



## JOINT APPEAL OF THE NEW UNITY OF WORKERS IN TRIUMPH INTERNATIONAL-PHILIPPINES AND TRIUMPH LABOR UNION THAILAND



We the workers of Triumph International under the leadership of Bagong Pagkakaisa ng mga Manggagawa sa Triumph International-Philippines (New Unity of Workers in Triumph International-Philippines) and Triumph Labour Union Thailand strongly resist the injustice committed to us by the German-owned Triumph International.

In the guise of the global economic crisis, Triumph International declared on June 27, 2009 the closure of Triumph International Philippines and Star Performance Incorporated that resulted to the retrenchment of more than 1,660 Filipino workers. Both factories are located in Taguig City, Philippines. And on June 29, The Body Fashion (Thailand) Company, owned by Triumph International, has announced the collective dismissals of 1,959 workers or half the workforce of the Bangphi (Samutprakarn) factory. Also in Thailand, 13 union committee members are dismissed out of total 19 and the company's plant in Nakhon Sawan province was expanded last year by acquiring land and enlarging the plant that can serve 2,000 workers. Currently, there are over 1,000 workers at Nakhon Sawan plant but it has no trade union.

In the name of making money and profit, they are relocating and moving out factories to countries that offer the cheapest and docile labor such as Vietnam and China.

Collectively we believe that the closure of the two production center and the mass retrenchment of Triumph workers in the Philippines and in Thailand are anti-worker, unjust and inhumane.

The workers should not sacrifice and shoulder the brunt of the global economic crisis. Triumph International should always bear in mind and practice that the fruits of labor of the Triumph workers worldwide have contributed to the overall success of the company. Triumph workers in the Philippines and in Thailand have served the company for more than 30 years and produced wealth for Triumph International. From a small bamboo walled factory in the Philippines, it has built two (2) giant factories and constructed two high tech factories in Thailand.

We deem that the Global Restructuring Program is a self vested program in favor of the German Multi-National. The program should not result to the retrenchment and displacement of the workers at the expense of ensuring big profits in the midst of the global economic crisis. It is their multi-million dollar profit and luxurious incentives and benefits that must be slashed and not the life and future of the workers.

Our genuine and democratic unions in the Philippines and in Thailand, unwaveringly and militantly fight for our best interests and welfare. And it is very clear that the company wanted to take back all the hard won victories in the collective bargaining agreements and most of all from our collective actions for our rights.

Triumph International should practice what it preaches and on what they have signed in multilateral agreements such as the international labor standards on the protection of labor rights in the International Labor Organization (ILO) and welfare; in the Triumph International Code of Conduct and in the OECD Guidelines.

And for the respect of human dignity and the protection of life, we collectively call for justice and demand for:

1. STOP in worsening the already bad condition of the workers. STOP retrenchment! STOP the relocation of factories.
2. Unconditional reinstatement and rehiring of all Triumph workers who were retrenched.
3. Stop Union Busting. Withdraw all cases filed against Triumph Union leaders and members. Stop sanctioning the Triumph unions, union leaders and its members.
4. Unemployment pay for the retrenched workers until such time workers are considered back to work, disputes between the workers has not been resolved with prior and official consultation with the union.
5. STOP the harassment and repression to us by Triumph International, Philippine Government and the Thailand Government.
6. STOP the destructive neo-liberal policies such as the subcontracting policies, labor flexibilization, contractualization and low wages implemented by Triumph International and our governments.
7. STOP running manufacturing plants in Free Trade Zones where there is no union, no strike policy.

Our unions have forge unity to achieve social justice. These unities will multiply and amplify to our fellow Triumph workers worldwide.

The justness of our appeal ensures the victory of our legitimate demands and as the international community take heed to our calls.

For the Triumph workers,

Isabelita dela Cruz  
President, BPMTI

Jitra Cotshadet  
Consultant, TI Union Thailand

Thanyathorn Keereethavornpat  
Vice President, TI Union Thailand

Gertrudes Abuda  
BPMTI Secretary

In witness:

Melona R. Daclan  
**DEFEND JOB PHILIPPINES**  
**CAMPAIGN HEAD**

Signed this August 1, 2009, FTI Complex, Taguig City, Philippines