

MINISTERIAL CONSULTATIONS JOINT DECLARATION

Between

**the Department of Labor of the United States of America,
the Secretariat of Labor and Social Welfare of the United Mexican States,
and the Labour Program of the Government of Canada**

Resolving Issues Raised in

**U.S. NAO Public Communication US 2003-01 and
Canadian NAO Public Communication CAN 2003-1**

under

the North American Agreement on Labor Cooperation

The Secretary of Labor of the United States of America, Elaine L. Chao, the Secretary of Labor and Social Welfare of the United Mexican States, Javier Lozano Alarcón, and the Minister of Labour of Canada, Jean-Pierre Blackburn, in conformance with the provisions of the North American Agreement on Labor Cooperation (NAALC), agreed to carry out ministerial consultations in a spirit of cooperation in order to address matters raised in public communications US 2003-01 and CAN 2003-1. The Secretaries and Minister hereby decide to resolve the matters raised in the aforementioned public communications regarding freedom of association and protection of the right to organize and the right to bargain collectively, principles which are contained in our respective labor laws.

Acknowledging the commitment of our Governments under the NAALC to ensure the effective enforcement and promotion of our labor laws and regulations;

Desiring to strengthen labor relationships between our three nations and to continue the cooperation that results in increasing economic and labor opportunities in the 21st century; and

Confirming our commitment to work collaboratively towards our shared objective under the NAALC to improve the working conditions and living standards of all workers;

The Department of Labor of the United States of America, the Secretariat of Labor and Social Welfare of the United Mexican States, and the Labour Program of the Government of Canada have decided to undertake the following activities, to resolve the issues raised in the public communications and gain a better understanding of labor laws and practices in all three countries through information sharing, outreach, and exchange of best practices:

To mandate the Secretariat of the Commission for Labor Cooperation to work collaboratively with the National Administrative Offices to develop and prepare the following concerning the procedures to accept and resolve workers' complaints regarding unjustified dismissal for organizing or joining a union, processes for registration of unions, and access to collective bargaining agreements, and other relevant rights related to freedom of association and protection of the right to organize, and the right to bargain collectively in our three countries:

- a background report and a guide describing labor laws, regulations and procedures, as well as best practices in implementation; and
- informational materials such as brochures, pamphlets, and videos.

This information is to be made available to workers, individuals, businesses, and organizations; and is to be disseminated in all three countries, after approval by the Council.

The Secretariat of Labor and Social Welfare of the United Mexican States is to host a government-to-government session in Puebla with federal and state officials for an exchange of information on best practices in the processing of workers' complaints of unjustified dismissal, transparent procedures for the registration of unions, and access to collective agreements and labor-management cooperation mechanisms in our three countries in the federal and state/provincial jurisdictions. The session is to be followed by a seminar with other relevant stakeholders to share and build upon the information gathered through this government exchange.

The Department of Labor of the United States of America, the Secretariat of Labor and Social Welfare of the United Mexican States, and the Labour Program of the Government of Canada are to share experiences regarding best practices concerning the exchange of information about labor related issues among different levels of governments in federal states in each country.

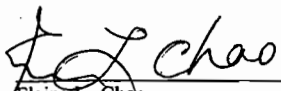
The National Administrative Offices of our three countries are to work collaboratively to develop a work plan for carrying out the activities called for under this Declaration within 90 days. These activities should be completed within 15 months of the work plan approval date.

The Department of Labor of the United States of America, the Secretariat of Labor and Social Welfare of the United Mexican States, and the Labour Program of the Government of Canada are to promote ongoing collaboration to replicate existing model efforts within Mexico to protect labor rights of Mexican workers, such as the successful efforts at the federal level to provide public access through the internet to collective bargaining agreements and registered unions within its jurisdiction.

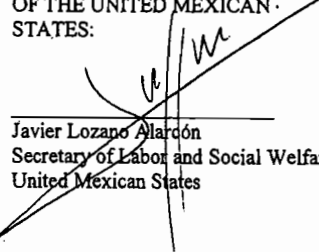
The Department of Labor of the United States of America, the Secretariat of Labor and Social Welfare of the United Mexican States, and the Labour Program of the Government of Canada are to make available public information shared under the activities conducted pursuant to this Joint Declaration.

Signed at Ottawa, this 24th day of April, 2008, in English, Spanish and French.

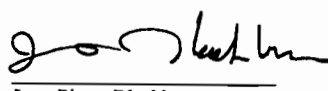
FOR THE DEPARTMENT OF
LABOR OF THE UNITED
STATES OF AMERICA:


Elaine L. Chao
Secretary of Labor
United States of America

FOR THE SECRETARIAT OF
LABOR AND SOCIAL WELFARE
OF THE UNITED MEXICAN
STATES:


Javier Lozano Alarcón
Secretary of Labor and Social Welfare
United Mexican States

FOR THE LABOUR PROGRAM
OF THE GOVERNMENT OF
CANADA:


Jean-Pierre Blackburn
Minister of Labour
Canada