



# SINDICATO INDEPENDIENTE NACIONAL DE TRABAJADORES Y TRABAJADORAS DE LA INDUSTRIA AUTOMOTRIZ

## Call for solidarity with SINTTIA and the struggle of the General Motors Workers of San Luis Potosí

San Luis Potosí, June 12, 2025

**To independent and democratic trade union organizations**

**To the world's unions in solidarity with the struggles of workers in Mexico**

From June 25 to 27, the more than 6,500 workers at the General Motors plant in San Luis Potosí (GM SLP) will vote on which union will represent them. After a patient organizing process, SINTTIA is close to win a second GM assembly plant. However, with the company's support, a pro-employer union entered the dispute for union representation.

For SINTTIA, this selection is of great importance because it would mean its expansion to a second automotive assembly plant in one of the "Big 3" in the sector, which would give SINTTIA a key strategic strength for defending the interests of automotive workers in Mexico, especially amid Mexico's complex trade and economic context with the United States.

From SINTTIA we ask all independent and democratic unions, both in Mexico and around the world, as well as social organizations, workers in the sector and in general all those who defend and sympathize with the struggles of workers and the advances of independent and democratic unions to express their solidarity with the workers of GM SLP by any means at their disposal (statements, short videos or photos of solidarity, etc.) so that GM SLP workers know that they are not alone and break their fear.

We appreciate your continued and important expressions of solidarity. Attached to this letter is a summary with more information about the process. We welcome any expressions of solidarity at [calis.nacional@gmail.com](mailto:calis.nacional@gmail.com) and [cilas@prodigy.net.mx](mailto:cilas@prodigy.net.mx).

**UNION FREEDOM AND DEMOCRACY TO IMPROVE OUR QUALITY OF LIFE**

**NATIONAL INDEPENDENT UNION OF WORKERS IN THE AUTOMOTIVE INDUSTRY**

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## Summary of the struggle process at General Motors San Luis Potosí

The GM SLP plant ( [location](#) ) began operations in 2008 and currently employs approximately 6,500 workers. From its founding until 2024, the plant was controlled by a charro union affiliated with the CTM (yellow federation, known as "charros"). However, after SINTTIA's significant victory at the GM-SILAO plant in 2022, the charros changed their strategy. The plant's previous Collective Bargaining Agreement (CBA) was not legitimized at the polls as mandated by the 2019 Labor Reform, leading the CTM union to lose its representation, and the CBA disappeared.

From then on, General Motors began a strategy to prevent SINTTIA from reaching a second plant. One of its actions was to impose a "Labor Council," composed mostly of members of the former CTM protection union, to continue negotiating on behalf of the workers. Another pattern of action has been to negotiate a certain salary increase with SINTTIA in Silao (record-breaking in the industry), only to grant a slightly higher one the next day at GM San Luis Potosí, thus establishing the idea that union representation is unnecessary.

After a patient organizing process at the plant, in April 2025, SINTTIA obtained enough signatures and submitted its application for a Certificate of Representativeness to the Federal Center for Conciliation and Labor Registration (CFCRL). On the same day that the CFCRL validated the legitimacy of the signatures submitted by SINTTIA, the majority of the members of the "Labor Council" renounced this status and immediately began collecting their own signatures, now under the auspices of a pre-existing union registry, "Sindicato Carlos Leone," which initially provided employer protection in the hotel and restaurant sector in the Riviera Maya. Now, this white union is entering the automotive sector with the same objective: trying to curb truly democratic unions controlled by the worker base <sup>1</sup>. It has even carried out clear provocative actions toward labor authorities in Mexico City, typical of criminal groups.

The company has granted this union every opportunity, for example, providing complete lists of the plant's workers, pressuring its trusted personnel to sign the petition, and allowing members of the "Labor Council," now known as the "Carlos Leone" union, to continue their full-time activities outside their work areas, despite having "resigned," giving them an illegal and undue advantage and violating the conditions for freedom of association. This allowed this white union to "obtain" the more than 2,000 signatures necessary to present itself in the election in just a few days.

For SINTTIA, this isn't the first time we've faced this type of deception and provocation. But we are not intimidated. We will continue forward in our mission to achieve improved living and working conditions for those who sustain the automotive industry: the workers. We have already achieved this at GM Silao through record wage increases, which have lifted hundreds of working families out of poverty, demonstrating that only union representation emerging from the production lines has the strength to enforce labor and union rights.

<sup>1</sup> See: <https://www.am.com.mx/industria-automotriz/2024/10/4/nace-en-pirelli-silao-nueva-corriente-sindical-720121.html>



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## Key ideas for statements of solidarity:

- June 25, 26 and 27: Vote without fear, vote for SINTTIA
- An independent union is the best option
- Calls on the company to keep its hands off the process
- Call on authorities to guarantee the exercise of free, personal, direct and secret voting
- Denunciation of protection unionism
- The importance of losing fear and voting for change

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