



**AMWU**  
Philippines

13<sup>th</sup> June, 2006

Mr. Hiroshi Ito  
President  
Toyota Motor Philippines Corporation  
Toyota Special Eco-zone  
Brgy Pulong Sta Cruz, Sta. Rosa  
Luguna City  
PHILIPPINES

Email: [david.go@toyota.com.p](mailto:david.go@toyota.com.p)  
Fax: 0015 632-843-1421

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Dear President Ito,

On behalf of the Australian Manufacturing Workers' Union representing 140,000 workers across Australia we urge you to immediately reinstate the 136 illegally dismissed workers from the Toyota Motor Philippines Corporation Workers Association (TMPCWA).

We are shocked that Toyota Motor Philippines continues to refuse to seriously negotiate with the TMPCWA or reinstate the workers, despite a ruling by the Supreme Court of the Philippines and the International Labour Organisation (ILO).

This practice of union busting, intimidation and failure to recognize the rights of workers is in stark contrast of the founding principles that embody *The Toyota Way*, "Continuous Improvement and Respect for People."

Refusing workers the right to collectively bargain and the right to basic worker protections is neither an improvement for Toyota Motor Company nor respectful to the workers who proudly build Toyota cars and parts.

As a company that claims to give the "highest priority to people, particularly our Team Members, and their needs, concerns, development and sustenance," actions taken by Toyota Motor Philippines Corporation is a disgrace to the Toyota family and demeaning to the values Toyota Motor Company purports to endorse --- social responsibility and high standards.

We hope Toyota Motor Philippines Corporation will recognise their error and reinstate the TMPCWA members immediately. We ask that Toyota Motor Company take a leading role in ensuring that labour rights are respected in their Philippines operations, in accordance with the Toyota Way.

Yours sincerely,

*Emailed & Faxed 13<sup>th</sup> June, 2006*

Julius Roe  
National President  
Australian Manufacturing Workers' Union

Cc: **AMWU International Committee:**  
M. Nicolaides I. Jones  
S. Walsh P. Bastian - NSW  
D Oliver - Vic J. Ferguson - W.A.  
J. Dowell - N.O. Syd  
**TMPCWA** Emails: [tmpcwa@edsamail.com.ph](mailto:tmpcwa@edsamail.com.ph) / [tmpcwa1998@yahoo.com](mailto:tmpcwa1998@yahoo.com)  
**IMF**

Australian Manufacturing  
Workers' Union  
Registered as AFMEPKIU  
National Office  
3<sup>rd</sup> Floor 440 Elizabeth St  
Melbourne VIC 3000  
Telephone 03 9230 5808  
Facsimile 03 9230 5887



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Philippines

13<sup>th</sup> June, 2006

Mr. Katsuaki Watanabe, President  
Toyota Motor Corporation  
1 Toyota-Cho, Toyota City  
Aichi Prefecture 471-8571  
Japan

Email: [kazunobu\\_muromachi@mail.toyota.co.jp](mailto:kazunobu_muromachi@mail.toyota.co.jp)  
Fax: 0015 81-565-23-1230

Dear President Watanabe,

On behalf of the Australian Manufacturing Workers' Union representing 140,000 workers across Australia we urge you to immediately reinstate the 136 illegally dismissed workers from the Toyota Motor Philippines Corporation Workers Association (TMPCWA).

We are shocked that Toyota Motor Philippines continues to refuse to seriously negotiate with the TMPCWA or reinstate the workers, despite a ruling by the Supreme Court of the Philippines and the International Labour Organisation (ILO).

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**IMF** 0015 41 22 308 5055

Australian Manufacturing  
Workers' Union  
Registered as AFMEPKIU  
National Office  
3<sup>rd</sup> Floor 440 Elizabeth St  
Melbourne VIC 3000  
Telephone 03 9230 6888  
Facsimile 03 9230 6887