Creating and Developing Trade Union Network: The NXP Case (A work in progress)

A report by the Metal Workers Alliance of the Philippines
For the IndustriALL Global Union Steering Committee
Meeting on ICT, Electrical and Electronics
6-7 April 2016, Tokyo, Japan

NXP Background

- One of the world's largest semiconductor manufacturers
- Customers: Apple, Samsung, Huawei, Dell, Asus, Continental, Bosch, Siemens, Flextronics, Avnet, Foxconn
- $11.8 billion acquisition of FreeScale Semiconductor Ltd in Dec 2015
- Operates in 35+ countries
- More than 130 facilities
- Approximately 45,000 employees

- Sites in:
  - Asia: China, Malaysia, Philippines, Taiwan-ROC, Thailand and Singapore
  - Europe: Germany, Netherlands and UK
  - Americas: USA

NXP Background

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

Key applications

Automotive
- Car access and immobilizers
- In vehicle networking
- Car entertainment
- Telematics
- ABS
- Transmission/throttle control
- Automotive Lighting

Identification
- Secure identity
- Secure transactions
- Tagging and authentication

Infrastructure & Industrial
- Wireless base stations
- Satellite and CATV infra
- Radar
- Power supplies
- Lighting
- Personal Healthcare
- TV and Set-top boxes
- Mobile Handsets

Portable & Computing
- Mobile handset
- Tablet
- Monitor
- Personal computer
- Smart metering
- White goods and home appliances
- Pachinko machines
- Medical
- Industrial
- Consumer

Key applications

- SS Transistors and Diodes
- SS MOS
- Power MOS
- Bipolar Power Transistors
- Thyristors
- Rectifiers
- Interface protection devices
- Voltage Regulators

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

- In 2013, hundreds of union members were forced to leave the production line at NXP Manufacturing in Laksi, Bangkok, when faced with a choice between signing a company form to accept a new work system with 12-hour shifts for four consecutive days to keep their jobs, or leave. Up to now, harassment continues and a new CBA is still problematic
- 2014: NXP management suddenly terminated Jubilee bonus at Kaohsiung plant in Taiwan-ROC

NXP Workers' Situation

- In Feb 2014, 450 workers in Nijmegen went on strike for a few hours. Workers complained that their wages were more than 5% lower compared to other workers in the sector. In March, a compromise was reached. In April 2014, 85 workers were dismissed allegedly to bring down costs.

NXP Workers' Situation

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

- In 2014, NXP sacked 24 elected union officials at its Cabuyao plant in the Philippines for taking time off on national holidays
- All 24 officials were part of the union panel negotiating for a new CBA package, thereby making the management's move as an act of union-busting
- Workers' unity coupled with a strong international solidarity led to the reinstatement of 12 union officers, a decent severance package for the other 12 officers, increased wages & benefits under a new CBA package, and regular status/job security for over 200 contract workers

NXP Philippines Workers' Situation

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

- In October 2015: 600 workers were retrenched at the NXP Cabuyao Philippines plant when NXP sold its RF Power to a Chinese company
- These 600 workers were transferred to the new company, Ampleon, on a two-year contract
- Workers' job security is at stake after the expiration of the contract
- Challenge is to form a union in the new company to protect the workers

NXP Philippines Workers' Situation

- Negotiations for a new CBA package in NXP Cabuyao to start in Dec 2016
- Steady rise in hiring of contractuals and agency workers in the company is observed

  – in union's view, this is part of management's preparation for the upcoming CBA negotiation

NXP Philippines Workers' Situation

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

- With these situation, MWAP proposed the formation of NXP Trade Union Network (TUN) at the Side Meeting on Trade Union Network meeting in Malaysia last 13 June 2015
- The TUN meeting was in conjunction with the IndustriALL World Conference on ICT, Electrical and Electronics

NXP Trade Union Network

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

- 19 Dec 2016: Asian NXP TUN meeting at Bayview Hotel, Manila
- Participants: NXP Philippines, NXP Thailand, NXP Taiwan-ROC
- Objectives of the meeting:
  - To share and exchange information on the current workplace situations and union activities
  - To discuss how to develop the Asian union network with harmonized and coordinated structure
  - To set up next steps for creating the network in the global level

NXP TUN Asian Meeting

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

- Appointed coordinator and contact persons:

- Coordinator for Asia: Reden Alcantara, MWAP National President
- Contact person for Philippines: Mary Ann Castillo, president of NXP Semiconductor Workers Union
- Contact person for Thailand: Wallop Choojit, president of Thai NXP Manufacturing Workers' Union
- Contact person for Taiwan-ROC: Ou Chung-Hui, president of NXP Taiwan Workers Union

NXP TUN Asian Meeting

www.industriall-union.org
industri
all

Next Steps

- Approach to European NXP unions (or EWC) as well as other Asian unions
- Appoint coordinator(s) from the unions/contact person(s) in each regions and each countries
- Conduct Global TUN meeting in 2016 and set up principle rules and concrete action plans (including possibility on negotiation of GFA)
- Seek for sustainable TUN structure

Next Steps

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

Actions Taken

I. Regional

a. Asia

- needs to contact other affiliates/unions specifically in Singapore and Malaysia who were not able to attend the Asian meeting
- Strengthen coordination among NXP unions in Asia
- No contact with NXP workers in China; need to establish contact

b. Europe

- Still needs to reach out to and contact European unions

II. Country level

- Philippines: shared the result of the Asian meeting to NXP Cabuyao membership. NXP Cabuyao union is committed to join the NXP Trade Union Network
- Get updates from other unions

III. Global meeting

- need to propose a date; after IndustriALL Global Congress?
- Start preparations for the global meeting

Global Meeting

MWAP
METAL WORKERS ALLIANCE OF THE PHILIPPINES

Sources of information:

1. Trade Union Network: Important Tool for IndustriALL Global Union. Presentation by Kan Matsuzaki, IndustriALL Director for ICT, Electrical & Electronics. NXP Asian Trade Union Network Meeting, 19 Dec 2015
2. Company profile of NXP released by Good Electronics
3. IndustriALL Web report: Launch of NXP Asian Trade Union Network. 22.12.2015

Thank you!