

# **RCMB XI Settles labor dispute in four companies of Lapanday in one conference**

News Release

National Conciliation and Mediation Board

Regional Conciliation and Mediation Branch XI

22 March 2018

OIC-Director Aerrine Marie R. Reyes announced the settlement of the labor dispute of four companies of Lapanday on March 8, 2018 which was conciliated simultaneously.

On January 19, 2018, Global Fruits Corp. Integrated Employees Union-ALU-TUCP filed a preventive mediation case against Lapanday Foods Corp. on the issue of counter proposals from management panel despite of three session meeting and many re-scheduling by the management panel.

On January 22, 2018, the Samahang Manggagawa ng Lapanday Guihing (SAMALAG)-ALU-TUCP filed a Notice of Strike (NOS) against Lapanday Agricultural Development Corp. on the issue of union busting and illegal retrenchment.

On the same date, the Global Fruits Corp. Integrated Employees Union-ALU-TUCP filed NOS against Lapanday Foods Corp. on the issue of union busting.

On January 26, 2018, the Evergreen Farms, Inc. Workers Union-ALU-TUCP filed a notice of strike against Lead Export Agro-Development Corp. on the issue of union busting and illegal retrenchment.

During the initial conciliation conference on January 31, 2018, it was validated that the filing of cases was rooted from the company-wide retrenchment program presently

implemented by the management.

On February 9, 2018, management manifested that they concede to the request of the union to give 50% of the basic salary for every year of service for those who opted to separate from the company.

While those who are not willing to avail the retrenchment program, their employment shall be subject to appraisal and evaluation by management which will be on February and March 2018.

Likewise, the union manifested that they agree provided that the appraisal is based on attendance and not on efficiency considering that the new standards set by management are too high that employees might not be able to achieve.

On February 22, 2018, the union manifested that they have already submitted the list of those who are willing to accept the pay-off offered by the management and the list of those who preferred to continue their employment subject to performance evaluation.

On March 7, 2018, after a thorough discussion of parties, they finally agreed.

For Global Fruits Corp., two employees will continue working. CBA negotiation shall resume on March 17, 2018 and was expected to be concluded two months from then on.

For the SAMALAG-Guihing, 40 affected workers shall be deployed. Furthermore, affected workers who opted for pay-off shall get one (1) sack of rice from Pioneer Ventures, Inc. which shall be deducted from their separation pay.

For the Evergreen Plantation, both parties agreed to discuss their issues or utilize their LMC.

The company, Lapanday Foods Corp. is an integrated grower, packer, and shipper of premium quality tropical fresh produce

based in Mindanao. It has 30 years of experience as a grower, supplier and exporter of export-quality Cavendish bananas to international markets (<http://www.lapanday.com/index.php>). Its principal place of business is located at Maryknoll Drive, Bo. Pampang, Davao City. The company is represented by their legal counsel, Atty. Roselle Gladys Aceron-Lumba.

Global Fruits Corp. Integrated Employees Union is affiliated with Associated Labor Union-Trade Union Congress of the Phil. (ALU-TUCP) and the sole and exclusive bargaining agent of 37 regular farm workers of Lapanday Foods Corporation's banana plantation located at Brgy. Abdul, Davao del Norte headed by Mr. Veronico Pamisa, Union President.

Another banana plantation located at New Corella, Davao del Norte with 302 farm workers is headed by Mr. Franklin S. Fajota, Local Union President.

Evergreen Farms Inc. Workers Union is also affiliated with ALU-TUCP and the sole and exclusive bargaining agent of 37 farms workers of Lapanday Foods Corporation's banana plantation located at Brgy. Abdul, Panabo, Davao del Norte which is also headed by Mr. Veronico S. Pamisa, local Union President. Sheila A. Rivera