

RAPID RESPONSE LABOUR MECHANISM COMPLAINT

TEKSID HIERRO DE MEXICO (STELLANTIS NV)

COMPANY

Teksid Hierro de Mexico,
a Stellantis NV subsidiary

INDUSTRY

Production of iron, magnesium
and aluminum castings for the
automotive industry

LOCATION

Frontera, Coahuila State

UNION & LABOUR ORGANIZATION

National Union of Miners,
Metalworkers, Steelworkers,
and Allied Trades of the Mexican
Republic (Los Mineros)

CTM-affiliated Union of Metal
Mechanic Industry Workers (STIM)

Request filed by US government:

June 6, 2022

Concluded:

August 16, 2022



After a lengthy dispute that took place over many years, in May 2022, the Federal Centre for Conciliation and Labour Registration (CFCRL) recognized the National Union of Miners, Metalworkers, Steelworkers, and Allied Trades of the Mexican Republic (Los Mineros) as the legitimate holder of the collective bargaining agreement (CBA) with Teksid Hierro de Mexico. The company, nonetheless, continued recognizing and negotiating revisions to the CBA with the Confederation of Mexican Workers (CTM)-affiliated Union of Metal Mechanic Industry Workers (STIM). In response to reports of these violations of freedom of association and the right to bargain collectively, on June 6, 2022, the US Government filed a complaint against Teksid de Hierro de Mexico under the Rapid Response Labour Mechanism (RRLM).

TIMELINE

- June 28, 2018** ○ A union representation election was held, and Los Mineros won title to the CBA, but the company did not recognize the results and dismissed more than 100 sympathizers of the independent union.
- August 2021** ○ The Mexican Supreme Court of Justice (SCJN) ruled that Los Mineros did hold title to the CBA covering the Teksid Hierro Mexico workers. Despite this ruling, the company continued to recognize the STIM as the representative of the workers for the purpose of collective bargaining.
- May 11, 2022** ○ The CFCRL notified the employers' representatives, as well as the two union organizations involved, that Los Mineros was the rightful title-holder of the CBA. Nonetheless, the company continued recognizing the STIM as the collective bargaining agent for the workers.
- June 6, 2022** ○ The US Government announced that it had accepted a complaint against Teksid Hierro de Mexico under the RRLM for violating the right to freedom of association and collective bargaining.
- July 7, 2022** ○ The Secretary General of Los Mineros communicated that Teksid Hierro de Mexico had finally recognized Los Mineros as the title-holder of the CBA.
- August 2, 2022** ○ After the company and Los Mineros had entered into constructive dialogue and reached some agreements, the US Government announced a course of remediation, which included retroactive payment of union dues to be paid by the employer to Los Mineros.
- August 16, 2022** ○ The governments of the United States and Mexico announced the successful resolution of the complaint against Teksid Hierro de México under the RRLM. This decision was based on the corrective action implemented by the company, including: 1. Teksid's recognition of Los Mineros as the sole union holding title to the only valid CBA; 2. Los Mineros' access to the facility and the allocation of office space; 3. The reinstatement of 36 workers with payment of 100% of their lost wages; and 4. Payment of union dues owed.