

Public Report on Outreach Events Pursuant to
U.S.-Mexico Ministerial Consultations on
Public Communications MEX 2003-1, 2005-1, and 2011-1
under the North American Agreement on Labor Cooperation

Executive Summary

On April 3, 2014, U.S. Secretary of Labor Thomas Perez and Mexican Secretary of Labor and Social Welfare Alfonso Navarrete Prida, signed a ministerial joint declaration to carry out ministerial consultations under the North American Agreement on Labor Cooperation (NAALC), the labor side-agreement to the North American Free Trade Agreement (NAFTA). The Mexican Secretariat of Labor (STPS) requested consultations on issues raised in three submissions filed in 2003, 2005, and 2011 with the Mexican National Administrative Office (NAO) within STPS on the rights of Mexican nationals working in the United States on agricultural and non-agricultural temporary work visas (H-2A and H-2B visas, respectively). As part of the consultations, the U.S. Department of Labor (DOL) and STPS developed a work plan for conducting educational and outreach activities to inform Mexican workers in the United States and their U.S. employers about workers' workplace rights and employers' responsibilities. The work plan also outlines activities for Mexican officials to hold in Mexico to inform Mexican workers interested in obtaining an H-2 visa, and others, about their rights in the recruitment process and while working in the United States. The plan was published in June 2014, after consulting with the submitters of the NAALC submissions and other civil society organizations. Under the terms of the joint ministerial declaration, the DOL and the STPS noted their intent to use the DOL Consular Partnership Program (CPP), which has been in place since 2004 with the Mexican Ministry of Foreign Affairs and its consulates in the United States, to carry out the educational and outreach activities. The last activity was held on February 27, 2015. The joint declaration and work plan also noted the intent to prepare this public report, which provides a summary of the outreach events completed under the work plan in both the United States and Mexico.

In the United States, DOL held 29 outreach events in 15 states, reaching more than 2,300 workers and 1,000 employers. DOL's Wage and Hour Division (WHD) took the lead in implementing the outreach events in the United States, working closely with DOL's Bureau of International Labor Affairs (ILAB) and Occupational Safety and Health Administration (OSHA), as well as the Mexican Embassy and consulates in the United States and civil society partners.

In Mexico, STPS held 11 events; reaching approximately 1,600 Mexican nationals, including those interested in obtaining an H-2 visa, had obtained an H-2 visa, or had already worked in the United States, as well representatives from state and local authorities responsible for serving Mexican migrant workers. STPS planned the events in consultation with the STPS Federal Labor Delegations, the Federal Labor Attorney Office (PROFEDET), the National Employment Service, the Secretariat of Foreign Affairs (SRE) and its Federal Delegations, the U.S. Embassy in Mexico City, state and municipal governments, and representatives from state offices dedicated to migrant issues. The following civil society members participated: the Centro de los Derechos del Migrante (CDM), Global Workers Justice Alliance, and "Pastoral de La Movilidad

Humana” and the “Proyecto de Derechos Económicos, Sociales y Culturales” (PRODESC). The outreach activities held in Mexico were focused on assisting workers who hope to obtain an H-2 visa, workers who already had a visa, their families and workers who have previously worked in the United States. Additionally, the events brought together state and local authorities that have the responsibility of serving migrant workers.

Introduction

The NAALC directs each trading partner government to create NAOs to implement the agreement and to provide for the receipt of communications from the public (called “submissions”) regarding other labor law matters in other trading partner countries. DOL designated ILAB’s Office of Trade and Labor Affairs (OTLA) for this purpose (hereinafter referred to as the “U.S. NAO”)¹, and the STPS likewise established its own NAO inside its International Affairs Bureau (hereinafter referred to as the “Mexican NAO”).² Under the NAALC, a trading partner government may request ministerial consultations with another trading partner government regarding a relevant labor matter, and the governments should make every attempt to resolve the matter through consultations.

In 2003, 2005, and 2011, the Mexican NAO received submissions (NAALC Submissions MEX 2003-1, 2005-1, and 2011-1) concerning the rights of Mexican nationals working in the United States on low-skill agricultural and non-agricultural temporary work visas (H-2A and H-2B visas, respectively).³ In November 2012, the Mexican NAO published its combined report on these submissions, which recommended that STPS request ministerial consultations under the NAALC with the U.S. Secretary of Labor to further discuss the issues raised in the submissions.⁴ In May 2013, STPS formally requested ministerial consultations and after discussing with DOL, requested that the consultations take the form of educational campaigns with state governments, employers in the sectors listed in the submissions, and workers on H-2 visas. DOL and Mexico agreed to use the CPP, a collaboration between DOL and 11 foreign embassies and consulates, including Mexico, to carry out these educational campaigns in the form of outreach events across the United States.⁵ As part of the CPP, WHD, OSHA, ILAB and the embassies and consulates work throughout the year to inform migrant workers in the United States about their labor rights, including during the annual Labor Rights Week in September.

