



**Consulate of Mexico
in Philadelphia**



**U.S. Department of Labor
Wage and Hour Division
Philadelphia District Office**

**Partnership in Compliance Agreement
Between
Consulate of Mexico in Philadelphia
and
U.S. Department of Labor, Wage and Hour
Division, Philadelphia District Office**

Philadelphia, PA, April 16, 2008

**Partnership in Compliance Agreement Between Consulate of Mexico in
Philadelphia and U.S. Department of Labor, Wage and Hour Division, Philadelphia
District Office**

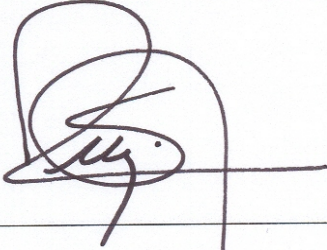
On July 21, 2004, U.S. Secretary of Labor Elaine L. Chao and the Secretary for Foreign Affairs of Mexico, Luis Ernesto Derbez, signed a Joint Declaration reaffirming the shared commitment of the United States and Mexico to improve compliance with and awareness of workplace laws and regulations protecting Mexican workers in the United States. Also on this date, a Letter of Agreement was signed which highlighted specific efforts to be undertaken jointly between the U.S. Department of Labor's Wage and Hour Division, the Mexican Embassy, and the 46 Mexican Consulates in the United States.

The Joint Declaration and Letter of Agreement built on ongoing cooperative efforts between the U.S. Department of Labor and the Mexican Consulate to protect the labor rights of all Mexican workers in the U.S. and to provide them with the information they need to be safe at work and fully and fairly compensated. In the spirit of these agreements, the Consulate General of the United Mexican States in Philadelphia (hereinafter referred to as the "Consulate") and the U.S. Department of Labor, Wage and Hour Division, Philadelphia District Office (hereinafter referred to as the "WHD") pledge to abide by and to execute the following terms of partnership:

- 1) The Consulate agrees to provide compliance information covering the provisions of the laws enforced by the WHD, including the Fair Labor Standards Act (FLSA), Migrant and Seasonal Agricultural Worker Protection Act (MSPA), Field Sanitation Standards of the Occupational Safety and Health Act (OSHA), and Family and Medical Leave Act (FMLA), to its constituents when appropriate. The WHD agrees to provide printed material to the Consulate for this purpose.
- 2) The Consulate and the WHD will jointly participate in media events, conferences, and local meetings, such as the mobile consulate, to inform Mexican Nationals in the local community about their rights under the labor statutes enforced by the WHD. Assistance will be provided by other WHD District Offices when these events occur outside of the Philadelphia District Office's jurisdiction.
- 3) The Consulate agrees to publicize events conducted in cooperation with the WHD on its website. The Consulate further agrees to maintain a link to the WHD's webpage on its website.
- 4) The Consulate agrees to work in conjunction with the U.S. Department of Labor's Office of Public Affairs in order to publicize this partnership and any events conducted in accordance with it. The Consulate also agrees to work in cooperation with other U.S. Department of Labor agencies, such as the Occupational Safety and Health Administration, when requested in order to further promote the goals of this partnership.

- 5) WHD agrees to provide technical assistance to the Consulate on an on-going basis. WHD further agrees to send a representative to participate in training of Consulate staff regarding the federal minimum wage and overtime laws, as well as the other laws enforced by WHD, when requested by the Consulate.
- 6) WHD will send a representative to the Consulate to speak with their constituents regarding the federal minimum wage and overtime laws, as well as the other laws enforced by WHD. WHD will screen complaints during these occasions and take appropriate action when necessary.
- 7) The Consulate and WHD agree to work closely with each other to identify potential violations of the laws enforced by WHD. The Consulate will act as a liaison between its constituents and the WHD. The WHD will accept complaints from the Consulate on behalf of their constituents when the information provided indicates the probability of violations of the federal wage and hour laws. The WHD will keep the Consulate informed of the progress of cases initiated as result of information provided through the Consulate as well as other cases involving employees known to be Mexican Nationals.
- 8) The Consulate will assist the WHD in locating Mexican Nationals who have left the U.S. and in distributing back wage checks to them when it is found that they are due amounts as a result of a WHD investigation.
- 9) The Consulate and WHD will work together in developing Spanish-language outreach materials that can be distributed to the Consulate's constituents.
- 10) The Consulate and WHD may meet at least twice per year to track and share information on activities and results in achieving the goals of this partnership.
- 11) The Consulate designates the Consul of Protection to act as a point of contact with the WHD. The WHD designates the Philadelphia District Office's District Director and Assistant District Director to act as points of contact with the Consulate.
- 12) This agreement shall become effective upon execution by the parties, and shall remain in effect until one of the parties requests to terminate the agreement. This agreement may be amended by mutual agreement of the parties.

I have read, understand, and agree to the terms of this Partnership in Compliance Agreement, entered into on **April 16, 2008**. Through these efforts we are proud to foster an environment in which Mexican citizens working in the United States will be safe on the job and fully and fairly compensated for their work.



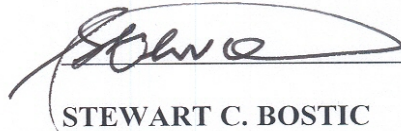
ENRIQUE RUIZ SÁNCHEZ
Consul General
Consulate of the United Mexican States
Philadelphia, PA



CORLIS L. SELLERS
Regional Administrator
U.S. Department of Labor
Wage & Hour Division
Northeast Regional Office



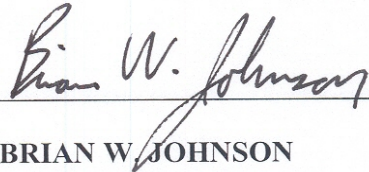
VICENTE MONTEMAYOR CANTU
Deputy Consul
Consulate of the United Mexican States
Philadelphia, PA



STEWART C. BOSTIC
District Director
U.S. Department of Labor
Wage & Hour Division
Philadelphia, PA District Office



BLANCA VILLALÓN LOZANO
Consul of Protection
Consulate of the United Mexican States
Philadelphia, PA



BRIAN W. JOHNSON
Assistant District Director
U.S. Department of Labor
Wage & Hour Division
Philadelphia, PA District Office