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Good News

National Conciliation and Mediation Board

March 28, 2107

The Saint Louis University (SLU) headed by Rev. Fr. Gilbert B. Sales and the Union of Faculty and Employees of Saint Louis University (UFESLU), led by Mr. Roy G. Revilla finally signed their Collective Bargaining Agreement (CBA) on February 3, 2017 at the Baguio Country Club, Baguio City.



The negotiations which started on October 14, 2016 and concluded on November 24, 2016 has resulted to an estimate of Php145,000,000.00 economic package for the first three (3) years, covering rice subsidy, clothing and laundry allowance, anniversary gift and signing bonus. Other benefits were also deliberated such as the longevity pay, welfare fund and 14th

month pay. The package will benefit one thousand five hundred twenty-eight (1,528) workers.

In his message, Fr. Sales said, "The negotiations went smoothly as the parties were reasonable." It took them 6 meetings to complete the bargaining agreement, one of the fastest CBA negotiations for the university. "The CBA negotiation meetings went smoothly as scheduled because both parties were open to proposals and counter-proposals," Mr. Revilla affirmed.

RCMB-CAR Dir. Gil G. Caragayan who witnessed the CBA signing encouraged the parties to preserve harmonious relations among them thru cooperation and mutual trust.

The agreement took effect on August 1, 2016 and will expire on July 31, 2021. -Maggie B. Balagtey

RCMB-NCR Settles Labor Dispute at Jam Transit in one sitting

Press Release

National Conciliation and Mediation Board

Regional Conciliation and Mediation Branch NCR

28 March 2017

The preventive mediation filed by Pinagkaisang Manggagawa sa Jam Transit Corporation against Jam Transit has been settled, National Conciliation and Mediation Board Executive Director Shirley announced today.

Pascual, citing a report from Regional Conciliation and Mediation Branch Director Teresita E. Audea, said that the Union filed the preventive mediation case against the bus company on 24 February 2017 alleging the non-implementation of some of the provisions of the CBA for years 2015-2016.

Parties agreed to amicably settle on 27 February 2017 following conciliation-mediation efforts of the branch.

“In just one conciliation conference, parties were able to amicably settle the issue,” Pascual said.

“Agreement shows the level of maturity of the parties as they negotiated and settled the complaint without threat of filing a notice of strike or work stoppage,” Pascual added.

Salient features of their agreement provide among others, incentive pay of P2M, provident fund, HMO and uniform to 87 union members.

In addition, management shall address the issues about SSS contributions and loan payments of some affected union members. Management shall also extend an in-house loan to 5 employees of Jam Transit.

According to Dir. Audea, the parties have an existing 5-year CBA, which will expire on 21 February 2018.

END/ Renato R. Cañutal

RCMB-CAR intervention leads

to establishment of Itogon-Suyoc Employees and Management Cooperation in ISRI

News Release

National Conciliation and Mediation Board

Regional Branch No. CAR

10 March 2017

Regional Conciliation and Mediation Branch CAR Director Gil G. Caragayan lauded the Itogon Suyoc Resources' (ISRI) for their efforts in establishing the Itogon-Suyoc Employees and Management Cooperation as the company's labor and management council (LMC).

Labor and management representatives of ISRI formally signed the Memorandum of Cooperation (MOC) on March 2, 2017 at Villa Silvina Hotel, Baguio City.

ISEMCO aims to promote the workers' welfare, improve the quality of their work life and ensure harmonious employer-employee relationship.

The MOC was signed by labor representative Samuel SolIweg and management representative Engr. Michael G. Tauli.

"Walter Dongadong, a miner, suggested to call the LMC ISEMCO. It is also an Ilocano term which means my smile," Dir. Gil G. Caragayan said.

ISRI decided to create a labor management council after the Certification Election conducted in November 2016 failed to earn the majority vote of the general labor population for the

establishment of a union.

With the intervention of RCMB-CAR, ISRI created its LMC mechanism on February 7, 2017 and formed committees on family welfare, occupational safety and health, productivity, grievance, labor relations and labor laws compliance.

“RCMB-CAR, together with its partner agencies, enhanced the programs through an orientation seminar held on March 1-2, 2017,” Caragayan said.

ISEMCO were able to develop a one year action plan during the activity.

“Our top officials are positive that ISEMCO will help overcome challenges,” Resident Manager Engr. Michael G. Tauli said.