On April 3, 2014, Secretary Perez and Secretary Navarrete Prida signed a ministerial joint declaration to carry out consultations and which articulated cooperative activities between DOL and the STPS, including development of a work plan of outreach events and other types of collaboration.⁶ That work plan was published in June 2014, after consulting with the submitters

¹ U.S. Department of Labor, “Notice of Procedural Guidelines,” *Federal Register* 71, no. 245 (December 21, 2006).

² Mexico’s procedural guidelines for handling submissions are available at http://dof.gob.mx/nota_detalle.php?codigo=4873307&fecha=28/04/1995

³ For more information about the submissions, please visit ILAB’s website at: <http://www.dol.gov/ilab/trade/agreements/naalc.htm>.

⁴ http://www.dol.gov/ilab/reports/pdf/mx_informe_esp.pdf.

⁵ For more information about the CPP, please visit <http://www.dol.gov/dol/cpp/>.

⁶ The joint declaration is available at: <http://www.dol.gov/opa/media/press/ilab/ILAB20140543-US-Mex-Declaration.pdf>.

of the NAALC submissions and other civil society organizations.⁷ The work plan aimed to reach H-2 workers and employers across the United States and Mexico, and, together with the joint declaration, noted the intent to prepare a public report on the events after the final activity was held. The last event was held on February 27, 2015. This report provides a summary of the outreach events completed under the work plan in both countries.

U.S. Events

The goals of the outreach events in the United States were to provide meaningful information to Mexican workers in the United States with H-2A and H-2B temporary work visas about their rights under applicable U.S. labor laws, as well as to provide fact sheets and other compliance assistance information to employers of H-2A and H-2B workers. The following section provides more detail on the events implemented and the outcomes resulting from those events.

Event planning process:

WHD took the lead in planning the outreach events and worked closely with the U.S. NAO, OSHA, and the Mexican consulates in the United States, as well as the National Labor Relations Board (NLRB), Equal Employment Opportunity Commission (EEOC), state government officials and civil society partners.

Collaboration with civil society:

The joint declaration contemplated consultations with stakeholders, including those responsible for the NAALC submissions. On April 9, 2014, DOL hosted an open meeting to hear U.S. and Mexican civil society partners' views of the declaration and to gather input on the formats and locations of the outreach events. The meeting, which also included a former H-2B worker, began a series of constructive conversations over the next few months in which civil society provided important feedback that informed DOL and STPS' work plan. The work plan was published on June 17, 2014, but DOL continued to solicit and consider stakeholder feedback about events, including suggestions for alternate locations and dates. For example, after such feedback, a Delaware event was changed to Kennett Square, Pennsylvania, and an additional event was added in Little Rock, Arkansas.

Selection of event locations:

In order to select outreach event locations that would reach the largest number of workers on H-2A and H-2B visas, DOL conducted research on locations with high H-2A and H-2B visa prevalence, taking into account the states and sectors listed in the submissions. DOL also discussed this issue at length with the submitters, other civil society organizations and the Mexican consulates in the United States. Finally, DOL and the Mexican consulates strategically planned events in accordance with available resources.

Publicity for events:

⁷ The work plan is available at: <http://www.dol.gov/ilab/trade/preference-programs/US-Mexico.pdf>.

WHD's local offices, Mexican consulates, and civil society partners publicized the outreach events through flyers, word of mouth and radio ads, tailoring the message and modes of communication to fit the local context. For example, the CDM organized the participation of Western Region WHD officials in a Radio Bilingüe radio show that promoted some of the outreach events included in the work plan and also presented substantive information about the rights of H-2 workers. Employer associations generally handled the publicity for employer-organized events by, for example, inviting their members to the events through their electronic newsletters or other outreach.

Description of events:

Although the formats differed depending on location and audience, the events in the United States generally included presentations followed by question and answer sessions. WHD district directors and inspectors were the main presenters, and representatives from OSHA, NLRB, EEOC and state governments attended and presented at some of the events. The sessions were conducted in Spanish for workers and most of the time in English for employers and farm labor contractors. To supplement the information in the presentations and questions-and-answers, workers were provided written information in Spanish about their rights and the procedures for filing complaints, as well as resources such as pocket calendars that could be used to track hours worked. Employers were given written fact sheets about their responsibilities under U.S. law.⁸

Worker events:

The Mexican consulates in the United States helped WHD and OSHA coordinate the events and also hosted some of the worker events, including one through a mobile consulate. Inspectors and other government officials were available after the events for one-on-one conversations with workers to answer individual questions and to screen possible complaints. Some events were held at or near H-2A housing sites in order to reach a larger number of workers.

