

July 17, 2006

To: Mr. Katsuaki Watanabe, President
Toyota Motor Corporation

From: Ed Cubelo, President
Toyota Motor Philippines Corporation Workers Association (TMPCWA)

Masamichi Yamagiwa, Joint Representative
Support Group for TMPCWA in Japan

Yuzo Usami, Chairman
All-Japan Shipbuilding & Engineering Workers Union – Kanto Regional
Conference

All Participants of 7.17 Toward Toyota Aichi Headquarters Action

Subject: Our Proposition

Toyota Motor Corporation is a global multinational enterprise which is gaining the highest profit among all manufacturing companies in the world. Not only being the No. 1 manufacturing company in terms of profit, but Toyota is placed in a position to make itself a good example for all the companies in the world in respect of labor-management relations as well. Toyota should comply with not only the labor laws and the spirit thereof in the respective countries but also the international labor standards that have been built by the tripartite efforts of government, labor and management in the world, such as the ILO Recommendations. To our regret, however, the behavior of Toyota for these years has been such that Toyota betrays this wish arising from all over the world, and confront and oppose it on the contrary.

We strongly protest to you against what Toyota has done so far, that is, Toyota exerted its unfair pressure on the Government of the Philippines so as to lead it to stop the rightful strike of the Toyota Philippines union (TMPCWA), to criminally prosecute 25 workers for the unreasonable reason of “stared” or something, and in April this year to deprive TMPCWA of its collective bargaining right in an unjust and unfair manner, thereby granting a collective bargaining right to the company-controlled union (TMPCLO).

We also protest to you against the refusal of collective bargaining proposed by All-Japan Shipbuilding and Engineering Workers Union (ZENZOSEN) – Kanto Regional Conference, which included TMPCWA as a member as well as the refusal to proceed to hearing in the unfair labor practice case brought by ZENZOSEN before Kanagawa Prefecture Labor Relations Commission.

Based on the above-mentioned protests, we strongly make the following proposition to you:

- 1) To withdraw the dismissal of 233 union members in March 2001 and reinstate them;
- 2) To immediately have a collective bargaining with TMPCWA for the purpose of concluding a collective bargaining agreement in accordance with the decision of the Supreme Court of the Philippines in September 2003, and not to have collective bargaining with TMPCLC;
- 3) To immediately withdraw the criminal charge against the 25 union members made for the unreasonable reason of “stared” or something;
- 4) To immediately accept the proposal of collective bargaining made by ZENZOSEN Kanto Regional Conference;
- 5) To resolve the dispute at the Toyota Philippines in accordance with the ILO Recommendations and the law of the Philippines (namely, its Supreme Court decision).

We will be looking forward to your faithful reply without any unreasonable delay.