



METAL WORKERS ALLIANCE OF THE PHILIPPINES

2nd Flr. 63 Narra St., Proj. 3, Q.C. Phils Email: mwap_phils@yahoo.com.ph

BLR Registration No. 11871 (IND)-LC

An Affiliate of IndustriALL Global Union

UPDATE on NXP Philippines Fight 24 May 2014

Reference:

Reden Alcantara

President, NXPSCIWU (nxpsciwu@yahoo.com)

and

National President, Metal Workers Alliance of the Philippines (mwap_phils@yahoo.com.ph)

The NXP management continues to be brazen in its attacks against the workers. Barbed wires have been set up in the gates of the Light Industry Science Park I (LISP 1) where NXP Philippines is located.

The setting up of barbed-wires came in the wake of the successful protest last May 13, in which the workers and their supporters were able to march past the gates of LISP 1. They marched inside the special economic zone and held a picket-protest right in front of the company.

The management is now using the age-old divide-and-rule tactics. It is sowing intrigues among the workers, spreading numerous lies and personal attacks against the union officers.

It is also trying to instill fear among workers and deprive the illegally-dismissed union officers of support. The company is spreading news that all regular workers have only two months to work at the company. It is saying that it will have a two-week shutdown and that when it resumes operation, the regular workers will be served cheques for their separation pay and that they will be replaced by contractuels.

Clearly, the NXP management does not only want to instill fear among workers but is also trying to pit workers against each other. It is trying to dispel the fact that one of the union's demands is the regularization of around 1,700 contractual workers.

The management is saying that it is open to settle the dispute with the union. But this is nothing but pure talk. The truth is that it has not shown sincerity. It has not attended any of the hearings facilitated by the National Conciliation and Mediation Board (NCMB) and the Department of Labor and Employment (DOLE). Only its lawyers were present in the meetings.

The management is also refusing to recognize the union officers' legitimacy. It is urging the workers to elect another set of union officers so that the CBA negotiations can proceed. It also said that it will only negotiate with the National Federation of Labor Unions-Kilusang Mayo Uno (NAFLU-KMU), the federation with which NXPSCIWU is affiliated.

The union is not deterred by the management's attacks. It continues to strengthen its rank and consolidate its members. Meetings are continuously held to clear things out to the members. The union continues to serve its members especially through its welfare and grievance committees.

In preparation for a sustained fight, the union is calling for support from fellow workers and the public. It is also gathering support from the international community in order to sustain their fight against union-busting and in defense of their fundamental right for a good CBA.

We continue to ask our friends and networks to support our fight thru any of the following actions:

1. Write letters to the NXP management (company contacts provided below).
2. Send solidarity messages to the union and the NXP workers. Please address them to nxpsciwu@yahoo.com cc mwap_phils@yahoo.com.ph
3. Sign petition letters at www.LabourStart.org, www.change.org and other petition-signing sites and spread them in your network.
4. Popularize NXP workers' fight at social media platforms (#nxpworkersfight)
5. Hold solidarity actions at NXP offices in your area.
6. Join the Global Day of Action against NXP on 26 May 2014.
7. Gather resources for the NXP union to sustain the workers' fight.
8. Other forms of action are most welcome.

Our demands:

Reinstate the 24 union officials
Resume CBA negotiations now
Implement a significant wage hike
Regularize contractual workers
Respect the rights of NXP workers

Contact details for sending letters to the company:

Mr. Rick Clemmer

CEO

rick.clemmer@nxp.com

rick.clemmer.office@nxp.com

Mr. Jose Miguel Orleans

General Manager

NXP Cabuyao

mike.orleans@nxp.com

Monet Lasala

HR Manager

NXP Cabuyao

monet.lasala@nxp.com

Atty. Riza Mendoza

Labor Relations Officer and Corporate Secretary

NXP Cabuyao

riza.e.mendoza@nxp.com

Hon. Rosalinda Dimapilid Baldoz

Secretary, Department of Labor and Employment

7th Floor DOLE Bldg., Intramuros,

Fax no.: (632) 336-8182

Email: secrdb@dole.gov.ph

Ma. Zenaida Angara-Campita

Regional Director

Department of Labor (DOLE) Region IV-A

ro4a@dole.gov.ph / dole4a_observe@yahoo.com

Dr. Lilia De Lima

Director General, Philippine Economic Zone Authority (PEZA)

info@peza.gov.ph

Kindly cc mwap_phils@yahoo.com.ph of your letters. Thank you!