

RCMB-CAR Staff Attends Federalism Forum

News Release

Regional Conciliation and Mediation Board-CAR

14 March 2018

Three female personnel of the Regional Conciliation and Mediation Board-Cordillera Administrative Region attended a forum on Federalism: Its Impact and Prospects on the lives of Women and Children at the Sarmiento Hall of the University of the Philippines-Baguio on March 6, 2018.

The symposium gave the audience a background on federalism, its causes and effects, features and how it came to be. Professor Arellano Colongon of UP-Baguio Social Sciences Department gave a brief disparity between federal and unitary and federalism and democracy. He claimed that federal states are more democratic than unitary states and that there is no proof that democracy is dependent on federalism. He further reasoned that federalism is not connected to the level of political interest or participation and democracy is not a result of federalism. These announcements were supported by studies conducted by various political scientists.

Ms. Arlene Brosas, Gabriela Women's Partylist Representative, thoroughly discussed the impact of federalism based on the various versions of the bill currently enacted in the lower house. She detailed how the proposed provisions affect the lives of the masses.

The timely forum was sponsored by All UP Academic Employees Union and the Cordillera Women's Education Action Research Center, Inc., (CWEARC, Inc.), a grassroots-based non-profit, non-government organization working for the empowerment of

indigenous women of the Cordillera through capacity building, networking, advocacy, and direct social and economic services.

END/Lyla Jane B. Tacio

RCMB2 AND POWER2 COLLABORATE FOR 2018 ACTIVITIES

News Release

National Conciliation and Mediation Board
Regional Conciliation and Mediation Branch II
22 March 2018

Tuguegarao City – In their continuous efforts to sustain a harmonious relationship between labor and management in the workplace, the Regional Conciliation and Mediation Branch II (RCMB II) and the practitioners of Labor-Management Cooperation (LMC) dubbed Partnership of Workers and Employers in Region 2 (POWER 2) collaborated in the preparation of their 2018 activities during the latter's officers' meeting with the branch held at the RCMB2's conference room on February 21, 2018.

“This meeting is a great opportunity for both this branch and your organization because it means making our work together easier and faster,” RCMB II Supervising Labor and Employment officer Minda B. Tungpalan said.

POWER 2 President Kristine T. Basquez noted that the officers support the branch's cause of maintaining industrial peace.

“Our activities for this year will serve as an opportunity for

learning because, as far as LMC is concerned, it will bring companies with different backgrounds and levels of experience to contribute to a project that requires skills in enhancing the relationship between workers and employers,” she added.

The meeting enabled POWER 2 and RCMB II to list attainable year-round activities which included assigning of tasks to POWER2 officers.

The joint programs for the year included general quarterly meetings with learning sessions on Discipline and Administrative Due Process, and LMC and Grievance Machinery Best Practices; LMC Regional Convention on Labor Law Updates, Tax Reform for Acceleration and Inclusion (TRAIN) Law, Productivity, Pag-Ibig and Philhealth Updates; teambuilding activities; and outreach program.

END/ Minda B. Tungpalan

RCMB XI Settles labor dispute in four companies of Lapanday in one conference

News Release

National Conciliation and Mediation Board

Regional Conciliation and Mediation Branch XI

22 March 2018

OIC-Director Aerrine Marie R. Reyes announced the settlement of the labor dispute of four companies of Lapanday on March 8, 2018 which was conciliated simultaneously.

On January 19, 2018, Global Fruits Corp. Integrated Employees Union-ALU-TUCP filed a preventive mediation case against Lapanday Foods Corp. on the issue of counter proposals from management panel despite of three session meeting and many re-scheduling by the management panel.

On January 22, 2018, the Samahang Manggagawa ng Lapanday Guihing (SAMALAG)-ALU-TUCP filed a Notice of Strike (NOS) against Lapanday Agricultural Development Corp. on the issue of union busting and illegal retrenchment.

On the same date, the Global Fruits Corp. Integrated Employees Union-ALU-TUCP filed NOS against Lapanday Foods Corp. on the issue of union busting.

