

Lapanday Foods Corp. Agreed to Reinstate 22 Retrenched Employees through Conciliation-Mediation

Press Release

National Conciliation and Mediation Board

September 10, 2018

Lapanday Foods Corp. Agreed to Reinstate 22 Retrenched Employees through Conciliation-Mediation

Davao City – “The Notice of Strike filed by Global Fruits Corp. Integrated Employees Union-Associated Labor Union-Trade Union Congress of the Philippines against Lapanday Foods Corp. is finally settled effective September 5, 2018”, OIC-Director Aerrine Marie R. Reyes announced.

The said union filed a Notice of Strike on the ground of union busting and illegal retrenchment last July 19, 2018.

Conciliator-mediator Oliver C. Jao in his first initial conciliation conference validated that the issues raised were due to the retrenchment program implemented by the management which will result to reduction of the number of union members and will affect 24 regular employees composed of 22 from New Corella Farm and two (2) from Sto. Tomas.

The union insisted on the reinstatement of the retrenched employees unless the member himself is willing to accept the offer.

However, during the initial conference, parties did not reach an agreement. Hence, the union submitted a strike vote result on August 14, 2018.

Con-med Jao in coordination with OIC-Dir. Reyes conducted conciliation-mediation conferences and facilitated the parties' exhaustive discussion of the issues.

Jao conducted conciliation conference on September 5, 2018 which led parties to agree on the reinstatement of 22 retrenched employees. Likewise, the termination of two (2) employees was submitted to Voluntary Arbitration. Parties also chose Accredited Voluntary Arbitrator Napoleon Trillanes as their sole VA. Lastly, parties agreed that one (1) employee shall receive a separation pay at 50% monthly salary per year of service.

Lapanday Foods Corp. is an integrated grower, packer and shipper of premium-quality tropical fresh produce. Their production operations are based in Mindanao, south of the Philippines, with more than 30 years of experience as a grower, supplier and exporter of export-quality Cavendish bananas to international markets. *It is owned by a Filipino and is represented by Mr. Hernanie P. Geronimo, Company Manager.*

Global Fruits Corp. Integrated Employees Union-ALU-TUCP is the sole and exclusive bargaining agent (SEBA) of the company representing 235 members headed by Mr. Franklin S. Fajota, Local Union President. ***Sheila A. Rivera***