

NCMB REPORTS DECLINE IN STRIKE INCIDENCE

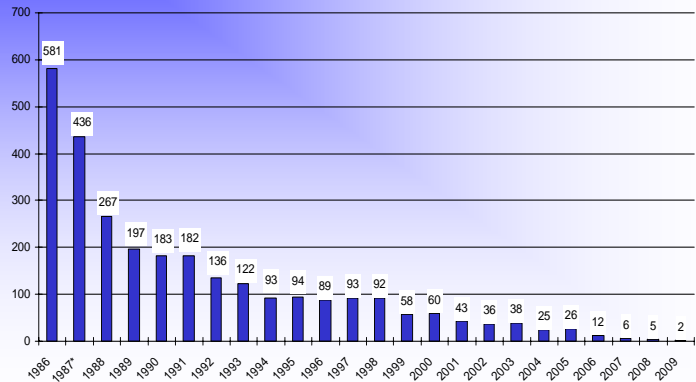
Strike incidence in the country continues to decline as only two work stoppages occurred during the first semester of 2009 compared to three in comparable period last year, according to a report submitted by Executive Director Reynaldo R. Ubaldo to Labor Secretary Marianito D. Roque.

As of this writing, the country has been strike-free for more than three months in a row, the report said.

The 33 percent decline in strike incidence is a testament to the stability of the country's labor relations climate, the report added.

The two strikes, each of which lasted not longer than two days, occurred in February and March 2009.

**ACTUAL STRIKES/LOCKOUTS DECLARED
 1986 - 2009 (June 30)**



*Creation of NCMB

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LABOR CASE SETTLED

By Remus Caducoy

Seventeen former union members of the E.G. Cebu Manufacturing Inc. Democratic Union of Workers received their separation pay as a result of the settlement of the Notice of Strike filed by their union, according to NCMB RB 7 Director Edmundo Mirasol.

The parties to the Notice of Strike agreed on the terms of settlement during a conciliation meeting presided over by Con-Med Joseph Llanto at the RCMB 7 office on May 14, 2009.

"The amount of P368,944.85 will benefit 17 union members of the E.G. Cebu Manufacturing Incorporated consisting of their separation pay equivalent to 13 days per year of service, 5 days incentive leave for the years 2006-2007 and holiday pay", Director Mirasol said.

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Resolution of SENA cases award monetary benefits to workers

By Diadema A. Aguirre and Remus Caducoy

Twenty-four workers of Phil Frost Foods, Inc., Malabon City, received recently a total of P1M as separation pay, courtesy of the SENA program of the NCMB.

The workers, who earlier sought assistance from NCMB NCR following alleged labor standards violations by the company, accepted management's offer of financial assistance amounting to P1M which settles once and for all their claims for underpayment of wages and 13th month pay, incentive leave pay, legal holiday, overtime and allowances.

The company has earlier signified its intention to close shop after suffering business reverses due to the effects of the global financial crisis. It manufactures fish sauce for export.

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CASE DIGEST

The Conflict over Termination Disputes

By Renato R. Cañutal

Absent any showing that a termination issue is discussed in the grievance machinery, the same properly falls within the jurisdiction of the labor arbiter.

Company A terminated B and C from employment for alleged commission of multiple counts of frauds, acts of dishonesty and breach of trust. Management denied several attempts by the Union to discuss the matter at the grievance machinery. Management claimed the issue is beyond the coverage of the grievance machinery and the matter falls under compulsory arbitration.

The Union then filed successive cases with NCMB, namely, Request for Voluntary Arbitration and Notice to Arbitrate. Company A, in both cases, reiterated their objection arguing that neither the NCMB nor the voluntary arbitrator has jurisdiction over termination disputes, stressing that the issue falls within the original and exclusive jurisdiction of labor arbiters.

Nevertheless, NCMB appointed an accredited voluntary arbitrator to determine "whether or not the termination from employment of B and C is legal." Management filed a Motion

to Dismiss' reiterating its objections and sought the dismissal of the case on the grounds raised earlier. The AVA denied the motion.