On January 26, 2018, the Evergreen Farms, Inc. Workers Union-ALU-TUCP filed a notice of strike against Lead Export Agro-Development Corp. on the issue of union busting and illegal retrenchment.

During the initial conciliation conference on January 31, 2018, it was validated that the filing of cases was rooted from the company-wide retrenchment program presently implemented by the management.

On February 9, 2018, management manifested that they concede to the request of the union to give 50% of the basic salary for every year of service for those who opted to separate from the company.

While those who are not willing to avail the retrenchment program, their employment shall be subject to appraisal and evaluation by management which will be on February and March 2018.

Likewise, the union manifested that they agree provided that the appraisal is based on attendance and not on efficiency considering that the new standards set by management are too high that employees might not be able to achieve.

On February 22, 2018, the union manifested that they have already submitted the list of those who are willing to accept the pay-off offered by the management and the list of those who preferred to continue their employment subject to performance evaluation.

On March 7, 2018, after a thorough discussion of parties, they finally agreed.

For Global Fruits Corp., two employees will continue working. CBA negotiation shall resume on March 17, 2018 and was expected to be concluded two months from then on.

For the SAMALAG-Guihing, 40 affected workers shall be deployed. Furthermore, affected workers who opted for pay-off shall get one (1) sack of rice from Pioneer Ventures, Inc. which shall be deducted from their separation pay.

For the Evergreen Plantation, both parties agreed to discuss their issues or utilize their LMC.

The company, Lapanday Foods Corp. is an integrated grower, packer, and shipper of premium quality tropical fresh produce based in Mindanao. It has 30 years of experience as a grower, supplier and exporter of export-quality Cavendish bananas to international markets (<http://www.lapanday.com/index.php>). Its principal place of business is located at Maryknoll Drive, Bo. Pampang, Davao City. The company is represented by their legal counsel, Atty. Roselle Gladys Acheron-Lumba.

Global Fruits Corp. Integrated Employees Union is affiliated with Associated Labor Union-Trade Union Congress of the Phil. (ALU-TUCP) and the sole and exclusive bargaining agent of 37 regular farm workers of Lapanday Foods Corporation's banana plantation located at Brgy. Abdul, Davao del Norte headed by Mr. Veronico Pamisa, Union President.

Another banana plantation located at New Corella, Davao del Norte with 302 farm workers is headed by Mr. Franklin S.

Fajota, Local Union President.

Evergreen Farms Inc. Workers Union is also affiliated with ALU-TUCP and the sole and exclusive bargaining agent of 37 farms workers of Lapanday Foods Corporation's banana plantation located at Brgy. Abdul, Panabo, Davao del Norte which is also headed by Mr. Veronico S. Pamisa, local Union President. Sheila A. Rivera

LCT XI converges North and South Operations of Tristar Group of Companies

Good News

National Conciliation and Mediation Board

Regional Conciliation and Mediation Branch XI

22 March 2018

RCMB XI as program manager on LMC together with it converging team, the RTWPB, OSHC, ECC and BWSC conducted a plant level orientation on LMC Convergence of Programs on March 9, 2018 at HBC Subasta Multi-Purpose Cooperative, Calinan, Davao City.



The LMC Convergence Team (LCT) converged 6 companies of Tristar Group of Companies namely Vizcaya Plantation, Inc. from North Operations and the South Operations namely Highland Banana Corp.-Subasta, Highland Banana Corp.-Sirib, Highland Banana Corp.-Guianga, Highland Banana Corp.-Toril and Highland Banana Corp.-Pangyan.

The program started with the introduction of LC Team which was given by Senior LEO Cary Jun P. Montero.

Employees Compensation program was first presented by Mr. Albert A. Bantan, Information Officer II of ECC XI.

This was followed by the presentation of productivity program which was given by LEO III Maris V. Tabusares of RTWPB XI.

The next topic was about Family Welfare Program, the Child Free Program, Labor Laws Compliance System and the DOLE Integrated Livelihood and Emergency Employment Program (DILEEP which were presented by Ms. Cecilia A. Gravino, Supervising LEO of DOLE, Davao City Field Office.

The next program oriented was the occupational safety and health which was given by Engr. Jennifer B. Talo, Engr. II of OSHC XI.

