



The Future of (Guest)Work: TN Worker Statement:

We are human beings like you, with dreams and goals, who every day prepare ourselves professionally to face the highly competitive labor market. We represent Mexican migrant workers, with diverse knowledge, covering the labor needs of qualified work required in the United States.

We are an organized group of workers, supported by Centro de los Derechos del Migrante (CDM), that seeks to be the voice of thousands of migrants with a TN visa who wish to highlight the labor injustices and social inequality that we experience.

One of the obstacles we face as migrants with a TN visa is the lack of dissemination and updating of information about the rights we have. This causes employers to take advantage of us, causing situations such as: abuse of power, breach of contracts, workplace harassment, threats, discrimination and coercive conditions.

The absence of collaboration and communication between the government of the United States and Mexico only harms working people, generating labor exploitation. The promotion of collective organization and the implementation of employer audits is necessary to help improve the situation.

We want to achieve that workers with TN visas are heard and recognized in Mexico and the United States. We have great concern about the increase in cases of violations of labor rights and that is why we unite to demand:

- 1) That the job offers are real, and have employment contracts that include a clear description of the responsibilities and activities of the position to be performed, showing the deductions, salaries and benefits, including medical care and respect for work schedules. We need contracts in Spanish, which we can review with enough time, before starting employment. In addition, we demand the elimination of breach of contract clauses, which make it difficult for us to get rid of abusive jobs.
- 2) Prevailing salaries according to the profession, job position and the state where the job will be performed.
- 3) Transparency in the information provided. Having access to clear, organized data by area of profession and state, this is key to protecting our rights. We want to ensure training processes, health protection and safety at work.
- 4) True access to justice, having updated references and tools to report abuses, for example: having real telephone numbers for counsel, and guaranteeing timely attention from government agencies. Likewise, we demand specialized information on the protections of TN visas, access to legal services, as well as interpreters or translators, free and/or accessible legal advice.

5) That discrimination (based on gender, maternity, nationality, etc.) and retaliation against us be eliminated.

As migrant workers with a TN visa, we need safe and fair immigration processes, as well as ease of carrying out immigration and administrative procedures (requesting our social security number, ID, License, etc.).

Let us move forward towards building the future of migrant work that we deserve, jobs that allow us to have a dignified life.