

# **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.

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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 Specialist 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

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## **DOLE, TFI, AND NYP PROMOTE PRODUCTIVITY AND INNOVATION THROUGH LABOR MANAGEMENT COOPERATION**

PRESS RELEASE



## NATIONAL CONCILIATION AND MEDIATION BOARD

With Labor Management Cooperation as the moving force in fostering productivity and competitiveness at the workplace, the Department of Labor and Employment (DOLE) through the National Conciliation and Mediation Board (NCMB) has undergone a 12 month capacity building program on Productivity and Innovation in Labor Management at the Nanyang Polytechnic International (NYP) in collaboration with Temasek Foundation International (TFI). The DOLE, TFI, and NYP shall hold a media event to present the culmination of the third phase of the trainings on Productivity and Innovation by the Department's Leaders, Managers, and Specialists including selected LMC advocates on October 25, 2017 at the Ichikawa Hall of the Occupational Safety and Health Center in Quezon City.

This event shall highlight the technical expertise and contribution of the participants in implementing productivity improvement and incentive programs. The training was able to capacitate 115 participants, 91 from the Department of Labor and Employment and 24 Labor Management Cooperation Advocates. The third phase of the productivity training started in March 2016 until March 2017.

The Productivity training in Labor Management explores labor-management relations practices to promote harmonious workplace relations environment necessary to implement positive change at the enterprise level. It was also aimed to guide experts in formulating gainsharing schemes to complement existing LMCs as well as collective bargaining negotiations.

The Productivity and Innovation in Labour Management Program for the Philippines received a generous contribution through the Temasek Foundation International an investment company headquartered in Singapore which recognizes the impact of environmental, social and governance factors to stakeholders as well as long term sustainability of companies and

businesses.

END/ Gillian Pearl L. Guerrero

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# **TADECO            CASCADES            LABOR** **MANAGEMENT            COOPERATION** **THROUGH ACTIVE ADVOCACY**

PRESS RELEASE

NATIONAL CONCILIATION AND MEDIATION BOARD

Tagum Agricultural Development Company, Inc., (TADECO) successfully established two Labor Management Committees (LMCs) through an advocacy program 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.

TADECO participated in two of the six schedules of the said training in Singapore with a representative each at the Managers' Program and the Specialists' program.

In a report sent by TADECO to NCMB, the company started its advocacy program during the second semester of 2016 through a presentation of LMC principles and guidelines to its affiliate companies.

Among the projects implemented by TADECO is the establishment

of bipartite partnership between labor and management in its affiliate companies or Advocate Labour-Management Cooperation, the adaptation of the TADECO Bananero Family Circle by affiliate companies, and strengthening of Family Welfare Program Advocacy.

The successful establishment of the LMC produced positive change within the workplace through monthly meetings that helped explore programs and policies promoting cooperation and productivity. The LMC also became a tool in establishing and strengthening safety policies for the welfare and mutual benefit of the workers and company.

The Productivity and Innovation in Labor Management training is the third phase of the productivity agenda of the Department of Labor and Employment. The training in Labor management looks into labor-management relations practices to promote harmonious workplace relations environment as a necessary tool to implement positive change at the enterprise level.

END/ GILLIAN PEARL L. GUERRERO

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## Management at Nestle Philippines Incorporated (Tanuan) agrees to new CBA package after RCMB- IVA settles dispute

PRESS RELEASE

National Conciliation and Mediation Board

August 31, 2017

Director Feliciano R. Orihuela Jr., Regional Conciliation and Mediation Branch IV-A announced the conclusion of the new Collective Bargaining Agreement (CBA) between the management and union at Nestle Philippines Incorporated (Tanauan) after the Regional Conciliation and Mediation Branch – IV-A settled the notice of strike involving the parties.

The union, Buklod ng Pagkakaisa Nestle Tanauan (PTGW0) filed a notice of strike case on July 11, 2017 on account of deadlock in bargaining negotiation specifically wage increase, union leave, signing bonus, medical benefits and productivity incentives among others.

RCMB Director Orihuela said the union and the company signed the agreement on August 3, 2017.

Citing a report from Director Orihuela, the parties agreed to a 5-year CBA providing for a wage increase of P12,000, P 20,000 lump sum amount per year, P27,900 christmas package P7,700 birthday gift package and medical allowance for all covered employees.

The CBA will run from August 3, 2017 to August 2, 2022.

Orihuela lauded conciliator-mediator Nina C. Lorena for expediently resolving the deadlock. "Her efforts in facilitating settlement averted another work stoppage which could have caused disastrous effects on the livelihood of the affected workers and their families," he said.

Buklod ng Pagkakaisa Nestle Tanauan., an affiliate of the Philippine Trade and General Workers Organization (PTGW0), is the sole and exclusive bargaining agent of the more or less 119 union members of the company. It is headed by Mr. Owen Fernandez, union president.

