

**ARRANGEMENT ESTABLISHING AN UNDERSTANDING  
BETWEEN  
THE CONSULATE OF THE UNITED MEXICAN STATES IN PHILADELPHIA,  
PENNSYLVANIA  
AND  
THE U.S. DEPARTMENT OF LABOR'S WAGE AND HOUR DIVISION,  
PHILADELPHIA DISTRICT OFFICE**

The Consulate of the United Mexican States in Philadelphia, Pennsylvania (Consulate) and the U.S. Department of Labor's (DOL), Wage and Hour Division (WHD), Philadelphia 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:

**Overall Objective**

The Participants intend to establish a collaborative relationship to provide Mexican workers in the State of Delaware and the Pennsylvania State counties of Philadelphia, Chester, Montgomery, Delaware and Bucks, with 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,

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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 the State of Delaware and the Pennsylvania State counties of Philadelphia, Chester, Montgomery, Delaware and Bucks 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 Consulate for distribution.
- Provide the Consulate 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 Consulate 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 Consulate, made out to the workers, and the Consulate intends to arrange for the delivery of the checks to the workers.
- Disseminate compliance and educational materials to the Consulate's constituency.
- Verify the dates of birth for minors born in Mexico and living in the State of Delaware and the Pennsylvania State counties of Philadelphia, Chester, Montgomery, Delaware and Bucks, 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.

This Arrangement is intended to cease three (3) years from the 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 at Philadelphia, Pennsylvania in duplicate, this 28<sup>th</sup> day of August, 2018, in the English and Spanish languages.

**FOR THE CONSULATE OF THE  
UNITED MEXICAN STATES IN  
PHILADELPHIA, PENNSYLVANIA**

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



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**Alicia Guadalupe Kerber Palma**  
Consul of Mexico



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**James Cain**  
District Director