

Mr. Rick Clemmer
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and

Mr. Jose Miguel Orleans
General Manager
NXP Semiconductors Cabuyao
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Call for 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 the workers council at NXP in Germany, to call on NXP Semiconductors in Cabuyao, Laguna, Philippines, to immediately reinstate the dismissed 24 union officials.

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 and apparently in order to undermine the union.

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 work in good faith to reach a fair and just resolution of this conflict as well as create a constructive relationship between labour and management. We are happy to assist any way we can in support of this effort.

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,



Werner Bradinal
Chairman of the German NXP works council

CC.

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