

# THE ROLE OF TRAINING IN DEALING WITH EMERGENCIES

News Release

National Conciliation and Mediation Board

Regional Conciliation and Mediation Board VIII

24 April 2017

“It is inevitable to fall in a state of panic during calamities however we can condition ourselves to stay calm and focused by coming up with a disaster preparedness plan and undergoing continuous training,” Commander of the Civil Disaster and Emergency Management Team Arseñito Colaba said during the orientation lecture on Adapting to, Bearing on, Coping up, and Dealing with Emergencies (ABCDE) held at the NCMB Conference Room of the Regional Conciliation and Mediation Branch VIII on March 31, 2017.

“We train people to deal with emergency situations such as earthquakes, typhoons, and floods to avert potential crises and minimize the aftermath,” Colaba added.

In response to the challenge of preparing for emergency situations, RCMB vowed to develop a disaster plan and regularly conduct drills.

“The branch’s Green Our DOLE Program (GODP) activities will be geared towards disaster preparedness,” Supervising LEO Rico Babalcon said.

“The safety of everyone in this branch is our top priority,” he added.

The GODP seeks to strengthen the advocacy and readiness of the DOLE and its attached agencies to engage in green issues and mitigation solutions on climate change for better delivery and

quality of programs and services to its stakeholders and customers.

End/ Pamela R. Babalcon

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## Sumi Wiring System's Labor Management Committee KASUMI takes oath

News Release

National Conciliation and Mediation Board

Regional Conciliation and Mediation Branch III

24 April 2017

“If we combined our talents and work together, we get more ideas, and better results. Two and two are not always equal to four; in teamwork they can equal to six or eight.” Regional Conciliation and Mediation Branch III Director Edgar G. Aquino said in his inspirational message before the management and workers of Sumi Wiring Systems Corporation during the Ka-Sumi Oath Taking Ceremony held on March 31, 2017.

Ka-balikat sa Sumi or KASUMI Labor and Management Committee was facilitated by RCMB III Supervising Labor and Employment Officer Rosanna C. Cruz on May 28, 2012.

The oath taking ceremony was attended by Sumi President Takeshi Morikawa, Senior Vice President for Manufacturing Takao Morita, Vice President for Production Conrado D. Hernandez, and Senior Vice President for Human Resource Administration Eric V. Mercado.

RCMB III Director Aquino officiated the oath taking of the LMC officers and members.

PEZA Zone Manager Idelmira P. Pestio also attended the event.

The LMC's slogan, "KASUMI is incomplete without U and I," as it embodies the good relationship between management and workers manifested through the success of their various activities and livelihood programs undertaken by the company.

The continuous expansion of SUMI is one proof that "Teamwork" paved the way of many fruitful years ahead.

"A harmonious relationship existing in every company is the hope and dream of the department. It's a tough call, but being invited to this kind of event proves that the agency, the NCMB, is doing its job well," Aquino said.

END/ Rhoda A. Blanco

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## **RCMB IV B FACILITATES FORMATION OF LMC IN A PUERTO GALERA RESORT**

NEWS RELEASE

Regional Conciliation and Mediation Branch -IVB

April 3, 2017

PUERTO GALERA, ORIENTAL MINDORO. The branch conducted a half day plant level orientation seminar on workplace cooperation and grievance management at Infinity Resort and Spa on March 15, 2017. Nine (9) employees and officers participated in the said orientation.



Mr. Manny Dumlao, the resort manager, organized the orientation to educate officers and employees on the concepts of workplace cooperation and grievance machinery in the workplace.

Labor and Employment Officer Julie P. Peleo, discussed the concept of workplace cooperation program. She highlighted the benefits of LMC in the workplace. "Genuine teamwork, open communication, and commitment are the key factors in sustaining harmonious relations in the workplace", Peleo said. The ideal LMC structure was presented to guide the parties in the formulation of a structure that is appropriate in their workplace.

Director Estioco, provided inputs on grievance procedures and management . She emphasized the need for a grievance mechanism to address labor related issues in the workplace. Estioco also discussed the third -party level mechanisms as a mode of labor dispute settlement, sources of grievances and how these grievances be prevented. As part of her presentation, participants were asked to identify a situation, whether issues mentioned is a grievance or gripe.

