

# COMPANIES IN REGION XI ATTEND NCMB-RBXI ORIENTATION ON NCMB PROGRAMS AND DILEEP

GOOD NEWS

NATIONAL CONCILIATION AND MEDIATION BOARD

22 DECEMBER 2017

NCMB-RBXI conducted a learning session on NCMB Programs and DOLE Integrated Livelihood and Emergency Employment Program (DILEEP) attended by 10 unorganized companies and 1 organized company on December 22, 2017 at Sequoia Inn, Monteverde St., Davao City



Senior LEO Cary Jun P. Montero presented the Overview of the three main programs of the Board, Conciliation-Mediation, Grievance Machinery (GM) and Voluntary Arbitration (VA), and Labor Management Cooperation (LMC). He also presented other programs, the Single Entry Approach (SEnA) and Gender and Development (GAD).

Supervising LEO Nancy L. Lasquite presented Labor Management Cooperation (LMC) and emphasized the value of embracing this program as one of the bipartite mechanisms in the workplace that will help address daily issues and concerns of employees and employers. The best practices of some companies in the region and how they benefitted from the program were also shown to the participants as an example of LMC in action.

DOLE-Davao City Field Office LEO II and DILEEP Alternate Focal Ms. Iza Beth C. Villareal, presented the said program and the requirements to avail it.

She explained that DILEEP's financial assistance or start-up capital was solely for the purchase of raw materials, equipment, and tools necessary for the proposed business.

The program ended with the challenge from the company representatives to present to their respective company the programs of NCMB and DILEEP. The branch gave them their choice on whether to welcome the orientation of the programs at their respective workplace by 2018.

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## **GSMI – Sta. Barbara Begins Anew on Fresh Deals with Unions**

News Articles

National Conciliation and Mediation Board

Regional Conciliation and Mediation Branch I

29 December 2017

The management of Ginebra San Miguel, Incorporated – Sta. Barbara Plant and its two independent unions, one each for its monthly-paid and daily paid workers, concluded the CBA signing on December 20, 2017 at Synergy Hall, GSMI Compound, Sta. Barbara, Pangasinan.

The twin CBA signing was attended, among other company representatives, by GSMI General Manager Emmanuel B. Macalalag and Plant Manager Armando R. Ambrocio for the management and Mr. Rogelio V. Visperas and Mr. Oscar P. Domantay, monthly-paid and daily paid union presidents, respectively.

Regional Conciliation and Mediation Branch I Director Lucita D.O. Caudilla was also invited as signatory to the agreement and witness to the ceremony as well.

Both parties expressed unanimously the effort in sealing the agreements that were both done in a single seating in less than a day, thanks to the maturity level of the parties' cooperative attitude and values cultivated through the years.

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## **DAVAO, INC. INDUCTS NEW SET OF OFFICERS**

GOOD NEWS

NATIONAL CONCILIATION AND MEDIATION BOARD

15 DECEMBER 2017

The Davao Accredited Voluntary Arbitration Organization (DAVAO), Inc., in cooperation with Regional Conciliation and Mediation Branch XI, inducted their new set of officers for CY 2017-2019 on December 15, 2017 at the Apo View Hotel, Camus St., Davao City.

DOLE RO XI Assistant Regional Director Atty. Evelyn Ramos served as the inducting officer of the said event.

Atty. Evelyn Ramos also gave inspiration message to all the AVAs and congratulated the officers and members for being actively involved in the program as well as for being a dynamic social partner of NCMB and DOLE in promoting industrial peace in the region.

“We, the newly inducted officers of Davao INC., will start rolling our SLEEVES for another two (2) years of hearing and deciding Voluntary Arbitration cases and lecturing rank-and-file and Supervising and Technical Employees labor unions,” Newly inducted President AVA Alfredo C. Olvida, said in his opening remarks.

The induction ended with closing remarks by AVA J. Ricky Tagabucba.

The election of the new set of officers for CY 2017-2019 was held on November 16, 2017 at the Conference Room, NCMB-RBXI, Quezon Boulevard, Davao City. AVA Alfredo C. Olvida was elected as President; AVA J. Ricky Tagabucba, Vice-President, AVA Danilo Cullo, Secretary; AVA Napoleon Trillanes, as the Treasurer; AVA Rosamyrna T. Gallege, Auditor and the Board of Trustees were AVA Ronaldo P. Arañas, AVA Ronieto B. Bata and AVA Ruben V. Abarquez.

