

# RAPID RESPONSE LABOUR MECHANISM COMPLAINT

## COMPANY

Yazaki Group

## INDUSTRY

Production of components for  
automobiles

## LOCATION

León, Guanajuato

## UNION & LABOUR ORGANIZATION

Sindicato Miguel Trujillo López,  
CTM affiliate

Casa Obrera del Bajío  
(Bajío Worker Centre)

### Request filed by US government:

August 7, 2023

### Concluded:

October 4, 2023

## YAZAKI GROUP



On March 31st, during the vote to legitimize the collective bargaining agreement (CBA), the Casa Obrera del Bajío (Bajío Worker Centre) reported that the Miguel Trujillo union, affiliated with the Confederation of Mexican Workers (CTM), obstructed the participation of third-shift workers in the vote, and engaged in antidemocratic actions (such as vote-buying) in collusion with the company Yazaki and its Human Resources department.

The Casa Obrera del Bajío and Yazaki workers filed complaints with the Federal Centre for Conciliation and Labour Registration (CFCRL), which were rejected, thus validating the vote results. Subsequently, Casa Obrera del Bajío filed a complaint with the US government under the Rapid Response Labour Mechanism (RRLM) alleging irregularities during the voting process. The US government accepted the complaint and requested a review by the Mexican government of the alleged violations of the rights of Yazaki Group's workers. The Mexican government decided not to conduct the requested review, prompting the Casa Obrera del Bajío to request the establishment of a dispute panel under the RRLM.

Ultimately, the governments of the United States and Mexico agreed to close the case after the employer made commitments and took sufficient actions to ensure respect for the associational rights of the workers, including a commitment to freedom of association (FOA) training, adoption of a neutrality policy, and cooperation with government inspections at the León plant.

## TIMELINE

**March 31, 2023**

On March 31, the vote on the legitimation of the collective bargaining agreement (CBA) was held. However, the Casa Obrera del Bajío reported that the CTM-affiliate Miguel Trujillo union did not permit third-shift workers to participate in the vote. Furthermore, they accused the union of engaging in anti-democratic practices and mistreating the workforce in collusion with Yazaki company and its Human Resources personnel. This allowed the Miguel Trujillo union to legitimate the CBA with 1,295 votes in favor and 732 votes against. In response to these events, the Casa Obrera del Bajío, along with Yazaki workers, filed a complaint with the Federal Centre for Conciliation and Labour Registration (CFCRL in Spanish).

**May 10, 2023**

The CFCRL determined that the complaints filed by the Casa Obrera del Bajío and a group of workers were unsupported and dismissed the case, thereby validating the outcome of the March 31 CBA legitimation vote.

**July 5, 2023**

The Casa Obrera del Bajío filed a complaint with the RRLM, alleging that a series of irregularities occurred during the March 31 CBA legitimation vote.

**August 7, 2023**

The US government determined that there was sufficient and credible evidence of rights denial to invoke the RRLM, and the US Trade Representative submitted a request to Mexico to review whether workers at Yazaki Group were being denied their right to freedom of association and collective bargaining.

**August 18, 2023**

The government of Mexico notified the US government that it would not carry out the requested review under the RRLM regarding an alleged denial of associational rights at Yazaki Group facility.

**August 22, 2023**

In response, the Casa Obrera del Bajío announced that it would request the establishment of a panel to examine the complaints, as provided for under Chapter 31 of the trilateral trade agreement.

**October 4, 2023**

The US and Mexican governments announce the conclusion of the Yazaki Group case under the RRLM, in response to the actions taken by the company to strengthen respect for the workers' right to freedom of association and collective bargaining. These actions include, among others:

- Yazaki Group posted a neutrality statement on its North American website and distributed printed copies of the statement to employees in all its Mexican facilities, including at the Planta León facility, affirming its commitment to safeguarding the right to freedom of association, and sharing an internal hotline for workers to submit concerns related to their labour rights;
- The Mexican government and the International Labour Organization will deliver training on freedom of association and collective bargaining rights at the facility for workers, company representatives, and union representatives; and
- The Mexican government posted a statement in the Planta León facility explaining that dissemination of misleading information during workers' votes is considered an irregularity and should be reported to government authorities.

November 2023