The participants proudly shared their cooperation practices and said that this seminar will definitely improve their existing partnership programs. "Some of the action committees are already in place, what we need is to formalize the LMC structure", Dumlao said. "The resort intends to conduct an LMC planning workshop in June 2017, we want to invite you to

facilitate the said workshop” he added.

Ms. Hazel Morillo, general manager, and Dumlao expressed their gratefulness to the branch for the conduct of the orientation seminar as for providing enlightenment on labor relations issues. “At least guided na kami ngayon on how to address issues and concerns that the resort may encounter in the future.” Morillo said

Infinity Resort and Spa is a 4- star resort located at Talipanan, Puerto Galera. The resort is Oriental Mindoro’s most recognized premier boutique resort that offers the ultimate Puerto Galera experience in style and comfort. Also known as the “Jewel of Puerto Galera , infinity sits on a 2- hectare property mountain Malasimbo on one side and the aquamarine waters of the Verda Passage on the other side. The resort has just resumed operations on March 16, 2017, following its temporary closure due to the damage caused by typhoon Nona. It has 52 workers in its employ. --Lourdes P. Estioco

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## **RCMB2 CELEBRATES GROUNDBREAKING CEREMONY**

Good News

National Conciliation and Mediation Board

April 7, 2017

A groundbreaking ceremony took place for the construction of the building of the National Conciliation and Mediation Board – Regional Conciliation and Mediation Branch No. 2 (NCMB-RCMB2) located at the Regional Government Center, Carig,

Tuguegarao City in front of a small crowd, which included local government officials, heads and staff of the Department of Public Works and Highways (DPWH), National Economic and Development Authority (NEDA), Employer and Employee representatives, and several people from the media.

Members of the Regional Coordinating Committee (RCC) from the Department of Labor and Employment, National Labor Relations Commission (NLRC), Overseas Workers Welfare Administration (OWWA), Regional Tripartite Wages and Productivity Board (RTWPB), Occupational Safety and Health Center (OSHC) and Employees' Compensation Commission (ECC) gathered Friday, March 31, 2017 to celebrate an occasion ten years in the making.

With the construction of this one-storey building, our labor and management stakeholders will have a one-stop shop to which they can avail of our services, said RCMB2 Director Susana A. Quimpo. Armed with a can-do attitude, Quimpo tirelessly put together applications and sketches for the structure and made her quest to make not only the groundbreaking activity a success but the construction of the building itself.

NCMB Executive Director IV Shirley M. Pascual explained that initial plans for the building construction started with retired RCMB 2 Director Aniano N. Guzman. "It was ten years ago today that RCMB 2 was in the midst of campaigning for the construction of their own building," Pascual said, "in collaboration with NEDA, Director Guzman took the initiative and made sure the branch got its share of property for the erection of the building right here in the Regional Government Center (RGC).

With engineering plans and cost estimates to show that it was feasible, the Department of Budget and Management (DBM) finally approved the allocation of P4.6M budget for the construction of the building project. Pascual agreed that it

is the first time in the NCMB history to have its own building constructed in Region 2. She congratulated Director Quimpo and expressed her hopes that the rest of the NCMB regional branches will follow her initiative when opportunities to construct their respective buildings. The government is foremost to be benefitted in this project because there will be no more rental charges to be paid, she said.

Undersecretary for Human Capital Development and Regional Operations Bernard P. Olalia was invited as guest speaker during the ceremony. He praised the leadership of RCMB2 in their effort for the building project become a reality. Projects of this nature do not happen by themselves. It takes people, workers together and to make a difference,” Olalia said, looking forward that the construction would be completed in December 2017.

OIC Regional Director Ferdinand P. Tumaliuan of NEDA agreed with the response of USEC Olalia that the building project was made possible by the dedication of many. This is a work of many hands,” he said. “It was a partnership with the local government, national government, individuals and private entities.”

Consultant on Legislative Liaison and Local Government Unit Andrew Vincent R. Pagurayan of the Cagayan Provincial Capitol said that the building construction would serve to be a model for other government agencies outside of Region 2.

NCMB Deputy Executive Director Ma. Teresita L. Cancio, Director Ma. Cristina O. Mangaliman and Financial Management Division Chief Edithliane P. Tadeo also graced the occasion.-  
Minda B. Tungpalan

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# RCMB IX STAFF ENHANCE THEIR CONCILIATION AND MEDIATION SKILLS

## GOOD NEWS

National Conciliation and Mediation Board

April 24, 2017

Officer-in-Charge Director Rogen S. Cumba and Supervising LEO Grace Joy Bautista of RCMB IX participated the orientation on Department Order No. 174 or the new “Rules Implementing Articles 106 to 109 of the Labor Code, as Amended” conducted by DOLE IX and the Bureau of Labor Relations at Zamboanga City on April 17, 2017.

