



International Metalworkers' Federation

FACT SHEET: Reinstate them now!

Toyota Philippines is refusing to reinstate 136 illegally dismissed workers, despite Supreme Court and International Labour Organisation (ILO) rulings in the workers' favour. The International Metalworkers' Federation and its affiliates have launched an international campaign calling for the immediate reinstatement of the workers. The workers are also demanding that Toyota Philippines recognise their fundamental right to form a union and to bargain collectively. The facts of the case are as follows:

- Toyota Motor Philippine Corporation Workers Association (TMPCWA) won certification and was recognized as the bargaining agent of rank and file Toyota Philippine workers in 2000-2001. During that time Toyota management repeatedly tried to undermine the union by appealing certification at all levels of the court and refusing to enter collective bargaining with the TMPCWA.
- On March 16, 2001, TMPCWA held a peaceful demonstration in front of the Department of Labour and Employment (DOLE) protesting Toyota Philippine's refusal to collectively bargain. DOLE ruled in favour of the union, and Toyota management responded by firing 227 union officers and members, and suspending 64 others who participated in the demonstration. Of the original group illegally fired, 136 still seek reinstatement.
- In September 2003, the Supreme Court of the Philippines ordered Toyota Philippines to begin collective bargaining. Two months later the International Labour Organisation (ILO) recommended that Toyota Philippines reinstate the workers and bargain in good faith with the TMPCWA.
- Despite both of these rulings the Toyota Philippines refused to recognise the union, reinstate the workers, or negotiate a collective bargaining agreement.
- More recently a second union favoured by the company, Toyota Motor Philippines Corporation Labour Organisation (TMPCLO) registered and filed a Petition for a Certification Election with DOLE. In April 2006, DOLE ruled in favour of the TMPCLO certifying them as the sole and exclusive bargaining agent for rank and file workers, dividing the workers and further confusing the issue.
- The IMF has been in discussions with the TMPCWA and Toyota Motor Company in Japan to get the remaining 136 workers reinstated. However, Toyota Philippines and the head office in Tokyo continue to resist reinstatement.

For more information about the situation at Toyota Philippines and the international "Reinstate Them Now!" campaign visit the IMF website at:
www.imfmetal.org/toyotaphilippines



TOYOTA PHILIPPINES

REINSTATE THEM NOW