

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

The Wage and Hour Division of the Department of Labor of the United States of America and the Ministry of Foreign Affairs of the United Mexican States, through its Embassy and Consulates in the United States, hereinafter “the Parties”;

**CONSIDERING** their commitment 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 employers in the United States as to their respective workplace rights and responsibilities, to provide them with information about WHD resources to achieve compliance with 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 Joint Declaration between the Department of Labor of the United States of America and the Ministry of Foreign Affairs of the United Mexican States Concerning Workplace Laws and Regulations Applicable to Mexican Workers in the United States, signed at Washington, D.C., on the 4th day of May of 2010;

Intend to collaborate as follows:

## **ARTICLE 1**

### **Objective**

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

## **ARTICLE 2**

### **Areas of Collaboration**

In furtherance of this objective, the Parties intend to pursue the following initiatives concerning 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 by WHD and the Mexican Embassy and Consulates in the United States of Spanish language brochures, 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 with the Mexican Embassy and Consulates in the United States of other appropriate models for collaboration for implementation in regions in the United States where there are Mexican worker populations.
5. Outreach by the Mexican Embassy and Consulates in the United States to entities such as faith and community-based organizations that routinely interface 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 by the Mexican Embassy and Consulates in the United States to Hispanic employers and Hispanic business associations to facilitate training by the WHD on applicable wage and hour laws.
7. Outreach by the Mexican Embassy and Consulates in the United States 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 Mexican Embassy and Consulates 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 Mexican workers in the United States.

### **ARTICLE 3**

#### **Process of Consultation**

The Parties intend to collaborate through joint efforts at the national level between WHD and the Mexican Embassy in Washington, D.C., and at the regional level between the WHD regional and area offices and the Mexican Consulates. The Parties 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 Parties intend to meet on a periodic basis to assure that these functions are carried out. The Parties have exchanged lists of national and regional representatives, who would serve as contact points to support these efforts.

### **ARTICLE 4**

#### **Expenses and Costs**

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

**ARTICLE 5**  
**Final Provisions**

This Letter of Arrangement may be modified at any time by mutual written consent of the Parties.

Signed at Washington, D.C., in duplicate, in English and Spanish, on the first day of June two thousand and ten.

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



**Nancy J. Leppink**  
**Deputy Administrator**

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



**Arturo Sarukhan**  
**Ambassador of the United Mexican  
States to the United States of America**