The company is engaged in manufacturing of coffeemate and bear

brand powdered milk. It is located inside the First Philippine Industrial Park in Tanauan Batangas.- Diadema A. Aguirre with reports from Gerard Peter C. Mariano

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## **More SENA settle in NCMB Central Office & Regional Conciliation Mediation Branch; 12 workers receive P 1M in settlement benefits**

PRESS RELEASE

National Conciliation and Mediation Board

August 29, 2017

National Conciliation and Mediation Board Executive Director Shirley M. Pascual reported the settlement of labor disputes through the Single Entry Approach (SENA) Program.

In a report to Executive Director Pascual, Request for Assistance (RFAs) received involves individuals who sought the intervention of the Board to address their differences against their respective companies.

Pascual said that there is an increasing number of workers availing the SENA program, due to its accessibility and its speedy mechanism to resolve labor issues and conflicts. Some of the Requests for Assistance received by the Board involved the following workers and companies:

1) Mssrs. Teotimo Aguspina and Laurelio Nadua, electricians of T & D Power Systems Corporation filed a request for assistance on June 28, 2017 at the NCMB Central Office on grounds of underpayment of wages, overtime pay, pro-rated 13th month pay and sick leave. The two affected workers received a total amount of P 22,851.13 as full and complete settlement of their claims in July 19, 2017.

2) Ms. Hazel V. Togle, of Brgy. Tatalon, Quezon City, a janitress/helper at La Funeraria Paz, Inc. filed a request for assistance on June 28, 2017 at the NCMB Central Office on grounds of non-payment of pro-rated 13th month pay and last salary. On July 21, 2017, parties mutually agreed to settle. Ms. Togle received a total amount of P18,158.70.

3) Miss. Aida N. Managad of San Jose Del Monte, Bulacan, plant supervisor at Global Ice Maker Enterprises for more than four years sought the intervention of RCMB- III on July 3, 2017 for alleged illegal dismissal, non-payment of services, incentive leave, and 13th month pay. After two (2) conciliation-mediation conferences on July 12, 2017, parties agreed to settle the issues amicably. Ms. Managad received a total amount of P 40,000 for her separation pay, pro-rated 13th month pay, and service incentive leaves for three (3) years.

4) Mesdames Angelica Buni and Ma. Susana M. Gallego, sales clerk and therapist at Circle J General Store, respectively filed their Request for Assistance at RCMB- III on June 27, 2017 on grounds of underpayment of wages and non-payment of 13th month pay. On July 3, 2017, management agreed to pay a financial assistance of P32,000 to Ms. Buni and P18,000 to Ms. Gallego, in lieu of their separation pay.

5) Mr. Dominador Gultian an employee of Pentax Printing Press sought the assistance of RCMB- 4B through SEADO Mr. Cesar D. Cacayuran on June 29, 2017 for his retirement pay. The parties did not appear in the initial conference scheduled last July 6, 2017. However, on July 7, 2017 the parties informed RCMB- 4B office that Mr. Gultian received his long awaited

retirement benefits amounting to P333,405. A copy of quitclaim and release waiver were sent through fax to RCMB4-B office as a proof of settlement of the said RFA.

6) Mr. Roderick C. Alamo, maintenance employee of Blumol, Inc. sought the assistance at RCMB -4B on July 20, 2017 for alleged illegal dismissal and non- payment of separation pay since April 2009. After a thorough discussion and validation of issues, parties settled amicably on July 27, 2017. A financial assistance in the amount of P40,000 was granted for his claims.

7) Mr. Ronilo Gella and Mr. Felix Bejox, instructors at Concord Technical Institute sought the assistance of RCMB- VII last June 16, 2017 for separation claims. On July 4, 2017 Mr. Gella and Mr. Bello received P 100,000 and P200,000 respectively as full settlement of their separation pay.

8) Sun-Pleats Cebu Corporation sought the intervention of RCMB- VII to assist them on a conflict dispute between the company and Mr. Glenn B. Limatoc, a supervisor. Mr. Limatoc is a candidate for dismissal due to poor performance. On July 24, 2017 management agreed to offer a separation package in the amount of P250,000 which he received on the following day. Both parties were satisfied in the outcome of the settlement. For the management, the conflict was resolved and for the employee, he received a higher amount than what he expected.

9) Mr. Ariel Dinaga, driver for 3 years at Steel Dragon Hardware filed a SENA request on July 10, 2017 at RCMB- VIII for alleged illegal dismissal. He was dismissed for repetitive absenteeism. On its initial conference on July 17, 2017 both parties agreed to settle the issue. Mr. Dinaga received P 5,000 for his claim.

Overall, Pascual said the RCMBs settle an RFA through conciliation-mediation in an average of 26 days, 4 days faster than the mandated 30 days.

