

LETTER OF ARRANGEMENT

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 GUATEMALA

The Office of the General Counsel of the National Labor Relations Board of the United States of America (the "General Counsel") and the Ministry of Foreign Affairs of Guatemala ("Ministry"), through the Embassy of Guatemala in the United States of America and General Consulates and Consulates in the United States of America, hereinafter referred to as "the Participants";

RECOGNIZING that the National Labor Relations Board (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 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 General Counsel of the NLRB, as chief prosecuting officer of 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:

OVERALL OBJECTIVE

The Participants intend to work together, to foster an environment in which workers' rights and employers duties and responsibilities under the Act are acknowledged and respected; to improve employer and worker awareness of labor rights and obligations under the Act applicable to all Guatemalan nationals working in the United States of America ("Guatemalan workers"); and to work together to provide Guatemalan workers, their employers, and Guatemalan nationals who own businesses in the United States of America ("Guatemalan business owners") with information, guidance, and access to education and training resources regarding labor rights and responsibilities under the Act.

To accomplish this objective, the Participants intend to join efforts, both between the General Counsel and the Embassy of Guatemala in the United States of America at the national level and between NLRB Regional Offices and the Guatemalan General Consulates and Consulates at the regional level, in order to develop cooperative activities and information sharing, outreach, education, training, and exchange of best practices.

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 Guatemalan workers, their employers, and Guatemalan business owners in the United States of America regarding labor rights, protections, and obligations under the Act;

2. To provide training about the Act and the NLRB to employees of the Guatemalan General Consulates and Consulates in the United States of America; and
3. To develop and provide training programs for employers of the NLRB and its Regional Offices to enable them to serve the needs of Guatemalan workers, their employers, and Guatemalan businesses owners located in the United States of America.

OUTREACH AND COMMUNICATION

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

1. To inform those who may not be aware of the Act, including those employees just entering the work force 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, and links to the NLRB's web site from the Guatemalan General Consulates and Consulates' web sites)
2. To inform Guatemalan workers, their employers, and Guatemalan business owners in the United States of America about NLRB resources directly available to them, including but not limited to the accessibility of local NLRB information offices and bilingual assistance for in-person consultations at NLRB Regional Offices as well as by telephone during regular business hours;
3. To develop procedures that enable the Guatemalan General Consulates and Consulates in the United States of America to assist the NLRB in locating Guatemalan nationals in Guatemala who might aid the NLRB investigations, trials, or compliance matters, subject to the provisions of applicable privacy laws;
4. To establish procedures that enable the Guatemalan consulates in the United States of America to refer complaints from Guatemalan workers, their employers, and Guatemalan business owners to the appropriate NLRB Regional Office, subject to the provisions of applicable privacy laws and the will of the worker; and

5. To speak, exhibit or appear at the other Participant's conferences, local meetings, or other events of mutual interest.

PROMOTION OF A NATIONAL DIALOGUE

The Participants intend to work together to achieve the following goals related to promoting a national dialogue on Guatemalan 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 Guatemalan workers in the United States of America and their rights under the Act, as well as the duties and responsibilities of their employers.

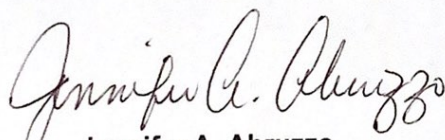
The Participants intend to designate representatives to monitor, evaluate and share information on activities and results in achieving the goals and objectives set forth in this Letter of Arrangement. In addition, the Ministry and the General Counsel may designate representatives at the Guatemalan General Consulates and Consulates and the NLRB Regional Offices, respectively, to develop plans of action at the local level to achieve the goals and objectives described in this Letter of Arrangement according to the available resources of each institution

This Letter of Arrangement becomes operative on the date of signing and is intended to discontinue after a period of three (3) years. This Letter of Arrangement may be modified in writing at any time by mutual determination of the Participants. Should either Participant wish to discontinue participation in this Letter

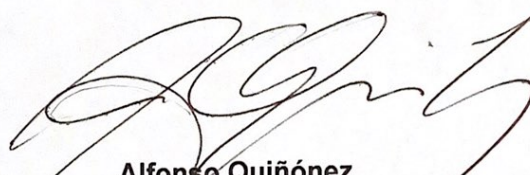
of Arrangement that Participant should endeavor to provide thirty (30) days advance written notice of its intent to the other Participant.

Signed at Washington, D.C., in duplicate, this 10th day of May, 2022,
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**


**Jennifer A. Abruzzo
General Counsel**

**FOR THE MINISTRY OF FOREIGN
AFFAIRS OF GUATEMALA**


**Alfonso Quiñónez
Ambassador of Guatemala to the
United States of America**