Senior LEO Montero then presented the concept of LMC convergence of programs and its structure.

There were 57 participants from Highland Banana Corp. and Vizcaya Plantation, Inc. mostly from the union as officers and representative and management representatives.

These companies have existing programs on productivity, family welfare and OSH and have been compliant with DOLE. In fact, they were issued with Tripartite Certificate Compliance of Labor Standards (TCCLS) by DOLE except for Sirib which was just organized in 2017 and was newly facilitated by NCMB-RBXI.

Their last activity was the formulation of their action plan

for their productivity program one of which is to have 5s day.



DOLEFIL AND LEAD SIGNS CBA **CONCLUDED THROUGH LMC** **MECHANISM**

Good News

National Conciliation and Mediation Board

Regional Branch No. 12

March 24, 2018

General Santos City – On March 23, 2018, the Management of Dole Philippines, Incorporated headed by its Managing Director Mr. Randy L. Fleming and the Labor Employees Association of Dolefil (LEAD-Salaried) headed by its President, Mr. Francisco Abrea, Jr. have signed a CBA Addendum covering the period March 21, 2018 to March 20, 2020 at Dolefil Employee Pavillion.

Their Collective Bargaining Agreement was concluded and

facilitated through a Labor Management Mechanism. LMC is one of the major programs facilitated by the Industrial Relations Department in promoting the welfare of the workers. That further proves that industrial peace in the company is sustained and the harmonious relationship between management and workers truly exist.

During the signing ceremony, it was announced that members of the bargaining unit received their signing bonus worth P7,000.00 and 1 sack of good quality rice on top of the improved provisions of the CBA.

RCMB12 OIC Director Gerie D. Lampitco, congratulated the negotiation team for the strong partnership in sustaining industrial peace, thus the first in the labor relations history in the country that the CBA was facilitated in a LMC way.

The signing ceremony was also attended by South Cotabato Vice Governor Vicente de Jesus, Polomolok Municipal Councilor Alan Ines, representing Mayor Honey Lumayag-Mati, DOLE XII Assistant Director Yahya Centi and a number of Management and Union representatives.

Catherine B. Amigo
RCMBXII

STAR-LMCAI IS ALL SET TO IMPLEMENT 2018 PROGRAMS AND PLANS

News Release

National Conciliation and Mediation Board
Regional Branch IV-A
March 20, 2018

The Southern Tagalog Region Labor Management Cooperation Association, Inc. (STaR-LMCAI) Officers, and the Regional Conciliation and Mediation Branch IV-A have already plotted their plans and programs for the year 2018.

On 6 March 2018, after two sessions of strategic planning, the STaR-LMCAI's Executive Board, headed by their president, Mr. Bart Galang and the officers and staff of RCMB-IV-A, headed by OIC-Director Cynthia C. Foncardas, were able to finalize the activities geared to intensify workplace relations and partnership in CALABARZON.

One of the major activities is the 11th Regional Convention slated on 20 July 2018 in Tagaytay City. Various working committees were formed for the systematic preparation and running of the event.

The PHILAMCOP, thru its President Mr. Teofilo Colocado, Jr., manifested to give assistance all throughout the preparation and during the activity itself. In fact, they released a check to STaR-LMCAI, amounting to Php10,000 as financial subsidy for the association's upcoming activities.

STAR-LMCAI swore to accomplish and implement their plans and programs for the year. While, OIC-Director Foncardas stressed out that the Branch will extend its assistance and will work hand in hand with the association in all its endeavors. She also raised that all activities should be in coordination with DOLE Regional Office, RTIPC and LLMCI.

Mr. Galang expressed his appreciation on the relentless support and cooperation of RCMB IV-A. "Any family or organization that has harmonious relationship will definitely achieve its goal successfully. Same is true with us, since the

NCMB maintained their working relationship with us, we will surely attain our goal.” he said.

As of this writing, the different working committees have already started to work on their respective tasks and manifested to conduct meetings to report updates and to reconcile data.

END/Luzviminda R. Dela Cruz & Joan Esther O. Mabilangan

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.

/END

**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.

/END.

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 DaniloCullo, 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