

Congress of the United States

Washington, DC 20510

November 3, 2025

The Honorable Jamieson Greer
United States Trade Representative
600 17th St NW
Washington, DC 20508

Dear Ambassador Greer:

We are writing in response to USTR's request for public comments in advance of the joint review (Joint Review) of the United States-Mexico-Canada Agreement (USMCA) on July 1, 2026. As part of the Joint Review, we urge you to use this process to improve labor standards under the USMCA and address the continued offshoring of good jobs and critical productive capacity so that the Agreement truly supports American workers.

The USMCA was an improvement over the North American Free Trade Agreement (NAFTA) as it relates to labor standards for workers across North America, but the Agreement was always intended to be a floor, and not a ceiling. Indeed, despite those improvements, the U.S. trade deficit with Mexico still increased by nearly 75 percent to \$172 billion since 2019 (the last year before the USMCA came into force). In autos, the trade imbalance between the US and Mexico has increased by \$30.9 billion or 34% between 2018 and 2023. As we approach the first Joint Review of the USMCA, it is clear that significantly more action is needed to address the offshoring of American jobs and to address the race to the bottom in worker wages, rights, and working conditions.

Accordingly, we urge you to use the 2026 Joint Review process to comprehensively address the following issues:

- **Address Offshoring of American Jobs:** Since USMCA's enactment in 2020, corporations have continued to offshore thousands of good jobs from the United States to Mexico. In strategic sectors like auto, the parties should use tools like quotas to safeguard minimum levels of domestic production, and enshrine the principle that preferential access to any lucrative consumer market—whether the United States or Mexico—should come with a commitment to create and maintain good manufacturing jobs in that country.
- **Close the Wage Gap:** Along with incentivizing corporations to locate production in low-wage jurisdictions, our trade deals actively encourage wage suppression abroad. This is evident in the persistent wage gap between the United States and Mexico, with the average wage in Mexico's manufacturing sector being just one tenth of their American counterparts. Mexico must commit to policies that raise wages and labor standards, which will allow for broad-based economic growth and enable genuinely fair trade across the continent. These should include the establishment of wage floors in key manufacturing sectors.
- **Mexican Labor Law Reform and Technical Assistance Funding:** While Mexico agreed to implement a range of important labor law reforms as part of USMCA, we are

concerned that Mexico has either not fully implemented or backslid on some of these commitments. Some issues that Mexico must commit to addressing include: fully funding its labor justice institutions and law authorities, including state and federal Centers for Conciliation and Labor Registration; providing Center officials with the authority and obligation to issue fines for labor violations that are swift and high enough to dissuade future violations; fully investigating and prosecuting unfair labor practices against workers who support independent trade unions, including cases of threats and violence.

Additionally, USTR should work with Congress to expand upon the initial technical assistance funding originally provided to Mexico as part of USMCA implementation to stand up new labor justice organizations and provide additional funds to the Department of Labor's Labor Affairs Bureau to build the capacity of independent unions in Mexico.

- **Strengthen and Expand the Rapid Response Mechanism (RRM):** One of the most important accomplishments of the USMCA, the RRM has been a major success in enforcing workers' rights at specific facilities in Mexico. Despite this success, in too many cases the mechanism has struggled to deliver timely and meaningful remediation measures for workers. Additionally, a range of unfair labor practices, such as the practice of blacklisting union members and a refusal by employers to engage in good faith collective bargaining, have undermined progress. In order to address these challenges, the parties should strengthen the RRM by adopting reforms that prevent the parties from abusing the panel process to delay relief for workers, as well as reforms that improve the RRM's transparency and accessibility, such as whistleblower protections and free access for labor attaches to interview workers at subject facilities. This should also include transforming the RRM to raise labor standards across North America by enforcing robust labor protections, minimum wage requirements, health & safety rules, and environmental standards, including violations that span multiple facilities.
- **Fully Enforce Forced Labor Import Ban:** While all three USMCA parties adopted some form of a ban on the importation of goods made with forced labor, Canada and Mexico have done little to enforce these bans. Both countries must commit to fully enforcing these forced labor import bans.
- **Crack Down on Chinese Investment and Transshipment in Mexico:** We are highly concerned about the increased amount of Chinese investment and exports into Mexico and reports of increased transshipment as an avenue for Chinese companies to circumvent U.S. tariffs. While not all foreign investment should give rise to suspicion, Canada and Mexico should adopt and institutionalize a foreign investment screening mechanism that provides transparency into the beneficial ownership and control of foreign investments that may pose risks to essential supply chains in the United States. Additionally, the parties must take action to prevent Chinese companies from circumventing U.S. trade remedy laws.
- **Strengthen Rules of Origin (ROO):** Another one of the most important provisions of the USMCA was strengthening ROO in certain sectors, including automobiles. The parties should develop stronger, more expansive, and more effective ROO for autos and

other sectors, such as aerospace, agricultural equipment, large appliances, and more, as well as address corporate non-compliance. For autos, the agreement's regional value content requirement should be maintained and extended to cover advanced technologies, while also eliminating ROO loopholes.

