

**ARRANGEMENT ESTABLISHING AN UNDERSTANDING
BETWEEN
THE SEATTLE REGIONAL OFFICE OF THE NATIONAL LABOR RELATIONS
BOARD OF THE UNITED STATES OF AMERICA
AND
THE CONSULATE OF MEXICO IN SEATTLE, WASHINGTON**

The Seattle Regional Office of the National Labor Relations Board of the United States of America (“Regional Office”) and the Consulate of Mexico in Seattle, Washington (“Consulate”), hereinafter referred to as “the Participants”;

RECOGNIZING that the National Labor Relations Board (NLRB) is an independent government agency of the United States of America responsible for enforcing the provisions of the National Labor Relations Act (the “Act”), which guarantees workers the right to form, join, or assist a union; choose a representative to bargain with them on their behalf with their employer; act together with other employees for their benefit and protection with or without a third-party representative; or to choose not to engage in any of these protected activities;

RECOGNIZING the joint commitment to protect the rights for Mexican workers in the United States formalized through the Letter of Arrangement between the National Labor Relations Board of the United States of America and the Ministry of Foreign Affairs of the United Mexican States, signed at Washington, D.C., on July 23, 2013; and

CONSIDERING that the Regional Director of the Regional Office is committed to promoting a broader awareness of workers’ rights protected by the Act and the services that the NLRB provides to workers and employers to guarantee those rights;

Have reached the following understanding:

OVERALL OBJECTIVE

The Participants intend to work collaboratively, to foster an environment in which workers’ rights and employer rights and responsibilities under the Act are acknowledged and respected; to improve employer and worker awareness of rights and obligations under the Act applicable to all Mexican workers in the United States of America; and to work collaboratively to provide Mexican workers, their employers, and Mexican business owners within the Consulate’s jurisdiction with information, guidance, and access to education and training resources regarding rights and responsibilities under the Act.

To accomplish this objective, the Participants intend to join efforts at the regional level, in order to develop cooperative activities on information sharing, outreach, education, training, and exchange of best practices.

TRAINING AND EDUCATION

The Participants intend to work together to achieve the following training and education goals:

1. To develop and provide training and education programs for Mexican workers, their employers, and Mexican business owners within Consulate's jurisdiction regarding the rights, protections, and obligations under the Act;
2. To provide training about the Act and the NLRB to employees of the Consulate; and
3. To develop and provide training programs for employees of the NLRB to enable them to serve the needs of Mexican workers, their employers, and Mexican businesses in the Consulate's jurisdiction.

OUTREACH AND COMMUNICATION

The Participants intend to work together to achieve the following outreach and communication goals:

1. To educate those who may not be aware of the Act, including those employees just entering the work force, by providing information designed to clearly inform Mexican workers in the United States of America of their rights under the Act and to develop ways of communicating such information (e.g. via print and electronic media, electronic assistance tools, and links to the Regional Office's web site from the Consulate's web site) to the Mexican workers and their employers residing in the Consulate's jurisdiction;
2. To educate Mexican workers, their employers, and Mexican business owners about NLRB resources directly available to them, including but not limited to the accessibility of Regional Office's Information Officers and bilingual assistance for in-person consultations at the Regional Office as well as by telephone during regular business hours;

3. To develop procedures which enable the Consulate to assist the Regional Office in locating Mexican Nationals in Mexico who might aid the NLRB in investigations, trials, or compliance matters;
4. To develop procedures which enable the Consulate to refer complaints from Mexican workers, their employers, and Mexican business owners to the Regional Office; and
5. To speak, exhibit or appear at the other Participant's conferences, local meetings, or other events of mutual interest.

PROMOTION OF A NATIONAL DIALOGUE

The Participants intend to work together to achieve the following goals related to promoting a national dialogue on Mexican workers' rights and protections under the Act:

1. To raise awareness of and demonstrate commitment to the mission of the Act and the NLRB which guarantee workers the right to engage in union and/or protected-concerted activity or to refrain from engaging in such activity without fear of discrimination, harassment or retaliation; and
2. To convene or participate in forums, roundtable discussions, conferences, seminars or stakeholder meetings on labor rights and working conditions to help forge innovative solutions to issues specific to Mexican workers in the United States of America and their rights under the Act, as well as the duties, responsibilities and rights of their employers.

The Participants intend to designate representatives to monitor, evaluate and share information on activities and results in achieving the goals and objectives set forth in this Arrangement.

This Arrangement is intended to cease two (2) years from the date of signing. A Participant should endeavor to provide thirty (30) days advanced written notice to the other Participant of its intent to discontinue its participation in this Arrangement. This Arrangement may be modified in writing at any time by mutual consent of the Participants.

Signed at Seattle, Washington in duplicate, this August 29, 2013 in the English and Spanish languages.

**FOR THE CONSULATE OF MEXICO IN
SEATTLE, WASHINGTON**

A handwritten signature in blue ink, appearing to read 'Eduardo Baca-Cuenca', with a stylized flourish at the end.

**EDUARDO BACA-CUENCA
CONSUL OF MEXICO**

**SEATTLE REGIONAL OFFICE OF THE
NATIONAL LABOR RELATIONS BOARD
OF THE UNITED STATES OF AMERICA**

A handwritten signature in blue ink, appearing to read 'Ronald L. Hooks', with a stylized flourish at the end.

**RONALD L. HOOKS
REGIONAL DIRECTOR**