A few of the events were held soon after a new group of H-2A workers had arrived in the United States from Mexico. These events were hosted by employers or employer associations and reached the highest numbers of H-2A workers. For example, on June 26, 2014, WHD and the local Mexican consulate worked with the North Carolina Growers Association to give approximately 500 H-2A workers information about their rights under the visa program and contracts, and provided materials on how to file a complaint.

Employer events:

Employer event formats varied widely. In general, employer associations hosted the employer events, and growers, farm labor contractors and other employers attended. Other employer events were part of larger conventions, such as the "New England Grows" Convention in Boston, Massachusetts, where WHD set up an exhibit booth and handed out H-2A, H-2B and Fair Labor Standards Act (FLSA)⁹ information to hundreds of landscape employers, nursery owners and other horticultural employers.

⁸ See Exhibit 2: List of pamphlets and other information distributed at events.

⁹ The FLSA includes employment standards related to minimum wage, overtime pay, and recordkeeping for the private sector.

Methods to reach H-2 workers:

Finding ways to reach H-2A and H-2B workers presented the greatest challenge. In many cases, H-2A and H-2B jobs are in remote locations, far away from large cities and thus far away from DOL regional offices. Workers are often unable to leave their work areas, as many H-2A and H-2B workers do not have private vehicles or access to public transportation. Finding an accessible central meeting location is especially difficult because worksites are often spread out, and for H-2B workers, especially those working in fairs and carnivals, work locations change frequently.

In order to share information with a wider audience than just those workers who could physically attend, DOL, the Mexican consulates, and civil society partners used radio ads and public service announcements in Spanish to advertise the events and to present substantive information about workers' rights during those advertisements. To work around H-2A workers' transportation challenges, DOL held many events at or near H-2A housing locations. In addition, DOL provided information at workplaces when H-2A workers had just arrived from Mexico. These were the most effective ways to reliably reach H-2A workers. Unfortunately, many H-2B occupations do not have such readily identifiable central locations, and efforts to hold events for H-2B workers in cities, such as at the consulate buildings, did not reliably attract H-2B attendees. However, even when no H-2B workers were in attendance, some of the Mexican nationals who attended the events knew H-2B workers and offered to take materials back to them.

Outcomes achieved:

More than 2,300 workers and 1,000 employers across 15 states attended the 29 events in the United States. WHD inspectors at the events received a total of 16 potential cases of referrals for screening by the relevant WHD District office, including potential FLSA complaints and potential re-investigations.

The following describes in detail activities and outcomes from a sampling of the outreach events organized by the United States:

- The July 29, 2014, event in Oroville, Washington was held at a H-2A housing site that housed over 90 H-2A workers. Staff from WHD, OSHA, EEOC, the Washington State Government, and the local Mexican consulate pitched shade tents and set up tables with information in Spanish, including H-2A worker rights cards, fact sheets and cards detailing how to file complaints with the relevant entities. One of the submitter organizations and a community-based health services provider also attended the event. The event reached 65 H-2A workers, 10 migrant seasonal farmworkers and one employer. Additionally, WHD staff took information from three individual workers who thought they had potential complaints in order to screen the complaints and determine appropriate follow-up. Several other workers took contact information and worker rights cards and appeared to consider follow-up contact.
- During the Lakeland, Florida event on October 29, 2014, WHD presented information to a group of approximately 75 citrus growers and farm labor contractors on the provisions

of the H-2A visa program and on the requirements of the Migrant and Seasonal Agricultural Worker Protection Act¹⁰ and answered the participants' compliance questions. Florida's Division of Economic Opportunity also presented and provided information about compliance assistance programs and services for employers related to H-2A requirements and outreach programs for workers.

- In order to reach people working in the fair and carnival industry on H-2B visas, on September 10, 2014, staff from DOL and the Mexican consulate went to the Kansas State Fair in Hutchinson, KS. Two WHD staff members and two consulate staff members walked around the fair from activity to activity speaking with workers. More than 300 workers were on site, and the staff members were able to reach many workers on H-2B visas. The staff distributed information to the workers, including worker rights cards in Spanish and local consulate contact information.

Question and answer formats proved to be the most engaging for workers, and public service announcements and word of mouth seemed to be an effective way to reach H-2 workers. Employers also seemed most engaged during question and answer sessions, and having employer associations host events proved to be an effective way to reliably reach employers of H-2 workers.

Mexican Events

The eleven informational events held in Mexico were geared toward Mexicans interested in obtaining an H-2 visa to work in the U.S., those who have previously worked in the U.S., and those who have already secured an H-2 visa. The events were also intended for the state and local authorities responsible for serving Mexican migrant workers.

The following section provides more detail on the events implemented and the outcomes resulting from those events.