- **Clarity on Country of Origin Labeling (COOL):** U.S. food production supports hundreds of thousands of good union jobs, and consumers have a right to know where their food comes from. The parties should clarify that mandatory, non-discriminatory COOL for meat products is consistent with the USMCA.

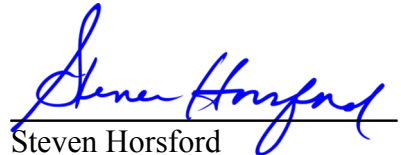
We look forward to working with you on the Joint Review process to ensure that the USMCA truly supports American workers.

Thank you for your time and attention to this important matter.

Sincerely,



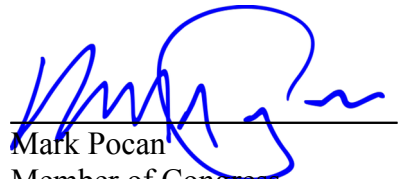
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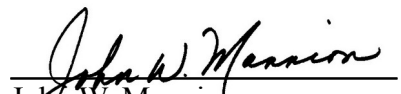
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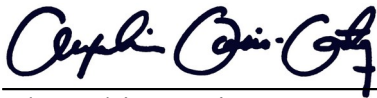
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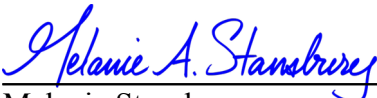
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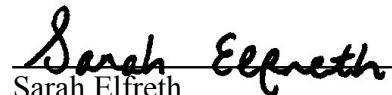
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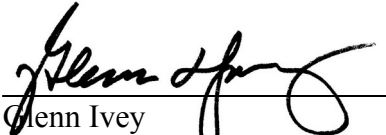
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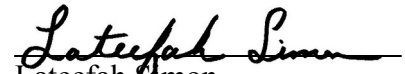
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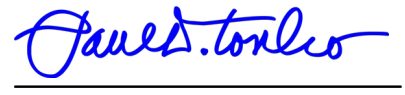
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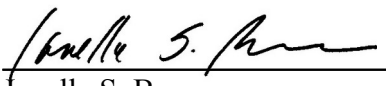
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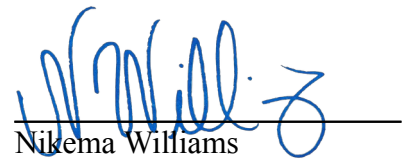
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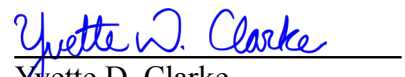
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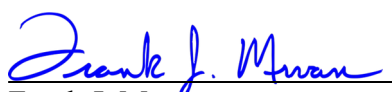
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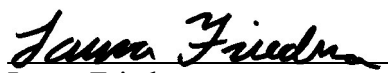
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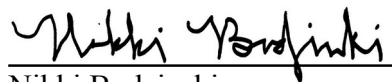
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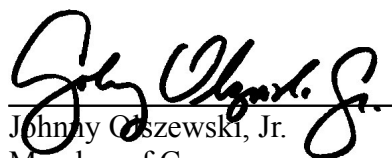
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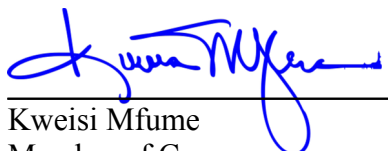
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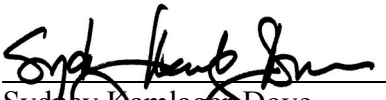
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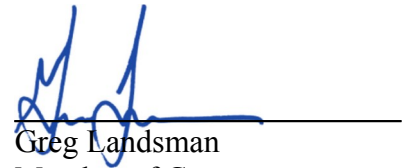
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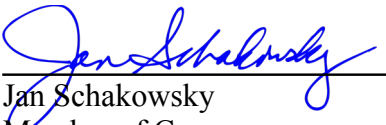
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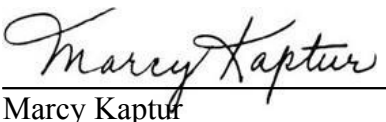
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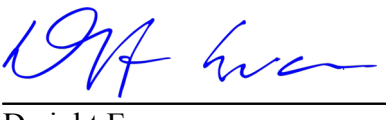
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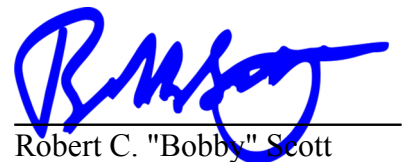
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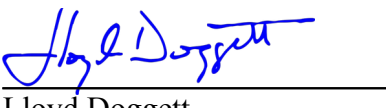
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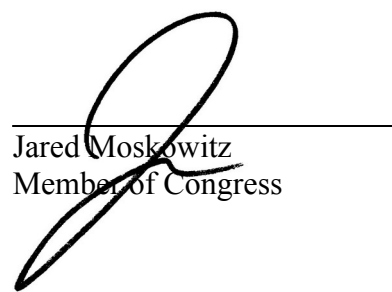
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