

**Work Plan for Activities under the April 2014 Joint Declaration
Concerning Public Communications
MEX 2003-1, MEX 2005-1, and MEX 2011-1
June 16, 2014**

On April 3, 2014, the Secretaries of Labor of the United States and Mexico signed a Ministerial Consultations Joint Declaration in response to Public Communications MEX 2003-1, MEX 2005-1, and MEX 2011-1 under the North American Agreement on Labor Cooperation (NAALC) concerning H-2A and H-2B workers in the United States. The Joint Declaration directed the U.S. and Mexican National Administrative Offices (NAOs) to develop a work plan for carrying out educational and outreach activities to inform H-2A and H-2B workers and their employers in the United States about their rights and responsibilities within 60 days of its signing and to explore possible collaboration to facilitate efforts to combat unlawful recruitment practices.

In consultation with the U.S. Department of Labor's (DOL) Wage and Hour Division (WHD) and Occupational Safety and Health Administration (OSHA) as well as the Mexican and U.S. Embassies and Consulates in the United States and Mexico, and civil society organizations in both countries, including the submitters of the public communications, the U.S. and Mexican NAOs have developed the following work plan to carry out activities throughout the United States and Mexico. The activities are intended to educate Mexican workers on H-2A and H-2B visas about their rights under applicable U.S. labor laws and how to exercise them, as well as to provide compliance information to their employers.

Activities in the United States

Experts from WHD, joined by OSHA where applicable, will lead activities in strategic locations that will target H-2A and H-2B workers and employers in key sectors. The experts will present information to workers and will also be available to receive information from workers about their individual employment situations. Other organizations, including the National Labor Relations Board, the Equal Employment Opportunity Commission, Legal Service Corporation grantees and other local legal services providers, state labor enforcement agencies, and local labor advocacy organizations, will also be invited to participate and share information at the events. Informational materials in Spanish on U.S. labor laws and how workers can exercise their labor rights, including how to file complaints, will be provided. DOL will coordinate with the Mexican Embassy and Consulates and civil society organizations to find appropriate venues for, and to disseminate information about, these activities. DOL and the Mexican Embassy and Consulates will coordinate on outreach and information dissemination for employers, including by reaching out to employer organizations.

The locations for, and sectors covered by, these activities were chosen based on: research on current H-2 worker populations; employer certification data from DOL's Employment and Training Administration's (ETA) Office of Foreign Labor Certification (OFLC) Public Disclosure Data, and OFLC's most recent annual report; DOL enforcement data; and consultations with the submitters of the public communications. The proposed activities are listed in the charts below, subject to change based on available resources and other relevant considerations, including availability of appropriate venues. DOL and the Mexican Embassy and

Consulates will explore adding additional informational activities for employers, pending available resources and other relevant considerations.

Proposed Activities in the United States (listed alphabetically by state)

Location	Target Population	Date
Arkansas	H-2B workers	July 2014
Arkansas	H-2B workers	July 2014
California	H-2B workers	July 2014
California	H-2A workers	July 2014
California	H-2A workers	July 2014
Delaware	H-2B workers	July 2014
Florida	H-2A employers	November 2014
Florida	H-2A workers and employers	November 2014
Florida	H-2A workers and employers	November 2014
Idaho	H-2B workers	July 2014
Kansas	H-2B workers	September 2014
Louisiana	H-2A workers	July 2014
Nebraska	H-2A employers	January 2015
New Mexico	H-2B workers	September 2014
New York	H-2A workers	September 2014
New York	H-2B workers	August 2014
North Carolina	H-2A workers	July 2014
North Carolina	H-2A workers	July 2014
Oregon	H-2B workers	July 2014
Texas	H-2A workers	July 2014
Texas	H-2A workers	July 2014
Washington	H-2A workers	July 2014
Washington	H-2A workers	July 2014

Locations and dates to be confirmed

Activities in Mexico

Officials from the Government of Mexico's National Employment Service, the Federal Attorney for the Defense of Workers (Profedet), and the Labor Federal Delegations Bureau, coordinated by the Foreign Affairs Bureau of the Secretariat of Labor and Social Welfare (STPS), will provide information to H-2A and H-2B visa applicants and recipients about their labor rights and possible unlawful practices by recruiters. They will also be provided with materials on U.S. labor laws and the different mechanisms available to them to enforce their rights. The officials in Mexico will coordinate efforts with the U.S. Embassy and Consulates in Mexico, as well as with civil society organizations, in order to reach the highest number of migrant workers.

Proposed Activities in Mexico (listed alphabetically by state)

Location	Target Population	Date
Baja California	H-2A and H-2B workers	October 2014
Ciudad de México	H-2A and H-2B workers	August 2014
Guanajuato	H-2A and H-2B workers	August 2014
Guerrero	H-2A and H-2B workers	September 2014
Jalisco	H-2A and H-2B workers	November 2014
Oaxaca	H-2A and H-2B workers	September 2014
Yucatán	H-2A and H-2B workers	October 2014

Locations and dates to be confirmed

Within 90 days of the time the last activity is completed, the U.S. and Mexican NAOs will prepare a public report about the activities.

Additionally, the U.S. and Mexican NAOs will continue to explore possible collaboration with Mexican Government offices in Mexico, the U.S. Embassy and Consulates in Mexico, and civil society organizations to facilitate efforts to combat unlawful recruitment practices.