Event planning process:

Collaboration with civil society:

On April 8, 2014, the STPS met with the non-governmental organizations (NGOs) that submitted Public Communications MEX 2003-1, MEX 2005-1 and MEX 2011-1. The purpose of this meeting was for these organizations to take part in designing the Work Plan for Activities under the STPS-DOL Joint Ministerial Declaration.

The NGOs' involvement in the implementation of the Work Plan in Mexico focused on: assisting the STPS to locate communities with a long history of H-2 visa applicants, where workshops would be held; disseminating information about the events through their networks; and

¹⁰ Migrant and Seasonal Agricultural Worker Protection Act establishes employment standards related to wages, housing, transportation, disclosures, and recordkeeping for migrant seasonal and agricultural workers.

participating as panelists at the workshops. Panelists shared information regarding the rights and obligations of Mexican workers on H-2A and H-2B visas, as well as mechanisms to assert those rights, both during the recruitment process in Mexico and while working in the U.S. on an H-2 visa.

These organizations also provided support and distributed handouts to the workshop attendees, with information about each organization's various initiatives and strategies to help the migrant population, highlighting matters that are not solely employment-related.

The NGOs involved were:

- Centro de los Derechos del Migrante, Inc. (CDM)
- Global Workers Justice Alliance
- Pastoral de La Movilidad Humana
- Proyecto de Derechos Económicos, Sociales y Culturales (PRODESC)
- Jornaleros Safe
- Solidarity Center

Publicity for events:¹¹

The informational workshops were publicized in interviews with federal and state government officials that aired on the radio and ran in local newspapers, as well as statements on state TV, in official gazettes and online. Information about the events was also shared via collaborative networks, on social media and on the NGOs' national websites, as well as by the state-level field offices of the Secretariat of Foreign Affairs and the Secretariat of Labor and Social Welfare.

Local media outlets in attendance (including newspapers, TV stations and online media outlets) subsequently reported on the events.

The publicity surrounding these workshops was effective in reaching a significant portion of the target audience. As a result, attendance was high, with approximately 1,600 Mexican nationals attending the events.

Description of events:

The workshops offered all interested parties information regarding the rights of Mexicans applying to work in the U.S. on H-2A visas or H-2B visas. These workshops also offered information about illegal recruitment practices conducted in Mexico.

¹¹ Please refer to Annex 5, which includes examples of publicity before and after the events held in Mexico.

The workshops also addressed the rights of Mexican workers in the U.S. on H-2 visas, and the legal mechanisms available in the U.S. for them to exercise their rights. In addition, the workshop addressed the legal responsibilities of U.S. employers under U.S. labor law.

Officials and NGOs at the events handed out informational materials, which are listed in Annex 4 of this report.

The state and federal offices of the STPS and the Secretariat of Foreign Affairs, responsible for serving migrant workers and U.S. work visa applicants, took part in organizing and conducting the workshops.

The workshops were organized into three panels, each approximately an hour long, and three 30-minute question-and-answer sessions with one session for each panel. The topics of the informational panels were:

- The rights of H-2A and H-2B visa applicants during the recruitment process in Mexico; this topic was addressed by civil society organizations and state authorities.
- Preventing H-2 visa fraud, workers' rights and responsibilities, and processes for obtaining H-2 visas; this topic was addressed by the United States Embassy in Mexico.
- The rights of Mexican migrant workers in the U.S. on H-2A and H-2B visas; this topic was addressed by the Secretariat of Foreign Affairs.

These informational workshops provided an opportunity to disseminate accurate information, so that Mexican farm workers may be able to exercise their rights under H-2A and H-2B visas and help prevent fraud and abuses by recruiters during the recruitment process for H-2 visa applicants. The events also provided an opportunity for STPS state-level field offices to inform workers about their presence and services.

Organizing the workshops also offered the opportunity for institutions to broaden their cooperation with one another and with other stakeholders. This was achieved, for example, through coordination and joint work with the agencies responsible for migrant services offices in several Mexican states (Guanajuato, Hidalgo, San Luis Potosí, and Oaxaca); several mayors (the mayors of Martínez de la Torre, Veracruz; Ahome, Sinaloa; Tlacotalpilco, Hidalgo; and Matehuala, San Luis Potosí); state government officials (Michoacán, Zacatecas, México, Oaxaca, and Querétaro); and NGOs (the Coalición de Trabajadoras y Trabajadores Temporales Sinaloenses, the Federación Hidalguense en Nevada, and the Frente Indígena de Organizaciones Binacionales).

The workshops offered authorities at all levels the opportunity to learn about the measures being taken by the United States and Mexican governments, and by NGOs in the social sphere, to protect the rights of migrant workers.

The goal of providing this information is to have migrants become agents of change who know their rights and demand such rights be respected, report fraudulent and illegal activity, and are able to provide this information to other migrants.

