

RAPID RESPONSE LABOUR MECHANISM COMPLAINT

COMPANY

VU Manufacturing

INDUSTRY

Automotive soft trim production

LOCATION

Piedras Negras, Coahuila State

UNION & LABOUR ORGANIZATION

Mexican Workers' League
(La Liga)

CTM-affiliated Coahuila Union of Maquila Workers of the National Industry of Accessories and Heavy Machinery and the Manufacture of Metal Furniture (STIMINANPMMMC)

Request filed by US government:
July 21, 2022

Concluded:
September 14, 2022

VU MANUFACTURING | CASE 1



Throughout 2021, workers at the VU Manufacturing facility were attempting to organize an independent union affiliated with the Mexican Workers' League (La Liga) and negotiate a collective bargaining agreement (CBA). Although the company had not previously had a union or a CBA, in June 2022 it tried to impose a Confederation of Mexican Workers (CTM)-affiliated union, providing access to CTM representatives to the workplace so that they could affiliate workers. Workers who questioned the company's attempts to impose a union were dismissed. The employer's interference in union affairs led La Liga to file a complaint under the Rapid Response Labour Mechanism (RRLM) for the violation of the right to freedom of association and collective bargaining.

TIMELINE

June 2022

La Liga and the Border Committee of Workers (CFO) filed a formal complaint under the Rapid Response Labour Mechanism (RRLM) alleging that VU Manufacturing had interfered with the workers' right to select their union, a clear violation of their freedom of association and collective bargaining rights.

July 21, 2022

The US Government accepted the complaint filed by La Liga and CFO, remarking that "[t]he workers are entitled to the right to freely organize the union of their choice."

August 24, 2022

The Federal Centre for Conciliation and Labour Registration (CFCRL) announced that the workers at VU Manufacturing would be holding a union representation election (recuento) on August 31 in order to determine which union organization would represent them in collective bargaining.

August 31, 2022

The Mexican Workers' League won the union representation election. 68% of the workers participated in the vote (291 workers), out of which 186 voted in favour of La Liga, 101 voted in favour of the CTM union, and 4 votes were annulled.

September 14, 2022

After La Liga won the union representation vote, the Mexican and US governments announced the successful completion of the complaint filed under the RRLM.

November 2023