The AVA then rendered a decision ordering management to pay back wages and the reinstatement of B and C.

Management filed a certiorari petition before the Court of Appeals contending that the AVA committed grave abuse of discretion and acted without jurisdiction when he issued the assailed Resolution that denied their Motion and assumed jurisdiction over the case.

The Court of Appeals granted the petition.

The issue to be resolved by the Court of Appeals is the correct interpretation of Articles 217 and 261 of the Labor Code over termination disputes.

In *Vivero vs. Court of Appeals*, 344 SCRA 268 [2000] the Supreme Court clarified that termination disputes belong to the jurisdiction of the labor arbiters *in the absence of an express agreement by the parties* to submit the labor dispute to other jurisdiction particularly to voluntary arbitrator or panel of arbitrators as provided in Art. 262 (now Art. 261) of the Labor Code.

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Productive workdays lost declined 80% as a result of shorter strike duration, despite the involvement of more workers in actual strikes.

Last year, only 810 workers were affected by strikes declared during the first semester, compared to 1,200 workers involved in the two strikes during the first semester of 2009.

The three strikes in the first semester of 2008 however, lasted an average of 24 days.

Threats by workers to declare work stoppages also declined significantly. For the period ending 30 June 2009, there were 139 new Notices of Strike filed by workers, declining 29% from the 195 new cases docketed in 2008.

The fewer strike notices also involved a smaller number of workers – 24,263 during the year to 35,282 in comparable period in 2008.

Preventive Mediation cases followed the same trend as new cases docketed during the period dropped 5% to 257 compared to 271 last year.

PM cases this year, though, involved 12% more workers.

GFC, proactive interventions play big role in case decline

NCMB officials attribute the downtrend in conciliation-mediation cases to the global financial crisis which affected the country late last year until the first semester of the current year.

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HOW COCOMECO WORKS

By Junaliza S. Aragon

Workplace conflicts are common. Conflicts in the organization arise because people have different goals and needs. As they strive to achieve and satisfy their goals and needs, they run into conflict with others in the group who may feel threatened by the manner and means with which they try to achieve them. We have seen the often intense personal animosity that can result.

Nonetheless, the fact the problem exists is not necessarily a bad thing. As long as it is resolved immediately and effectively, it can lead to personal and professional growth.

This basically is the main idea in the lecture of Ms. Rosamya T. Gallego, HR Manager of C. Alcantara and Sons, Inc., who acted as resource speaker during the Mindanao-wide Seminar on Grievance Management held at Madapo, Davao City last April 16, 2009.

Ms. Gallego discussed the four (4) creative interventions in handling workplace conflicts, namely: Coaching, Counseling, Mentoring and Correcting.

COACHING, she said, is about seeing the bigger picture and how the decisions you make affect other people. It improves the individual's capacity to focus, learn and innovate. It is a

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RCMB III OVERSEES

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at 1:30 PM, in time for the workers' break time so as not to disrupt company operations. Of the 289 qualified voters, 253 cast their votes in six precincts. Official canvassing of votes began at 1:35 PM and ended at 7:00 PM.

The election and canvassing were peaceful, orderly and fair. No electoral protest was raised by the parties concerned.

The staff had reason to feel a sense of accomplishment as they did an excellent job in an unfamiliar turf. Exhausted and tired, they nonetheless agreed that it was all worth the sacrifice. The success of the election prevented what otherwise would have been lengthy proceedings in another DOLE office.

The COMELEC team was composed of ConMed Cancio, Supervising LEO Onofre H. Bautista, LEO III Ma. Girlie D. Layug, Rebecca B. Tibon, Marlyn Q. Flores, Rhoda A. Blanco and Rosanna C. Cruz.

How to Run an LMC

By Cresencia M. Pawingi

"DAP-AYAN" is a Cordillera word which means "a place where people gather." This word was adopted by Camp John Hay Manor Hotel as a name of their LMC- "*Dap-ayan ti John Hay.*"

When the Branch was asked to give a reorientation to newly elected Chairmen and members of their ten LMC Committees, the word *Dap-ayan* was used as a guide in one of the topics "**How to Run an LMC**".