Outcomes achieved:

The eleven events held in Mexico reached approximately 1,600 people, including those who were interested in working in the United States on H-2 visas and those who had previously worked on H-2 visas. Family members of those who work in the U.S. also attended the events.

The workshops' format—a question-and-answer session after each of the three informational panels—allowed for lots of interaction at all events in order to answer attendees' questions and disseminate materials they can draw upon to exercise their rights. The question-and-answer sessions also provided an opportunity to share information about legal and employment issues related to migration.

The questions from attendees covered issues such as wait times for receiving a visa; the types of work covered by each type of visa; the wages paid to workers on each type of visa; and illegal practices by recruiters to be able to identify fraud. Attendees also asked specific questions about the procedures to be followed in the event of an occupational accident and how to report recruitment fraud.

The events were conducted with a high-level of coordination between the three levels of the Mexican government, as well as with U.S. authorities, and provided Mexican nationals with an opportunity to access a number of federal and state resources. During the eleven informational events, no formal complaints were filed regarding recruitment. However, Mexican officials made some suggestions for preventing unlawful recruitment practices. One suggestion was to hold job fairs for workers wishing to obtain H-2 work visas to connect them directly to future employers so that workers would not have to seek out recruiters in their communities. Another suggestion was to continue holding know-your-rights workshops in order to educate Mexican nationals seeking lawful employment in the U.S. about their rights.

Finally, the workshops also offered an opportunity to publicize programs, initiatives and laws being implemented at a state level to protect the rights of migrant workers. Examples include:

- In Michoacán, there was an amendment of Article 325 of its Criminal Code, to punish recruiters who engage in fraudulent practices, without a right to bail. Michoacan is the first Mexican state to do so.
- In Oaxaca, individuals were provided with translations of both the Mexican Federal Labor Law and the U.S. driver's license test in Triqui, Mixtec and Zapotec.

The STPS and the United States Embassy in Mexico also worked together to hold four fairs (in Sinaloa, Colima, San Luis Potosí, and Michoacán) intended to support efforts to combat illegal recruitment by allowing employers and workers to establish a direct employment relationship, in addition to allowing for collaboration between Mexican and United States authorities at all levels.

- The first H-2 visa fair was held in San Luis Potosí in early 2014 and 1,294 job openings in the U.S. were offered.
- The second fair was held in Culiacán, Sinaloa on August 21, 2014. Representatives from six American companies interested in hiring Mexican workers were present.
- The third fair was a mobile fair with five trailers and visited the municipalities of Villa de Álvarez, Colima, Cuauhtémoc, Manzanillo and Tecomán, all of which are in the state of Colima. Approximately 700 job openings were offered.
- The fourth fair was held in Morelia, Michoacán and offered 1,399 job openings in the United States in farming, ranching, construction, services and tourism.
- The fifth fair was held in Colima on September 10, 2015. Representatives from four companies offered 600 job openings.

Examples of Two Events

An informational event that reached the largest target audience is the workshop held on October 24, 2014 in the community of Tlacotalpilco. The community, which is located in the municipality of Chilcuautla, in the state of Hidalgo, is 155 kilometers from Mexico City and has a total population of approximately 800 people; 270 people attended the workshop.

The second workshop was held on November 7, 2014, in the municipality of Matehuala, San Luis Potosí, located 533 kilometers from Mexico's northern border. The municipality has a total population of 82,000 people; 526 people participated in the workshop.

Both workshops provided an opportunity to strengthen cooperation between the various authorities that handle issues related to migration at both the federal and local levels.

Conclusion

The outreach events resulting from the ministerial consultations between DOL and STPS, and carried out through the CPP were effective in educating Mexican workers and their employers in the U.S. regarding their rights and responsibilities under U.S. labor law. Through the collaboration between the Mexican Embassy and consulates in the United States, and the U.S. Embassy and consulates in Mexico, and civil society, DOL and STPS reached more than 2,300 workers and 1,000 employers in the United States and approximately 1,600 Mexican nationals in Mexico, including those who are interested in working in the United States on H-2 visas and those who had previously worked on an H-2 visa. DOL and STPS remain committed to continue their outreach to vulnerable Mexican workers, including workers on H-2 visas, in the United States and Mexico.

