



**ARRANGEMENT ESTABLISHING AN UNDERSTANDING
BETWEEN
THE CONSULATE GENERAL OF THE UNITED MEXICAN STATES IN PHOENIX,
THE CONSULATE GENERAL OF THE UNITED MEXICAN STATES IN NOGALES,
THE CONSULATE OF THE UNITED MEXICAN STATES IN TUCSON, THE
CONSULATE OF THE UNITED MEXICAN STATES IN DOUGLAS, AND THE
CONSULATE OF THE UNITED MEXICAN STATES IN YUMA
AND
THE U.S. DEPARTMENT OF LABOR'S WAGE AND HOUR DIVISION,
PHOENIX DISTRICT OFFICE**

The Consulate General of the United Mexican States in Phoenix, the Consulate General of the United Mexican States in Nogales, the Consulate of the United Mexican States in Tucson, the Consulate of the United Mexican States in Douglas and the Consulate of the United Mexican States in Yuma (the Consulates), and the U.S. Department of Labor's (DOL), Wage and Hour Division (WHD), Phoenix District Office, hereinafter referred to collectively as "the Participants";

RECOGNIZING the joint desire to improve awareness and promote better understanding of workplace laws and regulations applicable to all Mexican workers in the United States, acknowledged in the April 3, 2014 Joint Declaration between the Ministry of Foreign Affairs of the United Mexican States and the Department of Labor of the United States of America to Work Together to Inform Mexican Workers in the United States about their Labor Rights;

RECOGNIZING the provisions of the Letter of Arrangement between the Ministry of Foreign Affairs of the United Mexican States and the Wage and Hour Division of the Department of Labor of the United States of America concerning Wage and Hour Laws and Regulations applicable to Mexican Workers in the United States, signed at Washington, D.C., on November 6, 2014;

RECOGNIZING that the Joint Declaration provides for the establishment of cooperative relationships for purposes such as training and education, outreach and communication, and that such cooperation may be enhanced by promoting dialogue on compliance with laws and regulations administered and enforced by WHD;

Intend to seek achievement of the following:

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[Signature]

Overall Objective

The Participants intend to establish a collaborative relationship to provide Mexican workers in Arizona information, guidance, and access to education and training resources to help them exercise their workplace rights, particularly with regard to reducing violations of the minimum wage, overtime, recordkeeping, child labor, safe housing and transportation provisions of the laws and regulations administered and enforced by WHD, and to help them understand the rights of workers and the responsibilities of employers under the Fair Labor Standards Act, the Migrant and Seasonal Agricultural Worker Protection Act, and the H-2A and H-2B programs under the Immigration and Nationality Act over which WHD has enforcement authority.

Training and Education

The Participants intend to work together to seek achievement of the following training and education goals:

- Launch an educational program (hereinafter referred to as "the program") aimed at making Mexican workers in Arizona aware of applicable workplace laws and regulations.
- Monitor, review, evaluate, and modify the program as needed, to ensure that workers from Mexico in the U.S. and their employers are well aware of workplace rights and responsibilities.
- Provide training to consular staff on the application and enforcement of workplace laws and regulations.
- Establish a system for referring complaints by Mexican workers in the U.S. to WHD.
- Develop additional appropriate educational materials as needed.
- Arrange for a WHD representative to attend and participate in appropriate forums held for Mexican workers and employers involving topics under the jurisdiction of WHD.

Outreach and Communication

The Participants intend to work together to achieve the following outreach and communication goals:

- Conduct a minimum of two informational forums during the first year of the program, where public notice is to be provided, and at least one representative of each Participant attends each forum.

- Publicize this Arrangement and all relevant information regarding the program through local and international media.
- Provide educational materials to the Consulates for distribution.
- Provide the Consulates with a contact person to coordinate implementation of the Arrangement.
- Set up a system for consular contact with Mexican workers who have returned to Mexico and are owed back wages that WHD has collected from the responsible employers. WHD intends to facilitate this contact by providing the Consulates with the name, date of birth and any other relevant information concerning these workers. When contact is made, WHD intends to provide checks to the Consulates, made out to the workers, and the Consulates intend to arrange for the delivery of the checks to the workers.
- Disseminate compliance and educational materials to the Consulates' constituency.
- Verify the dates of birth for minors born in Mexico and living in Arizona in order to affect any enforcement action related to the alleged child labor violations.

