LETTER OF ARRANGEMENT

BETWEEN

THE WAGE AND HOUR DIVISION OF THE DEPARTMENT OF LABOR OF THE UNITED STATES OF AMERICA

AND

THE MINISTRY OF FOREIGN AFFAIRS OF THE REPUBLIC OF EL SALVADOR

CONCERNING WAGE AND HOUR LAWS AND REGULATIONS APPLICABLE TO SALVADORAN WORKERS IN THE UNITED STATES

The Wage and Hour Division (WHD) of the Department of Labor of the United States of America and the Ministry of Foreign Affairs of the Republic of El Salvador, through its Embassy and Consulates in the United States of America, hereinafter "the Participants";

CONSIDERING the commitment to protect the well-being of Salvadoran workers in the United States of America;

CONSIDERING the desire to establish programs of cooperation to educate and inform Salvadoran workers and employers in the United States of America as to their respective workplace rights and responsibilities, to provide them with information about WHD resources to strengthen implementation of the laws enforced by the agency;

CONSIDERING the importance of promoting a better understanding of wage and hour laws and regulations by Salvadoran workers in the United States of America through outreach, education, training, and replication of best practices, and to help address wage and hour issues impacting Salvadoran workers in the United States; and

CONSIDERING the intention of the Participants, through the U.S.–El Salvador Joint Declaration between the Department of Labor of the United States of America and the Ministry of Foreign Affairs of the Republic of El Salvador, signed at Washington, D.C., on November 6,

2014 to work together to inform Salvadoran workers in the United States of America about their labor rights,

Intend to collaborate as follows:

SECTION 1
Objective

To promote the workplace rights and well-being of Salvadoran workers in the United States of America through joint efforts between the Participants and with other relevant governmental agencies and private organizations in the United States, as appropriate and as mutually consented to by the Participants.

SECTION 2
Areas of Collaboration

In furtherance of this objective, the Participants intend to pursue the following initiatives concerning workplace issues affecting Salvadoran workers in the United States, to the extent funds are available:

1. Joint development, translation, and dissemination of informational materials, utilizing print and electronic media, addressing workplace laws and regulations affecting Salvadoran workers in the United States;

2. Distribution and publicity by WHD and the Salvadoran Embassy and Consulates in the United States of America of Spanish language brochures (where applicable), pamphlets and other informational materials to Salvadoran workers regarding applicable labor protections in the United States of America, both prior to and after their arrival in the United States;

3. Joint strategic expansion of collaborative partnerships, to other areas in the United States, with each initiative tailored to the special characteristics of the target communities.

4. Joint development with the Embassy and Consulates of the Republic of El Salvador in the United States of other appropriate models for collaboration for implementation in regions in the United States of America where there are Salvadoran worker populations.

5. Outreach by the Embassy and Consulates of the Republic of El Salvador in the United States of America to entities such as faith and community-based organizations that routinely interface with Salvadoran workers to:

a. facilitate meetings with Salvadoran workers to provide information about worker protections in the United States of America and where to seek assistance; and

b. promote the distribution of materials providing information about worker protections in the United States of America and where to seek assistance.

6. Outreach by the Embassy and Consulates of the Republic of El Salvador in the United States of America to Hispanic or Salvadoran employers and Hispanic or Salvadoran business associations to facilitate training by the WHD on applicable wage and hour laws.

7. Outreach by the Embassy and Consulates of the Republic of El Salvador in the United States of America to Spanish-speaking national media outlets and local community media to facilitate public service programs to provide information about worker protection laws in the United States.

8. Assistance by the Embassy and Consulates of the Republic of El Salvador in locating Salvadoran workers following their return to El Salvador to:

a. provide information about a Salvadoran worker's current address to facilitate the payment of back wages; and

b. provide information for developing an enforcement action against an employer of Salvadoran workers in the United States.

SECTION 3
Process of Consultation

The Participants intend to collaborate through joint efforts at the national level between the WHD and the Embassy of the Republic of El Salvador in Washington, D.C. and at the regional level between the WHD regional and area offices and the Salvadoran Consulates. The Participants intend to identify points of contact for formal communication at the national and regional levels, which would be responsible for developing joint efforts within the areas of cooperation as may be decided. Representatives of the Participants intend to meet on a periodic basis to assure that these functions are carried out. The Participants have exchanged lists of national and regional representatives, who would serve as contact points to support these efforts.

SECTION 4
Expenses and Costs

Each Participant intends to finance its participation in any areas of cooperation undertaken pursuant to this Letter of Arrangement and subject to the availability of funds in each Participant's respective budget.

SECTION 5

Final Provisions

This Arrangement becomes operative on the date of signing and is intended to cease after a period of three years. It may be modified by written consent of the Participants. This Arrangement may be continued by written consent of the Participants. Either Participant should endeavor to provide three months written notification of its intent to discontinue this Arrangement to the other Participant.

Signed at Washington, D.C., in duplicate, in English and Spanish, on the sixth day of November, two thousand fourteen.

FOR THE WAGE AND HOUR DIVISION OF THE DEPARTMENT OF LABOR OF THE UNITED STATES OF AMERICA

David Weil, PhD
Administrator

FOR THE MINISTRY OF FOREIGN AFFAIRS OF THE REPUBLIC OF EL SALVADOR

Francisco Altschul
Ambassador of the Republic of El Salvador to the United States of America