Annex 1

List of U.S. Events (organized chronologically)

Date	Location	Event Type	Visa Type
June 26, 2014	Vass, NC	Worker	H-2A
July 12, 2014	Santa Maria, CA	Worker	H-2A
July 12, 2014	Salinas, CA	Worker	H-2A
July 14, 2014	Ukiah, CA	Worker	H-2A/H-2B
July 16, 2014	Little Rock, AR	Worker	H-2B
July 16, 2014	Forest Hill, LA	Worker	H-2A
July 17, 2014	Medford, OR	Worker	H-2B
July 22, 2014	Burley, ID	Worker	H-2A
July 22, 2014	Austin, TX	Worker	H-2A
July 26, 2014	Raleigh, NC	Worker	H-2A/H-2B, vulnerable populations
July 28, 2014	Othello, WA	Worker	H-2A
July 29, 2014	Oroville, WA	Worker	H-2A
July 30, 2014	San Antonio, TX	Worker	H-2B
August 23, 2014	Kennett Square, PA	Worker	H-2B, vulnerable populations
August 25, 2014	Syracuse, NY	Worker	H-2B
August 27, 2014	Clinton, NC	Worker	H-2A
September 10, 2014	Hutchinson, KS	Worker	H-2B
September 27, 2014	Santa Fe, NM	Worker	H-2B
October 7, 2014	Plant City, FL	Employer	H-2A
October 15, 2014	Arcadia, FL	Employer	H-2A
October 16, 2014	Sebring, FL	Employer	H-2A
October 29, 2014	Lakeland, FL	Employer	H-2A
November 3, 4, 7, 10, 24, 2014	Mulberry, FL	Worker & Employer	H-2A
November 12, 2014	Plant City, FL	Employer	H-2A
November 14, 2014	Wenatchee, WA	Employer	H-2A
December 10-11, 2014	Dallas, TX	Employer	H-2A/H-2B
January 27-29, 2015	Grand Island, NE	Employer	H-2A
February 4-6, 2015	Boston, MA	Employer	H-2B
February 27, 2015	Little Rock, AR	Worker	H-2B

Annex 2

Examples of pamphlets and other information distributed at U.S. events¹²

Worker events:

- Contact information of the local WHD office
- H-2A Workers Rights Card:
<http://www.dol.gov/whd/FLSAEmployeeCard/H2ASpanish.pdf>
- “We Can Help” (how to file a complaint):
http://www.dol.gov/whd/flsa/WHD1498HowToFileAComplaint_Spanish.pdf
- Work Hours calendar: <http://www.dol.gov/whd/FLSAEmployeeCard/spanCalR2Web.pdf>

Employer events:

- “Fact Sheet #26: Section H-2A of the Immigration and Nationality Act (INA)”
<http://www.dol.gov/whd/regs/compliance/whdfs26.pdf>
- “Fact Sheet #77C: Prohibiting Retaliation Under the Migrant and Seasonal Agricultural Worker Protection Act (MSPA)” <http://www.dol.gov/whd/regs/compliance/whdfs77c.pdf>
- “Fact Sheet #77D: Retaliation Prohibited under the H-2A Temporary Visa Program”
<http://www.dol.gov/whd/regs/compliance/whdfs77d.pdf>
- “Fact Sheet #78: General Requirements for Employers Participating in the H- 2B Program” <http://www.dol.gov/whd/regs/compliance/whdfs78.pdf>
- “Fact Sheet #78B: Recruiting Requirements under the H-2B Program”
<http://www.dol.gov/whd/regs/compliance/whdfs78b.pdf>
- “Fact Sheet #78C: Wage Requirements under the H-2B Program”
<http://www.dol.gov/whd/regs/compliance/whdfs78c.pdf>
- “Fact Sheet #78D: Deductions and Prohibited Fees under the H-2B Program”
<http://www.dol.gov/whd/regs/compliance/whdfs78d.pdf>
- “Fact Sheet #78E: Job Hours and the Three-Fourths Guarantee under the H-2B Program”
<http://www.dol.gov/whd/regs/compliance/whdfs78e.pdf>
- “Fact Sheet #78F: Inbound and Outbound Transportation Expenses and Visa and Other Related Fees under the H-2B Program”
<http://www.dol.gov/whd/regs/compliance/whdfs78f.pdf>
- “Fact Sheet #78G: Disclosure of the Job Order and Notice of Worker Rights under the H-2B Program” <http://www.dol.gov/whd/regs/compliance/whdfs78g.pdf>
- “Fact Sheet #78H: Retaliation Prohibited under the H-2B Temporary Visa Program”
<http://www.dol.gov/whd/regs/compliance/whdfs78h.pdf>
- “Fact Sheet #78I: Records Retention Requirements under the H-2B Program”
<http://www.dol.gov/whd/regs/compliance/whdfs78i.pdf>

¹² Note: This list is not intended to be exhaustive or representative of each event. Materials distributed at outreach events depended on the context and format of each event.

