



METAL WORKERS ALLIANCE OF THE PHILIPPINES

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BLR Registration No. 11871 (IND)-LC

An Affiliate of IndustriALL Global Union

URGENT APPEAL

09 May 2014

24 union officials illegally dismissed amidst CBA talks

Dear friends,

Warm greetings!

Last May 5, 24 union officials of NXP Semiconductors company in Cabuyao, Laguna, Philippines were illegally dismissed, without any due process, amidst an ongoing negotiation for a new collective bargaining agreement.

The management alleged that the union officers *"participated knowingly in ... illegal strike on April 9, and other following holidays."*

The illegal dismissal of all union officers is a clear case of union-busting. The union said that it is a desperate and malicious move of the NXP management to force them to accept the 3.5% offer of the management based on a supposed worldwide corporate policy. The 3.5% offer is equivalent only to a meager PHP25 daily increase in wages (USD 0.57 or Euro 0.41). The union is asking for an 8% daily wage increase or a 7% monthly rate.

The Metal Workers Alliance of the Philippines (MWAP) and the NXP Semiconductors Company Workers Union is appealing to you to support the fight of the NXP workers for the reinstatement of the 24 illegally-sacked workers and the immediate resumption of their CBA negotiations.

Case Detail:

Twenty-four union officials were illegally dismissed on 5 May 2014, allegedly due to participation in an illegal strike *"on April 9, and other following holidays."*

The management was referring to the workers' refusal to work overtime last April 9, 17, 19 and May 1, which were all public holidays. April 9 was Araw ng Kagitingan (National Valor Day) while April 17 & 19 were Maundy Thursday and Good Friday which are widely-observed in this Catholic-dominated country. As for May 1, International Labor Day, the union and the company has a standing agreement that all union members will be off from work and will participate in Labor Day activities.

The illegally dismissed union officials were:

1. Reden Alcantara
2. Roden Puerto
3. Catherine Onate
4. Imelda Abraham
5. Michael Tolentino
6. Baltazar Marayag
7. Mary Ann Castillo
8. Samuel Apolonio
9. Joselito Abello
10. Julius Carandang
11. Ronaldo Marlin
12. Andre Angeles
13. Alexander Samson
14. Luis Galvez
15. Emily Barrey
16. Geronimo Castillon
17. Bonifacio Cuello Jr.
18. Felidonne Calamlam
19. Rafael Galagata
20. Fernando Dala
21. Marlon Mooc
22. Paul Sarmiento

- 23. Hernani Empreso
- 24. Mathy Malahay

All are members of the union Executive Board and the Shop Steward Council. They are part of the union CBA negotiating panel.

The dismissed workers were immediately put on a blacklist and were barred from entering the Light Industry and Science Park I (LISP I) and the company premises. Their pictures were posted at the LISP I guard houses. All their benefits were blocked including the educational subsidy which is due to be released on May 15.

The union reported that following the dismissal, there is now heavy presence of elements of the Regional Special Action Force (RSAF) and goons wearing civilian clothes and roam around the company including in the production area. The shuttle buses which ferry the workers to and fro the NXP premises are now heavily guarded. Checkpoints were put up and there's a marked increase of police presence in areas going to the industrial enclaves.

The NXP union is one of the few successful ones inside a special economic zone which is considered a "no-union, no-strike" territory. It is actively helping other workers in the SEZs to fight for their rights and organize a union.

Other Details:

NXP Semiconductors Company in Cabuyao is one of the six test and assembly sites of NXP Semiconductors worldwide. Its total workforce is more than 5,000. The regular rank & file workers and union members number to around 1,500. The union is steadfastly campaigning for the regularization of about 2,000 contractual workers in the company.

NXP Cabuyao produces power devices both for automotives and electronics, magnetic sensors for high-end cars such as BMW and RF modules processes. The company supplies for major electronic brands like Apple, Nokia, Huawei, Continental, Asus, Flextronics and Foxconn.

Its 55.92% gross profit margin is "rather high", according to analysts. In the last five years (from 2009 to 2013), NXP Cabuyao posted an average of 45.55% quarterly gross profit margin.

The NXP Semiconductors Company Workers Union (NXPSCIWU) has existed for 32 years now and is an affiliate of the National Federation of Labor Unions-Kilusang Mayo Uno (NAFLU-KMU).

The union is also a member of MWAP, a national alliance of federated and independent unions and workers in the electronics, automotive, shipbuilding, metallurgical mining, steel and related industries. MWAP is an affiliate of the IndustriALL Global Union federation, which represents 50 million workers in 140 countries in the mining, energy and manufacturing sectors.

NXP Semiconductors is among the global market leaders in the semiconductor and electronics industry. It is formerly a division of Philips Semiconductor, until it was sold to a consortium of private equity investors in 2006. Major stockholders include the KKK Kolhberg Kravis and Roberts. NXP is operating in more than 25 countries and its global headquarters is located in Eindhoven, the Netherlands. It has around 24,000 workers worldwide.

Actions needed:

Please write to the NXP management and Philippine government authorities to urge NXP to:

1. Reinstate the 24 union officials!
2. Immediately resume CBA negotiation!
3. Regularize contractual employees!
4. Respect workers' rights!

Kindly send your letters to the following:

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Kindly cc mwap_phils@yahoo.com.ph of your letters. Please also forward widely to your networks.

Thank you for your support.

In solidarity,
Reden Alcantara
National President
Metal Workers Alliance of the Philippines (MWAP)
and
Union president
NXPSCIWU-NAFLU-KMU