/Sheila A. Rivera, LIO-designate

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**RCMB IV A FACILITATES  
SETTING-UP OF LMC AT SIEMENS  
POWER OPERATIONS, INC. THROUGH**

# PROGRAM ORIENTATION AND CONSULTATION

Press Release

National Conciliation and Mediation Board

Regional Branch No. IV-A

06 December 2017

The Regional Conciliation and Mediation Branch IVA, in coordination with DOLE- Batangas Provincial office conducted an orientation seminar on workplace cooperation at the Siemens Power Operation, Inc. last November 29, 2017.

The seminar was attended by management representatives and union officers of the company.

HR Head Ms. Rene T. Brual organized the said activity to educate their key players and, conceptualize and establish their LMC and its functions as stipulated in their Collective Bargaining Agreement.

RCMB IVA Supv. LEO Luzviminda Dela Cruz, in her lecture, focused on the concepts of workplace cooperation program. She emphasized that LMC should be used to support union issues, and that they should complement each other. She also pointed out that LMC is more on enhancing relationship and empowering communication. Genuine teamwork and commitment are only some of the key factors to sustain harmonious relationship in the workplace.

As part of the module, and in order that the participants will be familiarized with the LMC structure and, to serve as a guide on how would they come-up with their LMC, the AVP of one of the Regional Finalists for 2017 Outstanding LMC was presented.

After the presentation, a short discussion immediately followed, to gauge on how they will implement the program.

Both management and Union is amenable to the usefulness of the mechanism. They committed to conduct a follow up meeting to finalize and officially use the mechanism as an avenue for their unresolved issues.

The RCMB IV-A assured the parties of continuous coordination and assistance which includes conduct of trainings and seminars in the year 2018.

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## [NCMB's Lakbayan](#)

National Conciliation and Mediation Board

Central Office

GOOD NEWS

November 24, 2017

Poof! And there goes your dump after flushing the toilet. If you think that it is the end of the stinky story of anyone's deposit inside the bathroom, for the people of the Manila Water, it is only the beginning of their filthy, but extraordinary quest of making the water sanitary again.



Wondering what happens and where the used water in your place goes? The squad of the National Conciliation and Mediation Board went on an educational tour at Manila Waters Inc. last November 7 and 8, 2017 to find out and search for answers through their Lakbayan Program, as part of the Board's Green Our Dole Program. Located at Balara, Quezon City, Manila Water Company, Inc., owned by Ayala Corporation, is a concessionaire of Metropolitan Waterworks and Sewerage System, or MWSS, in supplying water services in the east zone of Metro Manila. They are responsible mainly for making the water squeaky clean again ready for inhabitation of marine creatures, and even for human consumption.

Through dynamic visual presentations, amusing and informative games, as well as eye-opening and enlightening tour on how grimy water is treated to become sanitary, the NCMB squad was elucidated on the process and various stages where used water embark on before reaching the rivers of Metro Manila. It is a gloomy realization that people are unfortunately not taking their responsibility in safeguarding the environment. During the discussion on the meticulous water cycle treatment process, the NCMB employees were enlightened on the need to be reminded once more that everyone is responsible for clean water to be still available at present and in the future. Each and every one of us has a role to do, no matter how small it is, or we could always leave the dirty work to Manila Water.



The NCMB squad ended their adventure taking with them answers to their queries concerning water cycle process. Filled and fulfilled, the squad seized the time off to take a glimpse on the everyday job of the people from Manila Water. Though the work is grubby and regularly pervaded with putrid matters and foul odour, the vision and mission of the company persist to be pure and sparkling in providing clean water for the public. Treating the water to become clean again after flushing it in the toilet is a tough job which makes us lucky to have these trained professionals to perform the nasty labour for us.

With this mind-blowing experience and newly acquired understanding, the Board's Green Our Dole Program is another success to be revelled.

/Ma. Andrea R. Mendoza

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## 2017 18-Day Campaign To End Violence Against Women



### **Campaign Background**

The 18-Day Campaign to End Violence Against Women (VAW) is observed annually from November 25 to December 12 to raise awareness among all stakeholders that VAW is a public issue of national concern. It supports the Philippine Government's goal to protect the human rights of women and its commitment to address all forms of VAW. The following issuances provide the



national legal mandates for the annual campaign:

- Proclamation 1172 s. 2006 – Declaring 25 November to 12 December as the 18-Day Campaign to End Violence Against Women (VAW)
- Republic Act 10398 (2013) – Declaring November 25 of Every Year as National Consciousness Day for the Elimination of Violence Against Women and Children

### **In Support of the Worldwide Campaign to End VAW**

The 16 Days of Activism Against Gender-Based Violence begun in 1991, linking November 25 (International Day Against VAW) and December 10 (International Human Rights Day) to emphasize that VAW is a human rights violation. It is further strengthened with the launching in 2008 of the United Nations (UN) Secretary-General's UNiTE to End VAW Campaign which envisions a world free from all forms of violence against women and girls. For the UN, this vision can only be realized through meaningful actions and ongoing political commitments of national governments, backed by adequate resources.

