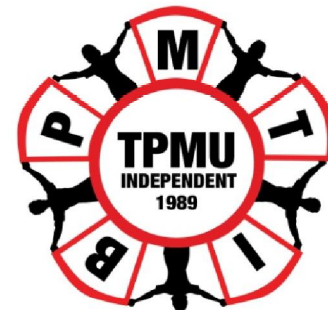




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## **URGENT APPEAL AND CALL OF SUPPORT FOR THE DISPLACED WORKERS OF TRIUMPH INTERNATIONAL PHILIPPINES**

**WE, THE WORKERS OF TRIUMPH INTERNATIONAL PHILIPPINES UNDER THE LEADERSHIP OF BAGONG PAGKAKAISA NG MGA MANGGAGAWA SA TRIUMPH INTERNATIONAL-INDEPENDENT OR NEW UNITY OF WORKERS IN TRIUMPH INTERNATIONAL, STRONGLY DENOUNCE AND RESIST THE INJUSTICE THAT WAS DELIBERATELY AND SPITEFULLY COMMITTED TO US BY TRIUMPH INTERNATIONAL PHILIPPINES.**

We deem that the closure of Triumph International Philippines which resulted to the lay-off of more than 1600 workers is uncalled, unjust and inhumane. The management's reason for closing the company in the Philippines is unfounded and unacceptable: that the management had to implement a global restructuring program to keep its business healthy amidst global recession and downturn of demand.

### **We stand firm that the closure is anti-worker, unjust and inhumane because:**

The company is not losing its business. In fact, Triumph International boasts in their official website the total revenue of \$1.6 billion annually. It is still the number one lingerie company in the world. In the Philippines, the company sold P1.2 billion worth of underwear products in 2007 and the company's asset grows from P189.8 million in 1989 to P745 million in 2007.

Despite company's open declaration of closure, the management still operates its Sales and Marketing Department, maintained 142 personnel and will also hire another 128 personnel. As a matter of fact, the company filed retrenchment and not permanent closure as their main reason at the Department of Labor and Employment. Mr. Dieter Streicher, Managing Director of Triumph International Philippines also said that they are looking forward for future investments in the Philippines.

### **Thus, we reject the severance pay offered by the management because it is unjust.**

The Management of Triumph International has easily forgotten that the fruits of our labor have contributed to the overall success of the company. From a small bamboo walled factory in 1975 to more than 1 hectare concrete factory at present, we have joined and served the company for more than 30 years. Amidst crisis and prosperity, we have vitally and faithfully wielded our strength, wisdom, creativity for the best interest and satisfaction of Triumph International and our beloved consumers.

**We condemn the destructive effect of the Global Restructuring Program or the Global Cost Cutting Program of the German Multi-National Company.** At the expense for the cheapest labor, it has also retrenched our fellow workers in Thailand (1,930 workers), UK (65), South Korea and in other countries. Barely, it has displaced the lives of the workers and their families. Many of our children were forced to stop schooling. And we are afraid that very soon many of us will be left homeless and live in dire situation.

**We firmly believe that the closure of Triumph in the Philippines is a part of the grand plan under the Global Restructuring Program to bust the Bagong Pagkakaisa ng mga**

**Manggagawa sa Triumph International - Independent and other unions in other countries with the aim of achieving greatest profit through cheapest and docile labor.**

Triumph International Philippines has never ceased to violate workers rights ever since the 80's. Now, the management of Triumph International in the Philippines delivers its worst attack against workers' rights; massively retrenching the workers in the guise of 'closing' the company.

The management has offered deceiving early resignation package, employs black propaganda and utilizes military tactics to weaken our resolve.

Our genuine and democratic union unwaveringly and militantly fights 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 against unfair labor practices.

**We also condemn the connivance of the Philippine Government through the Department of Labor and Employment (DOLE) Secretary Marianito Roque and Triumph International.** While it is the responsibility of the state to uphold our rights to job security and decent wages, the DOLE has given license to the management to retrench workers and to full protection of the law.

We condemn the repression of our right to stage picket and other forms of protest. The company has used goons to destroy and suppress our picket protest since March when the company started re-exporting the raw materials to China and Vietnam where labor is much cheaper. And as our protest and condemnation intensified, management's harassment heightened using the government-controlled Food Terminal Incorporated Police.

