

# 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