Itogon-Suyoc Resources Inc. is a subsidiary of Apex Mining Co. Inc., a company that produces gold, silver, copper, lead and other precious metals. Formerly known as Itogon-Suyoc Mining, Inc., ISRI started its operations in July 2015. Dr. Walter Brown heads the mining company.



END/ Maggie B. Balagtey edited by Gillian Pearl L. Guerrero

NCMB-EA HOLDS 1st Annual National Conference

GOOD NEWS

National Conciliation and Mediation Board

March 28, 2017

The National Conciliation and Mediation Board Employees Association (NCMB-EA) held its first Annual National Conference at Ramada Manila Central, Binondo, Manila, on March 23 – 24, 2017.

In an effort to regain the vitality that gradually declined since its active days in the early 90's, the conference is essentially fit for the purpose. "We really needed this, badly," NCMB-EA President Tess Kinsy Comandante said, who, along with the members of the Executive Board, worked out the plans to see it through.

"We want to start anew, to pick up the pieces and put them

together and involve the RCMB's in our endeavors. We need all the support we can get and we had it today," Comandante remarked, referring to the 16 Region representatives that joined the Board of Directors to form the general assembly.

One of the several concerns discussed was the financial status reports of the RCMB's national fund. The NCMB-EA, as of now, is still not financially equipped to promulgate, much more to sustain, programs and benefits for its members. Currently, it has a few welfares under its banner. To do this, resources has to be built.

To gain augmentation, RCMB's are encouraged to recover, as much as possible, loans granted to members from the regional seed money released in 2007. Financial status reports of the RCMB's and NCMB-EA National Fund will be presented during the annual conference on the first quarter of every year.

Other development includes: increase in membership fee from P50 to P100; increase in the annual dues of its members to P600.00 from P300.00 per year, an assessment fee of 0.5% will also be collected from members on monetary benefits arising from Collective Negotiations Agreement (CNA).

The guidelines on the grant of financial assistance were drafted to address issues on coverage, application, and prescription period. In the guidelines, eligible recipients of financial assistance may now receive a maximum amount of P3,000.00.

The Civil Service Commission (CSC) awarded the Certificate of CNA Registration to the NCMB-EA. On the 2nd day, the CSC provided an orientation on public sector unionism reiterating the principles of labor-management cooperation and grievance machinery, ideologies that the Board promotes in the private sector.

The occasion was graced by NCMB Executive Director Shirley M. Pasual and Deputy Executive Directors Edmund Mirasol and Maria

Teresita Cancio, who were joined by the Technical and Internal Directors, and Division Chiefs from the Central Office. –
Lester B. Panem & Diadema A. Aguirre

Coalition of Labor Unions in Bataan benefits from Negotiation Skills Enhancement Seminar

Good News

National Conciliation and Mediation Board

Regional Branch No. III

07 March 2017

Regional Conciliation and Mediation Branch III, in partnership with the Authority of the Freeport Area of Bataan (AFAB), conducted its first area-wide seminar for 2017 in negotiation skills to enhance the skills of participants in handling different conflict situations on 9 February 2017 at the AFAB Audio Visual Room, Mariveles, Bataan.

Officers and members of the Coalition of Labor Unions in Bataan (CLUB) attended the three-part seminar to enhance negotiation skills, intensify advocacy in productivity, and to encourage workers to be innovative towards maintaining industrial peace in the workplace.

RCMB III Director Edgar G. Aquino explored negotiation techniques and processes through a series of exercises to

gauge the participants' analytical skills through problem solving.

Director Aquino discussed the elements of conflict its paths, sources, and manifestations, as well as the benefits of resolving conflicts.

"Dealing with the real causes of conflicts and exercising control to its outcome are some of the benefits in resolving conflicts," Aquino said.

"There is less alienation between the parties if conflict is resolved by themselves," he further elaborated that if issues are properly dealt with, the outcome will be easily implied and achieved resulting to strengthened workers and management relations.

Other topics discussed were the difference between conflict aggravators from moderators, outcomes in negotiations, costs and benefits of positional and interest-based negotiations, interest-based negotiation (IBN) as well its advantages and elements.

Meantime, Deputy Executive Director Maria Teresita L. Cancio, discussed the importance of productivity. She emphasized the significance of doing the right thing right to avoid wastage.

"Productivity ensures production of top quality products and services at minimal cost," Cancio said.

