

RAPID RESPONSE LABOUR MECHANISM COMPLAINT

COMPANY

Tridonex, a subsidiary of Cardone Industries (Philadelphia, USA)

INDUSTRY

Auto parts manufacturing

LOCATION

Matamoros, Tamaulipas State

UNION & LABOUR ORGANIZATION

CTM-affiliated Matamoros Assembly and Maquiladora Industrial Workers Union (SITPME)

National Independent Union of Industry and Service Workers (SNITIS)

Request filed by US government:
June 9, 2021

Concluded:
August 10, 2021

TRIDONEX



The workers employed by Tridonex, an auto parts company based in Matamoros, Tamaulipas, were denied their basic right to organize and negotiate better wages and working conditions. Throughout a two-year period, Tridonex workers were harassed and dismissed for trying to organize an independent union, the National Independent Union of Industry and Service Workers (SNITIS), to replace the existing “protection” union.

Harassment was also carried out by the state government, including the imprisonment of the union adviser and lawyer, Susana Prieto Terrazas, by the governor of Tamaulipas State. Tridonex had rejected the union’s demand contained in a lawsuit filed by the workers to stop withholding union dues and transferring them to the protection union. The company went so far as to dismiss more than 600 sympathizers of the independent SNITIS union.

TIMELINE

**January, 2019–
March, 2020**

In February of 2019, Tridonex workers staged a work stoppage in response to the company's refusal to comply with prior agreements regarding a wage increase and a productivity bonus. However, the SITPME union that had negotiated those agreements failed to back the workers' protest, generating increasing discontent toward that union. This provoked approximately 500 workers to attempt to end their affiliation to SITPME in March, 2020, but the union did not accept the workers' request to disaffiliate.

June 2020

In response to the worker protests and attempts to organize an independent union, SNITIS advisor, Susana Prieto, was arrested and detained.

April–October, 2020

Using the pandemic as an pretext, Tridonex carried out massive dismissals. Most of the dismissed workers were SNITIS sympathizers.

May 10, 2021

SNITIS, together with the AFL-CIO, SEIU, and Public Citizen, announced that they had filed a complaint with the US Government under the Rapid Response Labour Mechanism (RRLM).

June 9, 2021

The US Government accepted the complaint and opened a case under the RRLM.

August 10, 2021

The US Government and Tridonex announced that they had reached an agreement that included a plan of action to remediate the freedom of association (FOA) violations. The Mexican Government did not participate in the plan of action since it refused to accept the complaint arguing that the events had taken place before USMCA had entered into force. In addition, SNITIS disavowed the agreement since the union was never involved in the negotiation process.

February 28, 2022

A union representation election (recuento) was held for the workers to decide through a personal, free, and secret ballot vote which union would hold the title to the CBA. SNITIS, the independent union, won the *recuento* with 1,126 votes, whereas the CTM union received 176 votes.

August 14, 2022

The CTM union tried to disavow the election results through the labour courts. However, the Fourteenth Associate Court of the First Circuit ruled, in resolution 349/2022, in favour of SNITIS, recognizing it as the majority union with the right to hold title to the CBA.

November 2023