Matamoros, Tamaulipas produce automotive parts, which are manufactured goods. These goods are traded between the Parties. Therefore, they are Covered Facilities as defined in USMCA Art. 31-A.15.

(c) Description of the matter alleged to constitute a denial of rights

- Tridonex has denied its workers the opportunity to read or obtain copies of the collective bargaining agreement with SITPME. Tridonex has failed to deposit its CBAs with the Federal Conciliation and Arbitration Board, as required by the Mexican Constitution.
- Tridonex and the SITPME union, acting as an agent of Tridonex, have jointly denied the Tridonex workers the opportunity to ratify their CBA, in violation of Art. 400 Bis of the Federal Labor Law.
- Tridonex and SITPME, acting as an agent of Tridonex, have jointly denied members of SITPME at Tridonex the right to elect their union leaders by personal, free, direct and secret vote, in violation of Art. 358.II of the Federal Labor Law.
- SITPME, acting as an agent of Tridonex, has failed to provide its members with legally-required financial information reports under Art. 373 and Art. 358.IV of the Federal Labor Law.
- Tridonex retaliated against workers who signed petitions to the Local CAB by firing more than 600 workers and compelling them to sign “voluntary” resignations in order to receive severance pay, in violation of Article 47 of the Federal Labor Law, and by denying other workers benefits agreed on through the CBA, in violation of Article 396 of the Federal Labor Law.
- By refusing to act on the demand for control of the CBA filed by SNITIS, the Government of Tamaulipas, acting as an agent of Tridonex, denied Tridonex workers the right to a personal, free, and secret vote to choose their union representative, as guaranteed by Art. 389 of the Federal Labor Law.
- The Government of Tamaulipas, acting as an agent of Tridonex, has subjected SNITIS leader and attorney Susana Prieto Terrazas to criminal charges, arrest, detention, and punitive conditional release terms in retaliation for her advocacy of the rights of workers at Tridonex and other companies in the State of Tamaulipas. As a result, she has been barred from entering the state of Tamaulipas or having any contact with the Labor Board office in Matamoros, and internally exiled to Chihuahua where the state government has issued criminal charges against her in relation to her union activities. These actions, taken in reprisal for the workers’ demand for democratic representation, have a chilling effect on workers’ freedom of association.

Additional Information

Petitioners are submitting additional information which we request be kept confidential under Section E of the Interim USMCA Procedural Guidelines as it contains personal identifying information and information related to the litigation strategies of individuals and organizations identified therein, including Petitioners.