

# SWIFT SETTLEMENT OF LABOR DISPUTE IN AN ELECTRIC COOPERATIVE

## **Press Release**

National Conciliation and Mediation Board

Regional Branch No. III

14 November 2016

The swift action of Conciliator-Mediator Othello B. Tongio, Jr. led to the immediate settlement of the Preventive Mediation (PM) case of Tarelco I Employees Union (TELU) on October 26, 2016, just two (2) days after it was filed, Director Edgar G. Aquino announced today.

An Unfair Labor Practice was filed by the union against Tarelco I Electric Cooperative, Inc., specifically, discriminatory re-organization, non-payment of overtime pay, and erroneous computation of salary due to tardiness.

On the parties' initial conciliation-mediation conference which was attended by the union officers assisted by Mr. Nathaniel Clores and Mr. Allan Castañeda as representative of the management, parties reached an amicable settlement.

The agreement includes the assurance of management that there will be no retrenchment or any termination of employment until finality of the re-organization process, and until no state of the art devices yet are being implemented. The parties will further discuss the re-structuring process at the plant-level.

Furthermore, the parties agreed that the payment for overtime pay will be in accordance with the existing company policies, and that the issue on tardiness will be elevated to the

General Manager for appropriate action.

Aquino commended Tongio for continuously learning and developing his skills in conciliation-mediation which led to the settlement of many labor disputes cases he handled.

Tarelco I Employees Labor Union (TELU) is affiliated with Kilusang Manggagawang Makabayan (KMM) representing the 332 regular rank-and-file workers and is headed by Mr. Allan V. de Dios.

Tarlac I Electric Cooperative, Inc. is an electric cooperative with a total employment of more or less 347 employees and with business address at Brgy. Amacalan, Gerona, Tarlac.

Rhoda A. Blanco