|-----------------------|---------------|---------------------|--------|----------------------|-----------------------|---------------|---------------------|--------|----------------------|-----------------------|---------------|---------------------|--------|----------------------|
The factory has not taken action about this issue. In fact it never submitted the CBA. Additional verification is performed in case of issues, and the Chinese workers are being compensated in Mexican pesos and every week. Workers sign pay slips that include all compensation made for overtime hours worked. The factory management is developing a new CBA to be signed. Also, in practice, Chinese workers are compensated at the legal rate for overtime hours worked.

Chinese workers are being provided with a copy of all compensation made and payroll records, including night shift work hours respecting Mexican Labor Code and workers. 1) Factory must ensure all working hours shifts are scheduled in a manner that allows a 10-hour rest period between shifts. 2) Factory to include in its training program ongoing education on proper procedures to ensure all working hours are work properly.

There are cases. Per management comment, all Chinese workers are not being unionized since evidence that there is a trade union document. There are no union representatives at the factory. All Chinese workers have been unionized. 3) Management must ensure that all compensation made includes on the factory's payroll. The factory management is developing a new CBA to be signed. Also, in practice, Chinese workers are being compensated in foreign currency.

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