Annex 3

List of Mexican Events (organized chronologically)

Date	Location
August 27, 2014	Celaya, Guanajuato
August 30, 2014	Martínez de la Torre, Veracruz
August 31, 2014	Topolobambo, Sinaloa
September 10, 2014	Morelia, Michoacán
September 12, 2014	Zacatecas, Zacatecas
October 2, 2014	Toluca, México
October 24, 2014	Tlacotalpilco, Hidalgo
November 7, 2014	Matehuala, San Luis Potosí
November 21, 2014	Lagos de Moreno, Jalisco
December 5, 2014	Oaxaca, Oaxaca
December 15, 2014	Querétaro, Querétaro

Annex 4

Examples of pamphlets and other information distributed at Mexican events

STPS

- **Folletos “Te la pintan retebonito”**. Para orientación sobre el proceso de reclutamiento con teléfonos de atención en México y EUA para evitar fraudes. **SRE (Pamphlets “They make it seem so pretty”**. For orientation about the recruitment process with hotlines in Mexico and U.S. to prevent fraud.)
- **Folletos “Derechos Laborales, lo que la comunidad migrante debe saber”**, que enlista los derechos de los trabajadores migrantes que laboran en EUA, independientemente de su situación migratoria. (**Pamphlets, “Labor Rights, what the migrant community should know”**, lists the rights of migrant workers that work in the U.S., independent of their immigration status.)
- **“Guía Paisano” (“Fellow Countryman Guide”)**.
<http://www.paisano.gob.mx/index.php/programa-paisano/124-guia-paisano>

Embajada de EUA

- **“¿Viene a los EUA temporalmente para Estudiar o Trabajar?”**. Guía sobre los derechos de los trabajadores en EUA, con números de teléfonos gratuitos para orientación en la presentación de quejas. (**“Are you going to the U.S. temporarily to study or work?”** Guide about labor rights in the U.S., with free telephone numbers for orientation about filing complaints.)
- **Tarjetas de la Unidad de Prevención de Fraudes de la Embajada de EUA en México** para reportar explotación laboral y tráfico de personas en EUA, así como para denunciar fraude en el proceso de visas. (**Cards from the Fraud Prevention Unit of the U.S. Embassy in Mexico** to report labor exploitation and human trafficking in the U.S., as well as to file complaints about fraud in the visa process.)
- **Tarjetas sobre los derechos de las visas de trabajo H2**. Incluye teléfonos para denunciar violaciones laborales en EUA y para orientación sobre el reclutamiento en México. (**Cards about the H-2 work visa rights**. Includes telephones to file complaints about labor violations in the U.S. and to obtain orientation about recruitment in Mexico.)
- **Folleto “Podemos Ayudar, como presentar una demanda”** (Pamphlet **“We can Help, how to file a complaint”**)
http://www.dol.gov/whd/flsa/WHD1498HowToFileAComplaint_Spanish.pdf

Centro de los Derechos del Migrante Inc.

- Estudio “**Revelando el reclutamiento**”. (Study “**Revealing recruitment**”)
http://www.cdmigrante.org/wp-content/uploads/2013/02/Revelando-el-Reclutamiento_Espanol_Final.pdf
- Folleto “**Como Migrante y Trabajador Tengo Derechos**”. Recopila los derechos de los trabajadores mexicanos al amparo de las leyes de EUA. (Pamphlet “**I have Rights as a Migrant and a Worker.**” Compiles the rights of Mexican workers covered by U.S. laws.)
- Tarjetas “**Voy contratado**”. (Cards “**I have a contract.**”)
<http://contratados.org/>

Global Workers Justice Alliance

- Informe “**Jornaleros mexicanos en EU con visa: los modernos olvidados**”. (Report “**Mexican Day laborers in the U.S. with a visa: the forgotten workforce**”)
<http://www.globalworkers.org/sites/default/files/EXECUTIVE%20SUMMARY%20Jornaleros%20SAFE.pdf>
- Cd’s “**Proyecto Jornaleros Safe**”. Documentales que buscan mejorar las condiciones de los trabajadores mexicanos temporales en EUA. (Cd’s “**Safe Day Laborer Project.**” Documentaries that seek to improve the conditions of temporary Mexican workers in the U.S.)
- Tríptico “**Global Workers Justice Alliance, la Alianza de Justicia para Trabajadores Globales**”. Establece qué hace la organización y los servicios que ofrece a los migrantes. (Triptico “**Global Workers Justice Alliance, the Justice Alliance for Global Workers.**” Establishes what the organization does and services it provides.)
- **Cartilla de los Derechos Humanos Laborales de los Trabajadores H2A**. Presenta información sobre los problemas a los que se enfrentan los trabajadores mexicanos que se van con visa H2-A a EUA, a fin de dar a conocer los derechos laborales y como se pueden defender. (**Card of the Labor Human Rights of H2A workers.** Provides information about the problems faced by Mexican workers that go to the U.S. with H-2A visas, with the purpose of informing them about their labor rights and how they can defend themselves.)

