

# **P90.29 Million CBA Package inked by THPAL and their Union**

## **PRESS RELEASE**

NATIONAL CONCILIATION AND MEDIATION BOARD  
REGIONAL BRANCH NO. XIII

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Butuan City – Taganito HPAL Nickel Corp. (THPAL), a multinational processing plant in Surigao Del Norte and its union officially signed a P90.29 Million Collective Bargaining Agreement (CBA) package through the assistance of RCMB-Caraga at the Lime & Zest, Watergate Hotel in Butuan City on 10 May 2018.

The newly signed CBA will take effect retroactively on 1 January 2018 up to December 31, 2022 for all its economic and political provisions. The most remarkable part of the new CBA was the economic provision of 1 sack of rice per month for every union member starting May 2018 onwards.

Ma. Theresa M. Francisco, OIC-Director of NCMB-Regional Branch XIII and Conciliator-Mediator, facilitated the settlement of this case and witnessed the ceremonial signing of their CBA. “My heartfelt congratulations to the THPAL Family! Thank you for your patience, perseverance and cooperation in conquering our common goal of getting a fair resolution of the issues at hand for a better understanding and relationship among the workers and management of THPAL and generally restore industrial peace.”, OIC Francisco said.

Members of the Top Management of THPAL led by THPAL President Toru Higo and represented by Mr. Reynante Lisbo , Union President THPAL Labor Association- FDLO

witness the significant event.

“Allow me to say that THPAL management is grateful for all of its employees. This day will not be possible without our common desire to bridge our different interests and achieve shared successes. I believe that this CBA is the bridge that should be kept strong and solid to maintain a healthy relationship between the Union and the Company. Through this negotiation, we learned that communication is key in conveying needs and situations that have to be addressed and in order to be fair in our decisions by always keeping an open mind. Here we represent and consult both ends to achieve mutual understanding which we can achieve by giving high importance on nurturing a mature relationship.”, Pres. Higo said. “I thank you all, the TLA leaders, the management negotiating representatives and NCMB for all the help during the negotiation process and congratulations to all of us.”, he added.

On the other hand, the Union President, Mr. Lisbo, in behalf of the TLA officers and members, promised to cooperate at all extent as a commitment to their CBA. END