



# AFL-CIO

AMERICA'S UNIONS

**American Federation  
of Labor and  
Congress of Industrial  
Organizations**

815 16th St., NW  
Washington, DC 20006

202-637-5000

[aflcio.org](http://aflcio.org)

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April 29, 2019

Mr. Andy Lee, CEO  
Alorica  
5 Park Plaza #1100  
Irvine, CA 92614

Dear Mr. Lee:

On behalf of the AFL-CIO and the Communications Workers of America (CWA), we write to raise concerns with the aggressive efforts by Alorica management to oppose the efforts of your employees in the Philippines to exercise their fundamental workers' rights. Especially in light of the current political climate in the Philippines, we are concerned with Alorica's efforts to use frivolous legal charges to silence and intimidate workers attempting to organize.

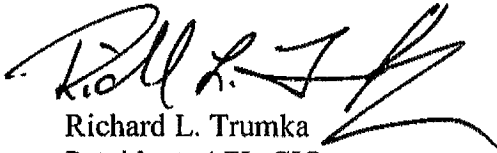
We have heard directly from Alorica employees in the Philippines, through relationships developed by the Communications Workers of America (CWA) with worker-based organizations in the Philippines, of the many past and current efforts to block the legitimate efforts of the United Employees of Alorica (UEA). Instead of working with your employees constructively to resolve the many workplace issues they have brought forward, Alorica has chosen to engage in a series of actions designed to deny workers any voice at Alorica, including legal attempts to decertify the union and terminating union officials with no just cause.

We are especially troubled by the legal charges filed against union leaders and labor activists that were on their face clearly frivolous. Charges have been filed against activists simply for a short Facebook Live broadcast of a worker protest. These legal charges have been filed in the midst of a growing political repression of trade union leaders by the Duterte Administration. The Administration is targeting trade union leaders for arrest as part of an intimidation campaign to silence critics who are fighting the rampant contractualization of work and the repression of worker advocacy. That is why we are sounding the alarm about your legal charges against union leaders and activists. In the current political environment, those actions jeopardize the safety of workers and their advocates.


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As a leading U.S. company in the global customer service industry, working for many well known corporations that have codes of business conduct that commit them to respect workers' rights under law, we urge you to take immediate steps to remedy the anti-union actions of Alorica Philippines management. As an initial matter, we ask that you drop criminal charges against union leaders and activists and reinstate all illegally terminated employees and union leaders.

Sincerely,



Richard L. Trumka  
President, AFL-CIO



Chris Shelton  
President, CWA

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