Annex 5

Examples of publicity before and after the events held in Mexico

Celaya, Guanajuato <ul style="list-style-type: none">• https://www.facebook.com/migrante.guanajuato/posts/292110570994727• https://www.youtube.com/watch?v=w1oPrDb781Q
Martínez de la Torre, Veracruz <ul style="list-style-type: none">• http://diarioelmartinense.com.mx/estado/martinez-de-la-torre/10832-ayuntamiento-de-martinez-fortalece-politicas-de-migracion.html• http://www.parandoreja.com/ayuntamiento-de-martinez-fortalece-politicas-de-migracion/
Topolobambo, Sinaloa <ul style="list-style-type: none">• http://www.lineadirectaportal.com/movil/publicacion.php?id=204878&origen=s&seccionID=&back=seccion.php?seccionID=3&seccion=• http://ahome.gob.mx/index.php/schedule-appointment/noticias/543-ahome-supera-en-mas-de-4-veces-la-meta-de-generacion-de-empleo-para-este-ano-2014-con-mas-de-6-mil-nuevos-trabajos• http://www.cadenacinco.com/2014/08/21/secretaria-de-relaciones-exteriores-impartira-taller-para-visa-h2-de-trabajo/
Morelia, Michoacán <ul style="list-style-type: none">• http://www.marmorinforma.mx/Morelia/Morelia/CANACO-Morelia-realiza-taller-Derechos-de-los-Trabajadores-Migrantes• https://www.facebook.com/GlobalWorkers/posts/950767341605626
Zacatecas, Zacatecas <ul style="list-style-type: none">• http://zacatecasonline.com.mx/noticias/local/41425-trabajadores-migrantes-taller.html• http://ljlz.mx/2014/09/13/gestionaran-la-realizacion-de-una-feria-del-empleo-para-migrantes-en-zacatecas-2/?doing_wp_cron=1425945228.5036330223083496093750• http://ntrzacatecas.com/2014/09/13/ensenan-a-tramitar-las-visas-laborales/
Tlacoatlamilco, Hidalgo <ul style="list-style-type: none">• http://www.elindependientedehidalgo.com.mx/2014/10/246649• http://agendahidalguense.com/2014/10/26/los-derechos-de-los-trabajadores-migrantes-mexicanos-con-visas-h2a-y-h2b/• http://www.cursorenlanoticia.com.mx/?p=2741
Matchuala, San Luis Potosí <ul style="list-style-type: none">• https://www.facebook.com/CDMigrante/photos/a.10150313073127195.391611.130282477194/10153646505627195/?type=1• http://ogarrío.com/se-celebro-foro-de-migrantes-con-visas-laborales-h2a-y-h2b/

- <http://www.oem.com.mx/elsoldesanluis/notas/n3600046.htm>
- <http://pulsoslp.com.mx/2014/11/07/realizaran-foro-sobre-derechos-de-migrantes/>
- <http://www.matehuala360.com/m360/celebraran-foro-sobre-los-derechos-de-los-trabajadores-migrantes/>

Lagos de Moreno, Jalisco

- <http://www.am.com.mx/lagosdemoreno/local/explican-derechos-de-los-migrantes-160533.html>

Oaxaca, Oaxaca

- <http://www.setrao.oaxaca.gob.mx/PRENSA/COMUNICADOS/diciembre2014/05.html>
<http://www.nssoaxaca.com/estado/31-general/106294-gobierno-de-oaxaca-suma-esfuerzos-con-embajada-de-eua-en-mexico-para-evitar-que-migrantes-sean-victimas-de-fraude>
- <http://www.noticiasnet.mx/portal/oaxaca/general/comunicaciones/248829-da-setrao-taller-sobre-derechos-migrantes-visas-h2a-h2b>

Querétaro, Querétaro

- https://www.google.com.mx/url?sa=t&rct=j&q=&esrc=s&source=web&cd=5&cad=rja&uact=8&ved=0CDUQFjAEahUKEwix3rOLzNnHAhWLCZIKHYa5Cgg&url=https%3A%2F%2Fcodiceinformativo.com%2Fwp-content%2Fuploads%2F2014%2F08%2F16-DIC-TALLER-MIGRANTES.doc%3Fcc46f1&usg=AFQjCNE6xb1_79Fz-K4tkE2gSGFT63Z7zQ&sig2=M3Z9epJbUREHDrZvV3drAQ
- <http://m.eluniversalqueretaro.mx/metropoli/16-12-2014/asesoran-migrantes-queretanos-con-taller>
http://www.noticiasdequeretaro.com.mx/informacion/noticias/22/87/_queretaro/2014/12/18/90210/los-migrantes-deben-de-ejercer-sus-derechos-gerardo.aspx
- <https://www.facebook.com/494395264005687/photos/a.494406380671242.1073741828.494395264005687/624249024353643/?type=1&theater>
- <http://www.eluniversalqueretaro.mx/metropoli/16-12-2014/asesoran-migrantes-queretanos-con-taller>
- <http://amqueretaro.com/queretaro/2014/12/09/stps-invita-taller-para-trabajadores-migrantes-mexicanos>