

**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**

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

**CONSIDERING** their desire to protect the well-being of Mexican workers in the United States;

**CONSIDERING** their desire to establish programs of cooperation to educate and inform Mexican workers and their employers in the United States 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 Mexican workers in the United States through outreach, education, training, and replication of best practices, and to help address wage and hour issues impacting Mexican workers in the United States; and

**CONSIDERING** the intention of the Participants, through the U.S.–Mexico 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, signed at Washington, DC on April 03, 2014.

Intend to collaborate as follows:

## **SECTION 1**

### **Objective**

To promote the workplace rights and well-being of Mexican workers in the United States 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 wage and hour related workplace issues affecting Mexican 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 Mexican workers in the United States.
2. Distribution and publicity of Spanish language brochures (where applicable), pamphlets and other informational materials to Mexican workers regarding applicable labor protections in the United States, 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. Development of other appropriate models for collaboration for implementation in regions in the United States where there are Mexican worker populations.
5. Outreach to entities such as faith- and community-based organizations that routinely interact with Mexican workers to:
  - a. facilitate meetings with Mexican workers to provide information about worker protections in the United States and where to seek assistance; and
  - b. promote the distribution of materials providing information about worker protections in the United States and where to seek assistance.
6. Outreach to Mexican employers and Mexican business associations to facilitate training by the WHD on applicable wage and hour laws.
7. Outreach to national media outlets in the United States, social media, and local community media to facilitate public service programs to provide information about worker protection laws in the United States.
8. Assistance in locating Mexican workers following their return to Mexico to:
  - a. provide information about a Mexican worker's current address to facilitate the payment of back wages; and
  - b. provide information for developing an enforcement action against an employer of a Mexican worker or 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 Mexico in Washington, D.C., and at the regional level between the WHD regional and area offices and Mexican consulates in the United States. The Participants intend to identify points of contact for formal communication at the national and regional levels, who 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 the Participant's respective budget.

**SECTION 5**  
**Final Provisions**

This Letter of Arrangement does not create any international obligations or responsibility for the States to which the Participants belong.

This Letter of Arrangement becomes operative on the date of signing and is intended to cease after a period of three (3) years. Either Participant may discontinue its participation in this Letter of Arrangement at any time by providing to the other Participant a three (3) months written notification of its intent to discontinue this Letter of Arrangement. This Letter of Arrangement may be modified by written consent of the Participants.

Signed at Washington, D.C. in Spanish and English 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**

**FOR THE MINISTRY OF FOREIGN  
AFFAIRS OF THE UNITED  
MEXICAN STATES**

  
for **David Weil, PhD**  
**Administrator**

  
**Eduardo Medina Mora**  
**Ambassador of Mexico to the  
United States of America**