

Geneva, 09 May 2014

Mr. Rick Clemmer
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and

Mr. Jose Miguel Orleans
General Manager
NXP Semiconductors Cabuyao
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IndustriALL Global Unions Calls on NXP Cabuyao to Reinstate Dismissed Union Officers and Resume Collective Bargaining Negotiations in the Philippines

Dear Mr. Clemmer and Mr. Orleans,

I am writing this letter to you on behalf of [IndustriALL Global Union](#), representing more than fifty million workers throughout the whole manufacturing supply chain, including the electronics industry, in some 140 countries worldwide, to call on NXP Semiconductors in Cabuyao, Laguna, Philippines, to immediately reinstate the unlawfully dismissed 24 union officials. Please note that the Metal Workers Alliance of the Philippines-MWAP is affiliated to our global organization.

We are outraged to learn of NXP Cabuyao's gross violations of trade union rights, including sheer acts of intimidation and harassment aimed at weakening the bargaining power of the union. 24 union officers of the NXP Semiconductors Company Workers' Union were unfairly dismissed by the company on 5 May on account of their union's peaceful industrial actions.

The company's behaviour constitutes a clear violation of fundamental workers' rights and trade union rights, which are guaranteed by the Constitution of the Philippines as well as core labour conventions of the International Labour Organization (ILO), which the government of the Philippines has ratified.

Therefore, I strongly urge you to reinstate right away the 24 dismissed union officers, stop harassing the workers and respect their right to conduct peaceful actions. Furthermore, we call on NXP Cabuyao's management to return to the collective bargaining table to achieve a fair and just resolution of this conflict as well as create a constructive relationship between labour and management.

We truly hope that NXP Semiconductors Cabuyao will address the legitimate demands of the workers in strict accordance with international core labour standards.

We anticipate your quick reply.

Sincerely,



Jyrki Raina
General Secretary

CC.

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