- D – Definite aim, goal (mastermind and master plan)
- A - Achieve goal through accurate thinking (tolerance, readiness)
- P – Plan projects /activities realistically (imagination, creativity)
- A - Arouse employees' interest in the project through participation and delegation
- Y – Y and X Theory of Work (habit of doing more)
- A - Appraise the projects, agree (enthusiasm, cooperation)
- N – Network and affiliate with other companies with LMC (teamwork)

RELAMACOP LAUNCHES SPEAKERS BUREAU

By Pamela R. Babalcon

Ormoc City – The Region Eight Labor Management Cooperation Practitioners League (RELAMACOP) launched its very own speakers bureau on April 27, 2009 at the EDC-LGPF Milagro Administration Complex in Ormoc City. The Bureau is primarily tasked with helping the Regional Conciliation and Mediation Branch on the promotion of its programs and projects.

The bureau took off with the conduct of a three-day skills training to a select group of LMC practitioners known for their passion and commitment to the cause of industrial peace, led by RELAMACOP's untiring President Rene V. de los Reyes. Topics discussed included communication skills, labor relations, alternative dispute resolution and servant leadership to prepare them for future speaking engagements specifically for RELAMACOP member industries, unorganized establishments and the academe.

Conceptualized by RELAMACOP Board of Director Sherlock A. Codilla, the bureau aims to sustain industrial peace in the region through education and training. Realizing the enormity of

the group's responsibilities, Mr. Codilla gave his words of encouragement: "Being decisive and focused and committing to the fulfillment of a dream gets you to the goal and closes the door for wrong options."

NCMB Director Juanito B. Geonzon, while conceding that the ultimate goal of the bureau is indeed a tall order, agrees that it is an achievable one, especially with the present crop of speakers. He assured them of NCMB's support by providing the group with the necessary information and materials to arm them in their quest for an educated and more mature workforce.

A planning activity was held after the training, outlining the group's course of action for the remainder of the year.

All 18 members who attended the training signed a statement of commitment expressing their availability whenever their services are needed and are now accredited members of the RELAMACOP Speakers Bureau.

NCMB Facilitates Forging of Maiden CBA at Holcim Phils.

By Cesar D. Cacayuran

Holcim Philippines and the Holcim – La Union Supervisory Employees Union concluded their maiden CBA recently.

The parties signed their new CBA at the Mandarin Hotel, Makati City on March 12, 2009.

NCMB RB 1 OIC Director Carmina B Alonzo, who facilitated the forging of their first CBA witnessed the event and delivered her inspirational message entitled "Our CBA is Good".

Prior to the conclusion and signing of the new CBA, OIC – Director Alonzo conducted a seminar on "Principled Negotiation" before the Holcim management representatives and its Supervisory Employees Union.

Her presentation convinced management and union representatives of the company to conclude their maiden Collective Bargaining Agreement (CBA).

Both the management representatives of Holcim Philippines and the supervisory union expressed their gratitude to OIC Alonzo for her efforts.

Part of their letter commending OIC Alonzo reads as follows:

"We would like to express our gratitude for a very proactive move by your office that resulted to a conclusion of our negotiation. We strongly believe that the "Principled Negotiation" training you conducted to our people helped a lot for a better understanding of how we should deal with the issues at hand properly."

The new CBA takes effect from January 1, 2009 to December 31, 2014.

RCMB I in Pictures



NCMB RB 1 personnel pose for a photo during their teambuilding activity held in Laoag City recently (top photos). (Below, left) NCMB RB 1 personnel join other staffs from the Northern and Central Luzon Cluster in the "Para-Legal Training for Non-Lawyers on the Alternative Dispute Resolution System" held at the By the Sea Resort, Barreto, Olongapo City on April 23-24, 2009. Right, OIC Director Carmina Alonzo, fourth from left, with other officials and guests during Labor Day celebrations at the Event Center of SM Rosales, Pangasinan. (Cesar D. Cacayuran)

RB 7 Conducts Seminar . . . from page 5

women," a participant was quoted as saying.