### **[2017 18-Day Campaign To End VAW](#)**

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**[DOLE, NCMB hold an On-Site Program Review and Media Event On Philippines' productivity and innovation in labour management](#)**

# programme

## PRESS RELEASE

### NATIONAL CONCILIATION AND MEDIATION BOARD

The Department of Labor and Employment (DOLE), through the National Conciliation and Mediation Board (NCMB), and its partner institution from Singapore, the Nanyang Polytechnic International (NYPi) and Temasek Foundation International will conduct a Media Event as a culminating activity to celebrate the success of the training. It will be attended by DOLE and NCMB officials and staff as well as the LMC advocates who participated in the training.



A Memorandum of Understanding (MOU) was concluded between Nanyang Polytechnic International PTE LTD (NYP) of Singapore and the Department of Labor and Employment (DOLE) on January 2016 for the implementation of the 12-month capacity building program on productivity entitled "Productivity and Innovation in Labour Management Programme for the Philippines".

The training program capacitated participants from DOLE, NCMB, NWPC and the LMC advocates on the tools and techniques in developing key performance indicators in implementing productivity improvement programs, in designing gainsharing schemes and in building trust for a transparent gain-sharing formula, and apply them at the negotiation table during collective bargaining negotiations.

The three-day activity to be held on October 23-25, 2017, will consist of an on-site visit by the review team to one of the organizations who participated in the productivity training. A program review shall be conducted on the 2nd day of the activity and a media event on the last day to wrap up the training program, review the results of the output and the outcomes, and determine whether the objectives are met.

The Singaporean members who will attend the onsite-program review at Calamba Medical Center, Calamba City, Laguna on October 23, 2017 are James Chan, Associate Director of Temasek Foundation International and Mr. Loh Oun Hean and Mr. John Soh, Advisor and Senior Officer of NYP International, respectively.

The media event for the 3rd phase of the productivity and innovation in labour and management programme will be attended by Mr. Benedict Cheong, Mr. Gerald Yeo, James Chan and Ms. Caroline Tan of Temasek Foundation International. Mr. Foong Tze Foon and Ms. Judy Emily will represent Nanyang Polytechnic (NYP) International.

“We look forward to the continuing success of the MOU and its objective to implement change in Philippine enterprises and establish a platform that would promote an open line of communication, support productivity initiatives to promote competitiveness and profitability of the enterprises, and a scheme that would enable both parties to share their fruits of production. The government and the private sector both have the responsibility to instill cooperation to maintain and

sustain industrial harmony in the workplace,” NCMB Executive Shirley M. Pascual said.

“We thank our partners from participating agencies for their initiative to provide their expertise and assistance for the success of the program,” Pascual added.

END/marife e. fausto

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## **DOLE, NCMB partners with Nanyang Polytechnic and TEMASEK Foundation To enhance Philippines’ productivity and innovation in labour management**

PRESS RELEASE

NATIONAL CONCILIATION AND MEDIATION BOARD

The Department of Labor and Employment (DOLE), through the National Conciliation and Mediation Board (NCMB), has partnered with Nanyang Polytechnic International (NYPi) of Singapore and Temasek Foundation International to enhance productivity and innovation in labour management in the Philippines.

In a memorandum of understanding, the NYPi, together with Temasek Foundation, implemented the Third Phase of the Joint

Undertaking between DOLE, Temasek Foundation International and Nanyang Polytechnic International Programme on Productivity to develop productivity tools and innovation in labour management of the Department and its clientele.

NCMB Executive Director Shirley M. Pascual said the agreement, signed last 15 January 2016, helped the labor department in enhancing the capability and capacity of the 115 officials and program managers and specialists of the DOLE and some LMC advocates.

Selected participants underwent a Leaders Programme Training for one week, Managers Programme Training for two weeks, and a three-week training for Specialist Programme.

The one-week Leader's Programme, which was attended by 20 DOLE senior officials, was provided with an overview of Singapore's experience in productivity and innovation in labour management regulation and policies, labor management relations, wage management, conciliation-mediation and arbitration.

