



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE OFFICE OF THE GENERAL COUNSEL OF THE
NATIONAL LABOR RELATIONS BOARD OF THE UNITED STATES OF
AMERICA
AND
THE MINISTRY OF FOREIGN AFFAIRS OF THE
REPUBLIC OF COLOMBIA**

The Office of the General Counsel of the National Labor Relations Board of the United States of America (the "NLRB") and the Ministry of Foreign Affairs of the Republic of Colombia ("the Ministry"), hereafter referred to as the "Participants";

RECOGNIZING that the NLRB is an independent government agency of the United States of America responsible for enforcing the provisions of the National Labor Relations Act ("the Act"), which guarantees workers in the United States the right to form, join or assist a union; choose a representative to bargain with them on their behalf with their employer; act together with other employees for their benefit and protection with or without a third-party representative; or to choose not to engage in any of these protected activities;

CONSIDERING that the NLRB is committed to promoting a broader awareness of workers' rights protected by the Act and the services that the NLRB provides to workers and employers to guarantee those rights;

Have reached the following understanding:

SECTION I
OVERALL OBJECTIVE

The Participants intend to work collaboratively, to foster an environment in which workers' rights and employer rights and responsibilities under the Act are acknowledged and respected; to improve employer and worker awareness of rights and obligations under the Act applicable to all Colombian workers in the United States of America; and to work collaboratively to provide Colombian workers, their employers, and Colombian business owners in the

United States of America with information, guidance, and access to education and training resources regarding rights and responsibilities under the Act.

To accomplish this objective, the Participants intend to join efforts, both between the NLRB and the Embassy of the Republic of Colombia in Washington, D.C. at the national level and between NLRB Regional Offices and the Colombian Consulates at the regional level, in order to develop cooperative activities on information sharing, outreach, education, training and exchange of best practices.

SECTION II **TRAINING AND EDUCATION**

The Participants intend to work together to achieve the following training and education goals:

1. To develop and provide training and education programs for Colombian workers, their employers, and Colombian business owners in the United States of America regarding the rights, protections, and obligations under the Act;
2. To provide training about the Act and the NLRB to employees of the Colombian Consulates in the United States of America; and
3. To develop and provide training programs for employees of the NLRB to enable them to serve the needs of Colombian workers, their employers, and Colombian businesses situated in the United States of America.

SECTION III **OUTREACH AND COMMUNICATION**

The Participants intend to work together to achieve the following outreach and communication goals:

1. To educate those who may not be aware of the Act, including those employees just entering the work force, by providing information designed to clearly inform Colombian workers in the United States of America of their rights under the Act and to develop ways of communicating such information (e.g. via print and electronic media, electronic assistance tools, mobile device applications, and links to the NLRB's web site from the Colombian Consulates' web sites) to the Colombian workers residing in the United States of America and their employers;



2. To educate Colombian workers, their employers and Colombian business owners about NLRB resources directly available to them, including but not limited to the accessibility of local NLRB information Officers and bilingual assistance for in-person consultations at NLRB Regional Offices as well as by telephone during regular business hours;
3. To develop procedures which enable the Colombian Consulates in the United States of America to assist the NLRB in locating Colombian nationals in Colombia who might aid the NLRB in investigations, trials, or compliance matters;
4. To develop procedures which enable the Colombian Consulates in the United States of America to refer complaints from Colombian workers, their employers, and Colombian business owners to the appropriate NLRB Regional Office; and
5. To speak, exhibit or appear at the other Participant's conferences, local meetings, or other events of mutual interest.

SECTION IV **PROMOTION OF A NATIONAL DIALOGUE**

The Participants intend to work together to achieve the following goals related to promoting a national dialogue on Colombian workers' rights and protections under the Act:

1. To raise awareness of and demonstrate commitment to the mission of the Act and the NLRB which guarantee workers the right to engage in union and/or protected-concerted activity or to refrain from engaging in such activity without fear of discrimination, harassment or retaliation; and
2. To convene or participate in forums, roundtable discussions, conferences, seminars or stakeholder meetings on labor rights and working conditions to help forge innovative solutions to issues specific to Colombian workers in the United States of America and their rights under the Act, as well as the duties, responsibilities and rights of their employers.

The Participants intend to designate representatives to monitor, evaluate and share information on activities and results in achieving the goals and objectives set forth in this Memorandum of Understanding. In addition, the Ministry and NLRB may designate representatives at the Colombian Consulates and the NLRB Regional Offices, respectively, to develop plans of action at the



local level designed to implement the goals and objectives described in this Memorandum of Understanding.

Implementation of this Memorandum of Understanding is to be subject to the national laws of the Participants and does not imply any obligations under international law.

This Memorandum of Understanding may commence upon signature and is intended to continue indefinitely. It may be modified in writing at any time by mutual consent of the Participants. Should either Participant wish to discontinue participation in this Memorandum of Understanding that Participant should endeavor to provide thirty (30) days advance written notice of its intent to the other Participant.

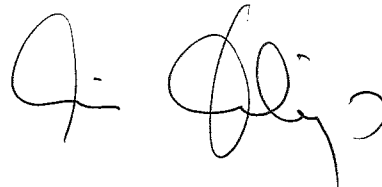
Signed at Washington, D.C., in duplicate, this June 11, 2015 in the English and Spanish languages.

**FOR THE OFFICE OF THE
GENERAL COUNSEL OF
THE NATIONAL LABOR
RELATIONS BOARD OF THE
UNITED STATES OF AMERICA**



RICHARD F. GRIFFIN, JR.
General Counsel

**FOR THE MINISTRY OF
FOREIGN AFFAIRS OF
THE REPUBLIC OF COLOMBIA**



LUIS CARLOS VILLEGAS
Ambassador