

# RAPID RESPONSE LABOUR MECHANISM COMPLAINT

## COMPANY

Panasonic Automotive Systems  
de Mexico

## INDUSTRY

Manufacture of automotive audio  
systems and switches

## LOCATION

Reynosa, Tamaulipas State

## UNION & LABOUR ORGANIZATION

National Independent Union of  
Industry and Service Workers  
(SNITIS)

Autonomous Industrial Union of  
General Maquila Workers of the  
Mexican Republic (SIAMARM),  
CTM-affiliated

### Request filed by US government:

May 18, 2022

### Concluded:

July 14, 2022

## PANASONIC



In April 2022, the National Independent Union of Industry and Service Workers (SNITIS) won the title to the collective bargaining agreement in a Panasonic factory located in Reynosa, Tamaulipas, defeating the existing union, the Confederation of Mexican Workers (CTM)-affiliated Autonomous Industrial Union of General Maquila Workers of the Mexican Republic (SIAMARM).

Prior to that vote, the company dismissed 50 workers who were SNITIS sympathizers. In addition, weeks before the union representation vote, the company signed a new collective bargaining agreement (CBA) with SIAMARM and requested its registration with the Local Conciliation and Arbitration Board (junta), despite the fact that the earlier version of the CBA had been rejected in a democratic vote held in October 2022.

In response to these violations of the workers' associational and collective bargaining rights, the US Government accepted a complaint under the Rapid Response Labour Mechanism (RRLM).

## TIMELINE

- October 2021** ○ Through a transparent and democratic legitimation vote, Panasonic workers rejected the existing collective bargaining agreement (CBA) negotiated between the company and SIAMARM. In total, 888 workers voted against the CBA, whereas 643 workers endorsed it.
- March 22, 2022** ○ Even though a vote to determine which union has the right to hold the title to the collective bargaining agreement had been scheduled, the company signed a new collective bargaining agreement with SIAMARM and requested its registration at the local junta.
- April 2022** ○ The company dismissed 50 workers who were sympathizers of SNITIS in an attempt to weaken the independent union and intimidate the remaining workers to support the CTM union.
- April 18, 2022** ○ SNITIS, with the support of the US NGO Rethink Trade, filed a formal complaint with the US government under the USMCA's Rapid Response Labour Mechanism (RRLM), alleging violation of freedom of association and collective bargaining rights.
- April 21 & 22, 2022** ○ A recuento (union representation election) was held to determine which union would hold the title to the CBA. SNITIS received 1,200 votes, against 390 votes for the CTM union.
- May 18, 2022** ○ The US government presented a formal request to the Mexican government to review the Panasonic case within the framework of the RRLM.
- June 2022** ○ SNITIS reported that the company refused to sit down to negotiate a CBA, and the union responded by filing a legal notice to call a strike.
- June 10, 2022** ○ SNITIS and Panasonic reached an agreement on the terms and conditions of a new CBA, including a 9.5% wage increase, a one-time only monetary bonus of 3.5% of the annual salary, and reinstatement of the dismissed workers.
- July 14, 2022** ○ The US Government announced the successful completion of the complaint process under the RRLM.

November 2023