An open forum and distribution of certificates to the participants wrapped up the activity.



Participants listen attentively as Conciliator-Mediator Rosemary Oxinio expounds on her topic during the Seminar on Anti-Sexual Harassment held at the VA Training Center of RCMB 7, Cebu City.

REFLECTIONS

MOTHER

For those who are lucky to still be blessed with your Mom, this is beautiful. For those who aren't, this is even more beautiful.

The young Mother set her foot on the path of life. "Is this the long way? She asked. And the guide said "Yes, and the way is hard, and you will be old before you reach the end of it. But the end will be better than the beginning."

But the young Mother was hungry, and she would not believe that anything would be better than these years. So she played with her children, she fed them and bathed them, taught them how to tie their shoes and ride a bike, and reminded them to feed the dog and do their homework and brush their teeth. The sun shone on them and the young Mother cried, "Nothing will ever be lovelier than this."

Then the nights came, and the storms and the path was sometimes dark, and the children said, "Mother, we are not afraid, for you are near, and no harm can come."

And the morning came, and there was a hill ahead, and the children climbed and grew weary, and the Mother was weary. But at all times she said to the children, "A little patience and we are there." So the children climbed and as they learned to weather the storms. And with this, she gave them strength to face the world. Year after she showed them compassion, understanding, hope, but most of all... unconditional love. And the weeks and the months and the years, and the Mother grew old and she lay down at night, looked up the stars and said, "this is a better day than the last, for my children have learned so much and are now passing these traits on to their children."

And when the way became rough for her, they lifted her, and gave her strength, just as she had given them hers. One day, they came to hill, and beyond the hill they could see a shining road and golden gates flung wide.

And Mother said "I have reached the end of my journey. And now I know the end is better than the beginning, for my children can walk with dignity and pride, with their heads held high, and so can their children after them."

And the children said, "You will always walk with us, Mother, even when you have gone through the gates." And they said: "We cannot see her, but she is with us still." A Mother is more than a memory. She is living presence.

Your Mother is always with you. She's the whisper of the leaves as you walk down the street, and she's the smell of certain foods you remember, flowers you pick and perfume that she wore, she's the cool hand on your brow when you're not feeling well, she's your breath in the air on a cold winter day. She is the sound of the rain that lulls you to sleep, the colors of a rainbow, she is your birthday morning, your Mother lives inside your laughter. And she's crystallized in every tear drop. A Mother shows every emotion.... Happiness,

REFLECTIONS

By Director Sid Cepeda

I read with pride contents of the latest of our Chronicle, showcasing an array of our accomplishment of our organization – NCMB. Wow! What a power!

Congratulations to our leaders headed by Admin Ubaldo for giving impetus to this project and for providing the needed motivation to the men and women who day labor in and day out in order to put out publication such as this Chronicle. Congratulations also to our contributors/editors from the Central Office and regional branches who spent added times in gathering news and writing articles so that we can learn new knowledge coming from their experience.

We are also happy to have read the speech of Admin Ubaldo delivered at the 21st anniversary of NCMB where he laid down the charted course of action of NCMB this year and the years ahead. While Admin Ubaldo articulated the gains of the past and the present scenario of things, he also made emphasis on the traits-character traits of NCMB people will have to possess if we want to participate meaningfully in the business of advocating industrial peace. Indeed, the impact of such lessons we learned from each other will leave a good imprint in our minds as we go on looking for answers over a multitude of questions that have eluded some of us for so many years.

He labeled these traits as 1) conviction; 2) commitment; 3) cooperation; 4) concerned; and 5) compassion.

The question arises: How do we put into practice these traits? What examples can we give for easy understanding? To answer these two (2) questions, we were tempted to present a theoretical discourse not knowing that in this issue we have one article from Cordillera Administrative Region (CAR) that could provide living answers.

The article of MS. Cres Pawingi as the title suggests (How NCMB Hones My Knowledge and Skills) presents the different that supported her acquisition of knowledge and honing of the skills in her 12 years working with NCMB-CAR in promoting our programs. It is heartening to note that she was very proud by telling us her fulfillment in facilitating LMCs and setting up Grievance Machineries at different places.