The two-week Manager's Programme equipped the 40 participants with technical skills on how to manage changes in productivity and innovation in labour management conciliation, mediation and arbitration.

The three-week Specialists Programme provided the 55 DOLE participants and some LMC advocates with a more in-depth and hands-on coverage in productivity and innovation in labour management conciliation, mediation and arbitration. The said program developed a core group of productivity specialists who were tasked to cascade productivity concepts to different establishments nationwide.

The DOLE-NCMB core group of productivity specialists cascaded their learnings on productivity and innovation by incorporating these through the conduct of area-wide seminars, in-house learning sessions and other LMC facilitation and enhancement activities.

Pascual said that the NCMB has adopted innovative approaches in maintaining industrial peace by integrating productivity and innovation concepts in the area-wide seminars given to different establishments aimed in enhancing labor and management relations .

“We believe that higher productivity benefits all, the workers, the company and, even the government. Productivity increases the competitiveness and higher profitability for the company and empowered workers,” Pascual said.

One of the participants from the Specialist Programme, Rico A. Babalcon, from RCMB-VIII said that his attendance in the Nanyang training changed his perspective on the implementation of the NCMB’s productivity program. “It gave me confidence to initiate activities relating to productivity since the Singapore training provided me with so many new insights that enabled me to lengthily discuss the concept of productivity,” he affirmed.

Babalcon added that the discussion of the Singaporean version of unionism expanded his knowledge and skills in the conduct of conciliation-mediation of labor disputes. “Comparing the culture of unionism in Singapore and the Philippines, I was able to appreciate the concept of delayed gratification, which simply means that it is imperative that employees improve their productivity first before asking for an increase in wages and benefits,” he observed. “On the other hand, management commits to share the fruits of production to the employees once the company becomes profitable,” Babalcon said.

Another Specialists Programme from NCMB-NCR, Grace E. Membrere, related that participants have expressed that discussions on productivity improvement during the area-wide seminar made them aware of the productivity’s role in ensuring their company’s competitiveness.

She also added that one of the companies got inspired with the

productivity topics that they launched an Employee of the Month award aimed to encourage and motivate their employees to be more productive that resulted in increased outputs that benefitted both the company and its employees.

Lester B. Panem of RCMB I shared his learnings on the difference of innovation and productivity concepts. Productivity concept was built on the premise that innovation increases productivity. He further said that while both are behavioral and economic in nature, innovation is connected to personal and organizational mindset as related to being efficient and effective while productivity deals with things involving quantity and quality, output and input.

“Companies must realize what to innovate and how it must be done, to the least, soon enough for them not to be left behind”, Panem said. “Productivity matters because it is crucial for potential growth. To innovate must be in the mind-set of the entire organization,” he added.

END/marife e. fausto

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## **DOLE PHIL, INC. UPS** **PERFORMANCE THROUGH** **PRODUCTIVITY AND INNOVATION** **IN LABOUR-MANAGEMENT**

PRESS RELEASE

NATIONAL CONCILIATION AND MEDIATION BOARD



In a report submitted to the National Conciliation and Mediation Board, the Dole Philippines, Inc. (Dole Phil) boasted 5S Gold Star Certification in Industrial Relations areas through heightened bipartite cooperation that started with the Productivity and Innovation in Labor Management training at the Nanyang Polytechnic International (NYP), an agenda initiated by the Department of Labor and Employment through the National Conciliation and Mediation Board in partnership with Temasek Foundation International and Nanyang Polytechnic International.

The Dole Phil, through its training participants, implemented a series of projects that aimed to enhance employee engagement and outputs through productivity improvement, various rewards program, and innovative practices.

Dole Phil participated in three of the six schedules of the said training in Singapore with a representative at the Managers' Program and three for the Specialists' program.

A notable program implemented by the Dole Phil is the Dole Gawad Pag-ibig Housing Program (DGP), a socialized housing program initiated in partnership with the three labor unions of the company. The implementation of the DGP saw a significant 15% drop in disciplinary actions and improvement in work attendance in the workplace. The management also observed high employee morale, participation rate and engagement in company events.

The Productivity and Innovation in Labour Management training for the Philippines aims to promote harmonious workplace relations by guiding experts and advocates in formulating productivity initiatives and gainsharing schemes to complement existing LMCs as well as collective bargaining negotiations. The training received a generous contribution through the Temasek Foundation International an investment company headquartered in Singapore.

END/ GILLIAN PEARL L. GUERRERO