



We demand sincerity from the NXP management

The story of the negotiations for a Collective Bargaining Agreement between the NXP management and the NXPCSI Workers Union is one of sincerity on the part of the union and insincerity on the part of the management.

Despite the illegal dismissal of the 24 leaders of our union, we workers negotiated with the management with sincerity and pro-worker motives -- that of increasing workers' wages and regularizing contractuales. It goes without saying that we also continued various forms of protest to force the management to accede to our demands.

The management promised various measures: bringing back nine, four, ten of the union leaders who were illegally dismissed even as we negotiate for the return of the remaining union leaders. It promised various forms of increasing workers' wages: in numerical terms, by four per cent, by 5.2 per cent, among others. We held on to the management's words, we believed in these promises, and even adjusted some of our demands.

Last August 5, however, we were informed by the management's lawyers of the NXP management's clarification -- that its stand on the issues in the negotiations remains unchanged. It wants the 24 union leaders out of the company, a 3.5 per cent wage increase for workers, and contractual workers to remain contractuales. This clarification goes hand-in-hand with the NXP management's statement,

which we read last August 5, justifying the illegal dismissal of the 24 union leaders.

We were informed that the NXP management is merely waiting for the decision on the illegal strike case which it filed against us workers before the National Labor Relations Commission. The said decision will most likely favor the management, given the justice system in the Philippines, will trap us into the tedious processes of appeal and counter-appeal, and will take years before it is finalized.

We hope that the NXP management changes its approach to the labor dispute here in the Philippines. We believe that it can easily grant our demands: Reinstatement of the 24 union leaders who were illegally dismissed. Increase workers' wages and regularize contractuales. We hope that the NXP management negotiates with us with sincerity and with a desire to come up with a solution to the labor dispute.

NXPSCIWU-NAFLU-KMU