Pascual commended the workers and the employers for their cooperation that led to the settlement of the requests for assistance. She also commended the following NCMB Single Entry Approach desk officers: Director Lourdes P. Estioco, Conciliator-Mediators Othello B. Tongio, Jr., Onofre H. Bautista, Paciano L. Murro Jr. Supervising LEO Rosanna C. Cruz and LEOs Rhoda A. Blanco, Cesar D. Cacayuran and Papiniano O. Macayan III for their untiring efforts to ensure the speedy resolution of labor issues of workers to prevent losses to both parties and the economy.- Diadema Aquino Aguirre

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## **CATHAY DRUG COMPANY INCORPORATED, UNION AGREE TO P30 M CBA package**

PRESS RELEASE

National Conciliation and Mediation Board

August 25, 2017

Two hundred forty-four members of Concerned Employees of Cathay Drug Company Incorporated Labor Union (TCECDCILU) stood together to benefit from the settlement of the preventive mediation case filed by their union against Cathay Drug Company Incorporated.

Citing a report from RCMB – NCR Director Teresita E. Audea, Executive Director Shirley M. Pascual said the case was settled on August 14, 2017, only 13 days after the Concerned Employees of Cathay Drug Company Incorporated Labor Union filed a preventive mediation case on July 31, 2017 for



deadlock in bargaining negotiation.

The settlement paved the way for the forging of the last two years of the CBA covering the period from July 1, 2017 to June 30, 2019.

The agreement provided for a total economic package of P30 million benefitting 244 employees. Salient points of the agreement includes salary increases for the 4th & 5th year of the CBA, merit increase, union leaves, 14th & 15th month pay, signing bonus, sick and leave vacation cash conversion and retirement benefit for 20 years in service.

The agreement also provides funeral assistance, birthday gift, education loan, loyalty award, group life accident insurance, dental or optical benefit, educational subsidy, medical assistance, rice allowance, incentive plan, calamity loan and HMO per existing provision for all covered employees.

The Board provided the parties with some concepts on productivity and workplace innovation which helped in solving the issues and enabled the parties to move forward with their workplace partnership.

“The settlement resulted to mutually acceptable worker’s benefits and more importantly, it ensured that peace and harmony continues to prevail in the company,” Pascual added.

Pascual commended conciliator-mediator Estelita S. Bautista who was able to facilitate the settlement in 13 workings days.

Cathay Drug Company Incorporated is a pharmaceutical company and is located at 2nd Floor Vernida 1 Condo, 120 Amorsolo St. Makati City. It employs more or less 244 employees. It is represented by Ms. Greta Go, owner of the company and assisted by its legal counsel Atty. Anselmo Cadiz.

The Concerned Employees of Cathay Drug Company Incorporated Labor Union represented the 244 employees in the bargaining

unit, all of which are union members. It is headed by Mr. Titus Labrador, union vice – president and assisted by Mr. Allan Guarino. –Diadema A. Aguirre

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## **Dispute at Supreme Steel Pipe Corporation Settled**

PRESS RELEASE

National Conciliation and Mediation Board

August 29, 2017

National Conciliation and Mediation Board Executive Director Shirley M. Pascual announced the settlement of the notice of strike involving Supreme Steel Pipe Corporation and its union, the Nagkakaisang Manggagawa ng Supreme Steel Pipe Corporation – (NAFLU-KMU).

Citing a report from RCMB- III Director Edgar G. Aquino, Pascual said the parties reached settlement on August 16, 2017, paving the way for the conclusion of the negotiations their collective bargaining agreement (CBA) for the last two years.

On May 17, 2017, the Nagkakaisang Manggagawa ng Supreme Steel Pipe Corporation – (NAFLU-KMU) filed a notice of strike case against Supreme Steel Pipe Corporation citing bargaining deadlock particularly on wage increase, sick leave, vacation leave, rice subsidy, mid-year bonus, labor education assistance, regularization, 13th month pay, excursion, Christmas package, signing bonus, office rental and equipment.

The parties agreed to a settlement package worth P 5.4 Million

which will benefit 150 union members of the bargaining unit. Pascual added.

She said the parties agreed to a wage increase of P19.00 per day for the 4th and 5th year of the CBA. In lieu of backwages, a lump sum of P16,000 shall be given to each covered employee as salary differential from June 1, 2016 to August 31, 2017. Payment of signing bonus, mid-year bonus and other wage related benefits except overtime pay are also included in the CBA package. The parties also agreed for the integration of the P38.00 wage increase for 2 years which took effect on September 1, 2017. Mid-Year bonus will be performance-based, ranging from P1,000 to P3,000.

Management agreed to provide the union with office space, furniture and Labor Education assistance of P 50,000 per year. Moreover, management also agreed to withdraw the case pending at the Court of Appeals in relation to mid-year bonus.

Pascual commended the parties for finally signing their CBA and praised RCMB- III effort in facilitating settlement. "With this agreement a strike was averted and the parties are assured of continued harmony in the workplace," she said.

Supreme Steel Pipe Corporation, is engaged in the manufacture of steel pipe. It is located at Brgy. Perez, Meycauayan, Bulacan. It has more or less 700 employees.

Nagkakaisang Manggagawa ng Supreme Steel Pipe Corporation – (NAFLU-KMU) is headed by Mr. Eduardo S. Ellorencio, Jr. Union President and assisted by Mr. Antonio Pascual, Secretary General of NAFLU-KMU. – Diadema A. Aguirre