The Department Order was signed by DOLE Secretary Silvestre H. Bello III on March 16, 2017 and took effect on April 3, 2017. It was issued as part of the Department’s three-fold action plan, for the Review of Department Order No. 18-A, in relation to the Administration’s policy against contracting (ENDO or 55).

Considering that a number of cases and RFAs filed at the Branch with concerns and issues related to the legitimacy of contracting arrangements the orientation provides significance in the light of the Boards conciliation and mediation services and the SEnA program. It gives enlightenment on the persistent confusion of what are or are not permissible contracting arrangement. – Shirley M. Calletor

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# RCMB IV-A HOLDS AREA WIDE SEMINAR ON WORKERS' RIGHTS IN IMUS

Good News

National Conciliation and Mediation Board

Regional Branch No. IV-A

26 April 2017

IMUS, CAVITE – Regional Conciliation and Mediation Branch IV-A conducted a one-day area wide seminar entitled “Learning and knowing your rights and prerogatives through NCMB programs” held at the RCMB IV-A Imus office on 28 March 2017.



RCMB IV-A Director Feliciano R. Orihuela, Jr. discussed Workers' Rights, Obligations, and Management Prerogatives and Responsibilities while Sr. LEO Joan Esther O. Mabilangan delivered a lecture on Alternative Dispute Resolution.

“This area wide seminar was conducted to remind clients, from both management and labor sectors, of workers' rights as well as management prerogatives, provide awareness and enlightenment to employees and unions of their respective rights and limitations” Dir. Orihuela said.

A total of 36 participants from 19 unorganized establishments attended in the one-day area-wide seminar.

“For this learning session, we particularly invited participants from unorganized establishments particularly those with Request for Assistance (RFAs) filed with the Branch,” Dir. Orihuela said.

Con-Med Oliver Jao also delivered a presentation on “Productivity and Innovation” as an offshoot of the three-week training he attended in Singapore last January 2017.

During the seminar, participants expressed their optimism to be informed on the newly released DOLE Department Order No. 174 which governs on contracting and subcontracting arrangements.

Dir. Orihuela gave a brief discussion on the Department Order. He then invited the participants to attend the next learning session which will provide a more comprehensive lecture on D.O. No. 174.

END/ Gerard Peter C. Mariano

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## **67 Establishments in CAR attend labor laws and regulations learning session**

News Release

National Conciliation and Mediation Board

Regional Conciliation and Mediation Branch CAR

26 April 2017

Sixty Seven (67) establishments in the Cordillera Administrative Region (CAR) attended the learning session on

DOLE programs, labor laws, and regulation entitled “ensuring compliance to regulations and equality in the workplace” facilitated by the Regional Conciliation and Mediation Board-CAR (RCMB-CAR) at the Hotel Supreme in Baguio City on March 24, 2017.

The activity aims to provide a deeper understanding on the relevant regulations in the workplace which were often misinterpreted and ignored by the employers and employees from the private sector.

It also aims to prepare participants to become more proactive in resolving issues/disputes arising from the non-compliance with labor laws.

Following the regular topics embodied under the Administrative Order no. 47, s. 2015, or the Guidelines on the implementation of LMC Convergence of Programs also discussed Labor Management Cooperation and Grievance Machinery, Family Welfare, Occupational Safety and Health, Labor Law Compliance System, Productivity and Employees Compensation Program.

Gender equality in the workplace particularly in promotion and benefits, law on anti-age discrimination, and special leave benefits for women were also highlighted during the discussion.

Participants of the learning session came from BPOs, cooperatives, construction, education, hotel, restaurant and recreation, manufacturing, mining, and power generation companies.

END/ Maggie B. Balagtey

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# [New Personal Data Sheet Form](#)

[GUIDE TO FILLING OUT THE PERSONAL DATA SHEET \(PDS\)](#)

[GUIDE TO FILLING OUT THE WORK EXPERIENCE SHEET](#)

[PERSONAL DATA SHEET FORM](#)

[News Release on the New PDS Form](#)

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## [SLU and UFESLU Sign CBA](#)

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