**We are saddened and disappointed that Triumph International does not practice what it preaches. The Triumph Success Stories that states:**

Then as now, the philosophy of the company focuses on its people. We condemn and abhor any kind of discrimination on the grounds of sex, nationality, race or religion, and *we are committed to observing international human rights statutes both within our own production operations and in all suppliers to Triumph International.*"

**And in Triumph International Code of Conduct**

"Discrimination is forbidden. All employees are exclusively employed on the basis of their ability and suitability. Any kind of different treatment or discrimination of persons because of their descent, colour, religion, nationality, origin, political or union involvement or employment or because of sex or age has to cease." (ILO-Agreement 100 and 111)"

**IN THIS LIGHT, WE CALL UPON OUR FELLOW FILIPINOS, TRIUMPH WORKERS WORLDWIDE, AND TO THE INTERNATIONAL COMMUNITY TO SUPPORT OUR CALLS:**

- 1. We stand firm that Triumph International should stop in worsening the miserable condition of the workers.** The Global Restructuring Program must not result in the massive retrenchment and displacement of workers and their families not only in the Philippines but to other production centers worldwide.
- 2. We demand for the unconditional reinstatement and re-hiring of workers of Triumph International Philippines and Star Performance Incorporated.** In addition, moving out of materials and equipment of Triumph International Philippines should be stopped.
- 3. We demand to Triumph International for unemployment pay of wages, salaries and benefits of the retrenched workers** until such time that the dispute has not been settled, workers considered back to work or reinstatement of workers has not been made by Triumph International.

4. **We denounce the Philippine Government in conniving with the German Multi-National instead of safeguarding the rights of the Filipino workers to job security.**  
The government should take decisive action for the benefit of the workers.
5. **STOP** the harassment and repression to us by Triumph International, Philippine Government and the government controlled Food Terminal incorporated police forces.
6. **EXPOSE and OPPOSE** neo-liberal policies implemented by foreign multi-national companies and their government and the Philippine Government.
7. **EXPRESS** support for the Triumph workers by sending solidarity messages, letters of support, sending delegations, and joining mass actions, sharing resources and helping out our campaign such as the DEFEND JOB PHILIPPINES.

#### **PLEASE JOIN AND SUPPORT US**

1. Send protest letters to the Triumph International Global Management, to the Philippine Government, Embassies, Department of Labor and Employment in the Philippines.
2. Send this Letter of Appeal to your friends, neighbors, office mates and to other people. Hold solidarity actions of fellow workers, unions, concerned citizens and labor rights advocates in your respective localities/countries.
4. Hold integration/exposure program at Triumph Workers' picket line at FTI Complex, Taguig City, Metro Manila, Philippines
3. Send financial and in kind support for the campaign and daily operations of the workers on picket, physical center and operation of DEFEND JOB PHILIPPINES.
4. Link us to workers' union, people's organizations, non government organization and other networks and companies that for mutual cooperation.
5. Help us pool funds and resources for alternative livelihood and support system for the displaced worker especially for the education of their children.

#### **TARGET ADDRESS, EMAIL AND FAX NUMBERS FOR SENDING OF PROTEST LETTERS AND URGENT APPEAL.**

##### **TRIUMPH HEADQUARTERS AND OFFICES:**

###### **PHILIPPINES:**

Email:  
Telephone: 63-02-8983211  
Fax:  
Address: 3/F ALCO Building, 391 Sen. Gil Puyat Avenue, Makati City, Manila

###### **SWITZERLAND:**

TRIUMPHWEG 6, BAD ZURZACH, CH-5330, SWITZERLAND  
FAX: 41 056 269 93 30  
TELEPHONE: 41 056 269 91 91  
WEBSITE: [www.triumph.com](http://www.triumph.com)

###### **German Embassy-Philippines:**

Email: [deboma@pldtdsl.net](mailto:deboma@pldtdsl.net)  
Telephone: 702-3000  
Fax: 702-3015  
Address: 25/F Tower II, RCBC Plaza, 6819 Ayala Ave. Makati City, Philippines

###### **Swiss Embassy-Philippines:**

Email: [vertretung@eda.admin.ch](mailto:vertretung@eda.admin.ch)  
Telephone: 757-9000  
Fax: 757-3718  
Address: 24<sup>th</sup> Floor, Equitable Bank Tower, 8751 Paseo de Roxas, 1226 Makati City

###### **Department of Labor and Employment:**

Email: [doleosec@info.com.ph](mailto:doleosec@info.com.ph)  
Telephone: +63(2) 527-3000 loc. 701 to 704, 706  
Fax: +63(2) 527-2121, 527-2131, 527-5523

Address: 2nd Floor, DOLE Executive Building, San Jose Street, Intramuros, Manila

**Office of Gloria Macapagal Arroyo:**

Email: [corres@op.gov.ph](mailto:corres@op.gov.ph)

Telephone: :+63 (2) 564-1451 to 80, +63 (2) 735-8005

Fax: +63 (2) 736-1010

Address: Malacañang Palace, JP Laurel Street, San Miguel, Manila 1005

**International Labor Organization**

Email: [ilo@ilo.org](mailto:ilo@ilo.org)

Telephone: +41 (0) 22 799 6111

Fax: +41 (0) 22 798 8685

Address: 4 route des Morillons, CH-1211 Genève 22, Switzerland

**PHILIPPINE SENATE MEMBERS EMAIL ADDRESS:**

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