

# RAPID RESPONSE LABOUR MECHANISM COMPLAINT

## COMPANY

Interior Industries  
(Industrias del Interior, INISA)

## INDUSTRY

Garment manufacturing

## LOCATION

Rincón de Romos, Aguascalientes

## UNION & LABOUR ORGANIZATION

Authentic Labour Front (Frente  
Autentico del Trabajo, FAT)

Union of Interior Industries  
(Sindicato de Industrias del Interior,  
SIN)

**Request filed by US government:**  
May 12, 2023

**Concluded:**  
December 11, 2023

## INISA



On May 12, 2023, the Authentic Labour Front (Frente Auténtico del Trabajo, FAT) and the Union of Interior Industries (Sindicato de Industrias del Interior, SIN) petitioned the US government, through the Interagency Labour Committee for Monitoring and Enforcement (ILC), to file a complaint under the Rapid Response Labour Mechanism (RRLM). They alleged that the company, Interior Industries (Industrias del Interior – INISA, a denim garment manufacturer), had coerced its workers into accepting proposed revisions to the company’s collective bargaining agreement (CBA) and had interfered in the internal affairs of the union. They also claimed that INISA was not negotiating in good faith with the union.

On June 12, 2023, the ILC determined that there was sufficient and credible evidence of denial of rights that allowed for the activation of the RRLM and requested the Mexican government to accept the complaint and carry out an investigation. On August 9, 2023, the US and Mexican governments published a joint remediation plan. As part of the plan, the company was required to, among other measures, relocate the union office to an area separate from the human resources office, publish a commitment to respect the workers’ right to freedom of association and collective bargaining, and establish a hotline for worker complaints by September 1. Additionally, Mexico will offer training and conduct inspections at the workplace.

On December 11, 2023, the U.S. Government announced the successful resolution of the case, following the completion of the Course of Remediation on November 10, 2023.

## TIMELINE

**May 12, 2023**

INISA's workers filed a complaint under the RRLM. Among other allegations, they stated that the company was refusing to negotiate in good faith on the union's proposed wage increase. Additionally, they alleged that workers had been dismissed for advocating for union reform.

**June 12, 2023**

In a press release, the US Trade Representative, Katherine Tai, announced that the complaint filed by FAT and SIN against INISA had been accepted. The company was accused of coercing the workers into accepting its proposed revisions to the CBA, interfering in the internal affairs of the union, and failing to negotiate in good faith with the union.

**July 25, 2023**

On its official Facebook page, the Interior Industries Union reported that INISA workers had voted in favour of negotiated revisions to the CBA, which included an increase in the base wage. The vote was 482 in favour and 19 against.

**August 9, 2023**

In a joint statement, the Mexican and US governments announced the Course of Remediation. As part of a broader set of conditions, the plan states that the company must: 1. Relocate the union office and individuals employed to do union work there to an area separate from Human Resources office by September 1, 2023; 2. Publish and communicate to the workers a statement by August 30, 2023 committing the company to respect the workers' right to freedom of association and collective bargaining and establish transparent guidelines on employer neutrality; and 3. Set up a phone line or email address by September 1, 2023 for worker to file anonymous complaints.

Additionally, the Mexican government will provide in-person training on worker rights for INISA personnel, carry out periodic factory inspections, and offer a phone line for anonymous complaints.

**December 2023**

The U.S. Government's Department of Labor (DOL) announced the successful resolution of the labour complaint against INISA. In the press release, Ambassador Katherine Tai highlighted that this was "the first time the United States invoked the RRLM outside of the auto sector." According to the DOL, the negotiations reached by the union and the employer through conciliation formed the basis of the November 10, 2023 completion of the Course of Remediation.

December 2023