Promotion of Dialogue

The Participants intend to work together to seek achievement of the following goals related to promoting dialogue on workers' proper wage compensation:

- Raise awareness of and demonstrate commitment to worker rights whenever leaders from the Participants address groups.
- Convene or participate in forums, round table discussions, or stakeholder meetings on issues affecting Mexican workers in the U.S. to help forge innovative solutions on issues concerning proper wage compensation, and other employment issues, and understanding of worker rights and responsibilities of employers.
- Share information on DOL laws and standards, including those related to worker rights and employer responsibilities.

An implementation team made up of representatives of each Participant intends to meet to develop a plan of action, mutually determine working procedures, and identify the roles and intended responsibilities of the Participants. In addition, the Participants intend to meet at least three (3) times per year to track and share information on activities and results in achieving the goals of the Arrangement.




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This Arrangement is intended to cease three (3) years from the last date of signing. A Participant should endeavor to provide thirty (30) days advanced written notice of its intent to discontinue its participation in this Arrangement. This Arrangement may be modified in writing at any time by mutual consent of the Participants.

Signed in duplicate, in the Spanish and English languages.

**FOR THE CONSULATE GENERAL OF
THE UNITED MEXICAN STATES IN
PHOENIX**



**Claudia Franco Hijuelos
Consul General of Mexico**

place and date: _____

*Phoenix AZ
Aug 29, 2016*

**FOR THE U.S. DEPARTMENT OF
LABOR'S
WAGE AND HOUR DIVISION,
PHOENIX DISTRICT OFFICE**



**Eric Murray
Phoenix District Director**

place and date: _____

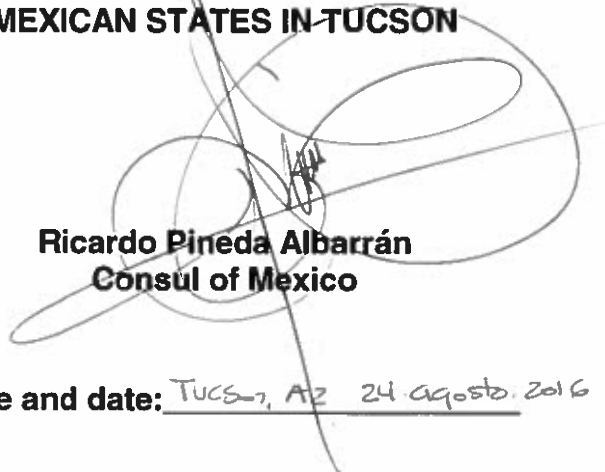
**FOR THE CONSULATE GENERAL OF
THE UNITED MEXICAN STATES IN
NOGALES**



**Ricardo Santana Velázquez
Consul General of Mexico**

place and date: Tucson, AZ 24 agosto 2016

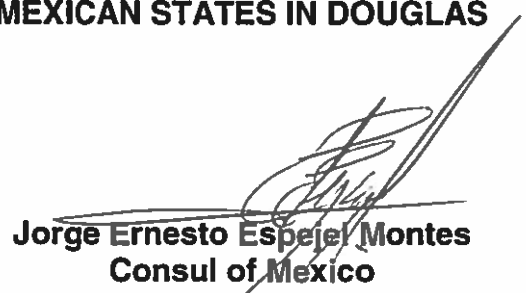
**FOR THE CONSULATE OF THE UNITED
MEXICAN STATES IN TUCSON**



**Ricardo Pineda Albarrán
Consul of Mexico**

place and date: Tucson, AZ 24 agosto. 2016

**FOR THE CONSULATE OF THE UNITED
MEXICAN STATES IN DOUGLAS**



**Jorge Ernesto Espejel Montes
Consul of Mexico**

place and date: Tucson, AZ 24 agosto. 16

**FOR THE CONSULATE OF THE UNITED
MEXICAN STATES IN YUMA**



**Eusebio Augusto Romero y Esquivel
Consul of Mexico**

place and date: Tucson, AZ 24 agosto. 2016