"Productivity is important in improving competitiveness, increasing share of the market, income and profitability, and providing opportunities for expansion and growth," she added.

"Real productivity entails higher wages, more improved benefits, job stability, quality work life and opportunities for promotion and professional growth. Thus, customers will get cheaper quality goods and services," she said further.

Conciliator-Mediator Othello B. Tongio, Jr. encouraged

participants to innovate through simple lessons.

“Innovation starts at the top, and that leaders need to create a vision and live the values,” he said.

“Innovation is a team effort and it becomes possible when there is collaboration,” he added.

“We have to listen to ideas, reward bravery, embrace risk and learn from failure. It is important to create an innovation culture that fits to the company,” he said further.

“I would like to congratulate our participants for actively taking part in this seminar to enhance their skills and respond to the different issues at the workplace,” AFAB Deputy Administrator for Operations Alewijn Aidan K. Ong said in his closing message.

“This seminar is also relevant and advantageous towards improving company’s systems and processes,” he added.

“We also would like to extend our gratitude to the RCMB III for its continued support in upholding industrial peace at the Freeport zone through its advocacies and various program,” he said further.

END/ Ma. Girlie D. Layug

RCMB IV-A FACILITATES OATH-TAKING OF DE LA SALLE HEALTH

SCIENCE INSTITUTE'S LMC STEERING COMMITTEE

News Release

National Conciliation and Mediation Board

Regional Branch No. IV-A

20 March 2017

DASMARIÑAS – De la Salle Health Science Institute (DLSHSI)'s Labor Management Cooperation Council (LMCC) has recently reconstituted its steering committee.

The steering committee composed of 5 representatives each from the management and DLSHSI Employees Union is as follows; representatives from the Management: Chair, James A. Antonio, and four (4) members: 1. Janet Manalo, 2. Maricel Alcala, RN, 3. Luzvi Fidel, RN, and 4. Riolita Bautista. And representatives from the Union: Chair, Noemi A. Ebreo, and four (4) members: 1. Rodolfo Landero, Jr., 2. Silverio Polestico, III, 3. Mariz Jarata, and 4. Bernardo Laneta, Jr.

The new set of officers took their oath on March 7, 2017. RCMB IV-A Director Feliciano R. Orihuela, Jr. and DLSHSI Vice Chancellor for Administration and Finance Dr. Alvin D. Crudo facilitated the oath taking.

In his message, Crudo expressed his enthusiasm in DLSHSI's LMC. "Our LMC is a great forum where we can discuss several programs for the benefit of our employees," Crudo said.

DLSHSI's President Br. Augustine L. Boquer extended his utmost gratitude for the active support and willingness of this Branch in providing assistance in the facilitation of their LMC. In his message conveyed thru Crudo, Boquer said that he has long been looking forward to reconstitute their LMC steering committee to address not only issues and concerns of the employees, but to also provide a vehicle for constructive

cooperation in increasing the level of productivity and morale of the employees.

For his part, Dir. Orihuela thanked the management and union of DLSHSI for inviting him to this significant affair. He hope that their LMC will serve as a vehicle for discussion of matters pertaining to industrial relations. "As advocates of industrial peace, we need to always remember the two most important values that make an LMC work, trust and respect among colleagues." Dir. Orihuela said.

A consultation meeting followed the oath taking ceremony. Dir. Orihuela, together with LEO III Gerard Peter C. Mariano, sat down with the 10 members of the steering committee and five other representatives chosen by both management and union.

By: Gerard Peter C. Mariano
2017_08_March

Air of Certainty for Industrial Peace Pervades CAR

Press Release

National Conciliation and Mediation Board

March 28, 2017

RCMB CAR Regional Director Gil G. Caragayan accompanied by Maggie Balagtey and Marcial T. Pasing, Supervising Labor and Employment Officer and Administrative Aide III respectively, successfully led the oath-taking ceremonies of the chairpersons and co-chairpersons of the social committees of the Intercontinental Hotel Group (IHG).

IHG is a Business Processing Outsourcing Company with more than 600 employees. It is located at Camp John Hay, Loakan Rd., Baguio City.

Apropos thereof, Dir. Caragayan with no notes at hand delivered flawlessly his inspirational message on one of the most scintillating stories on COOPERATION, to note:

Once upon a time, the colors of the world quarreled. All claimed to be the best. The most important. The most useful. The favorite.

Green said: "I am the most important. I am the sign of life and hope. I was chosen for the grass, the trees and the leaves. Without me, all the animals will die. Look at the countryside and you will see clearly that I am in the majority.

Blue interrupted: "You only think about the earth. But consider the sky and the sea. It is the water that is the basis of life, drawn up by the clouds from the deep sea. The sky gives space, peace and eternity. Without me, you would be nothing."

Yellow chuckled: "You're all too serious. I bring laughter, gaiety and warmth into the world. The sun is yellow, the moon is yellow, and the stars are yellow. Everytime you look at a sunflower the world starts to smile. Without me, you would have no fun."

Orange next started to blow her trumpet. "I am the color of health and energy. I maybe scarce but precious because I serve the needs of human life. I carry with me the most important vitamins. Think of carrots, pumpkins, oranges and papayas. I don't hang around all the time but when I fill the sky at sunrise or sunset, my beauty is so striking that no one gives another thought to any of you."

Red could stand it no longer. He shouted out: "I am the ruler of any of you. I am blood, life's blood. I am the color of

danger and of bravery. I am willing to fight for a cause because I carry fire into the blood. Without me, the earth would be as empty as the moon. I am the color of passion and love. The red rose, poinsettia and poppy”.

Violet rose to his full height. He was very tall and spoke with pomp. “I am the color of royalty and power. That’s why Kings, Chiefs and Bishops have always chosen me because I represent authority and wisdom. People do not question me. They just listen and obey.”

Finally, INDIGO much more silent than the others but with just as much determination spoke. “Think of me. I am the color of silence. You hardly notice me but without me you all would look superficial. I represent deep thought and reflection, twilight and deep waters. You need me for balance and contrast, for prayer and inner peace.”

The colors continued boasting, each convinced of his or her own superiority. Their quarreling became louder and louder. Suddenly, there was a flash of bright lightning and thunder rolled and boomed. Rain pour down relentlessly. The colors crouched down in fear, move close to one another for comfort. Amidst the clamor, rain began to speak, “You foolish colors, always fighting among yourselves. Each trying to dominate the rest. Don’t you know that you were each made for a special purpose? Now join hands with one another and come close to me.” Doing as they were told, the colors united and joined hands.

Rain continued, “From now on, when it rains, each of you should stretch directly to the sky in a great bow of color as a reminder that you all can live in peace.” The rainbow is the sign of hope for tomorrow.

Work together, appreciate one another. Let your labor-management cooperation mechanism or structure be the rainbow in your organization.

Thank you and God bless us all.

One of the officers was astounded upon hearing of Dir. Caragayan's inspirational message that she blurted out, "Director, we will join the search for the best LMC. In fact, we will attend the pre-launching of the same in Manila. We are confident that one day we will come out a winner." With such a positive attitude and brimming with confidence, there is no tint of doubt that industrial peace is now hovering CAR.

Gil G. Caragayan
Regional Branch Director

GSIS Programs and Services **Orientation for NCMB** **Personnel**

Press Release

National Conciliation and Mediation Board

February 28, 2017

The National Conciliation and Mediation Board (NCMB) conducted an orientation seminar on GSIS Programs and Services at the NCMB Central Office 5th Floor Conference Room, Arcadia Building, Quezon Avenue, Quezon City on February 17, 2017. It was attended by the officials and employees of NCMB Central Office, Regional Conciliation and Mediation Branches NCR, III, IV-A and IV-B.



The activity provided information on retirement processes, documentary requirements, and other benefits that may be availed from the GSIS.

Ms. Salve Regina M. Bautista, Staff Officer III, Frontline Service Division of GSIS Quezon City Branch Office explained the details and provided updates on the different programs of GSIS. She also presented individual tentative computation of retirement benefits of the NCMB officials and staff. Ms. Bautista discussed the modes of payment for retirement as well as the guide in choosing a better option in the near future for those who are about to retire a few years from now. She also provide information on the rights and benefits of senior citizens.

Chief, Administrative Service Lucita D. O Caudilla thanked the resource person in sharing her time and knowledge. She said that the activity contributed to the awareness and understanding of the NCMB officials and employee of the GSIS law.

At the end of the activity, Deputy Executive Director Maria Teresita L. Cancio, Deputy Executive Director Edmundo T. Mirasol and Chief, Administrative Division Lucita D.O Caudilla handed to Ms. Bautista a certificate of appreciation and a small token as gesture to express its gratitude for sharing her expertise..- Diadema A. Aguirre