"Worth the price," Ms. Pawingi enthuses. She went on reminding all of us that advocacy and networking requires patience and diligence. On page four (4) of the latest issue you will find a mnemonic device, sort of, that Ms. Cres Pawingi uses to facilitate understanding of the concept of grievance machinery. Her assigning of meaning to the different letters composing the word grievance is for sure the product of creativity. Sure, a lot of similar meanings can be ascribed to the letters of the word, but what a good tool for Cres. Along with this, I remember a principle from adult learning which says that adults are relevance oriented. One good topic for sharing through this corner in the future.

For now, I thought that the 5 C's of Admin Ubaldo have been given examples as practice by Ms. Cres Pawingi. Most if not all character traits that Admin Ubaldo wanted internalized by all of us were being put to use by Cres. To Cres Pawingi, may you continue to inspire us more by your conviction, commitment and dedication to pursuing relentlessly what we have been doing for both labor and management so that industrial peace may not stay idle as a concept but a dynamic relationship that respects the rights of all concerned.

Yes, as they say, may your tribe increase!

sadness, fear, jealousy, love, hate, anger, helplessness, excitement, joy, sorrow... and all the while hoping and praying you will only know the good feelings in life. She's the place you came from, your first home, and she's the map you follow

with every step you take. She's your first love, your first friend, even first enemy, but nothing on earth can separate you. Not time, not space... not even death!

HAPPY MOTHER'S DAY!!!

REGIONAL NEWS

RB 7 Conducts Seminar on Anti-Sexual Harassment

By Remus Caducoy

RB VII Director Edmundo T. Mirasol said that RCMB 7 has just concluded the Area-Wide Seminar on R.A. 7877 (Anti-Sexual Harassment Act), R.A. 9262 (Anti-Violence Against Women and Children) and the Plant Level Approaches/Mechanisms in the Prevention and Settlement of Labor Disputes and Grievances.

The activity was held at the VA Training Center, NCMB, Cebu City last June 26, 2009.

The activity aimed to give information and draw awareness to the NCMB programs and it's continuing campaign on the rights of women.

Fifty-three management and labor representatives from manufacturing, distribution and service companies attended the half day activity.

ConMed Cuares talked on the Anti-Sexual Harassment Act and the Anti-Violence Against Women and Children.

On the other hand, Mr. Rex P. Ramos, Admin Asst III provided the overview of the agency's programs: the Conciliation-Mediation, Labor-Management Cooperation and Grievance Handling/Voluntary Arbitration.



RCMB 7 Director Edmundo T. Mirasol welcomes the participants to the Seminar on RA 7877 (Anti-Sexual Harassment Act, RA 9262 (Anti-Violence Against Women and Children) and Plant Level Approaches/Mechanisms in the Prevention and Settlement of Labor Disputes held at RCMB 7 VA Training Center on June 26, 2009.

The aforementioned programs were given details by Con-Med Rosemarie G. Oxinio, LEO III Rene A. Sabornido, and Senior LEO Gemma R. Poloyapoy, respectively.

The participants praised RCMB 7's efforts in coming up with the seminar. "The seminar is enlightening. It made us aware of our rights as

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RCMB III OVERSEES ELECTIONS OF OFFICERS OF MARQUEE MILLS UNION

By Rosanna C. Cruz

A first of its kind: RCMB III had its first taste of supervising a union's local elections.

On May 25, 2009, seven RCMB III personnel were dispatched by Director Darrow P. Odsey to Marquee Mills Mfg., Inc. in Pulilan, Bulacan to oversee the conduct of election of officers of Samahang Manggagawa ng Marquee Mills Mfg., Inc.

This was in keeping with the Agreement earlier signed by the Union and Management which states in part, "The Regional Conciliation and Mediation Board III will act as the COMELEC in the said election."

ConMed Maria Teresita L. Cancio, who facilitated the settlement of the Notice of Strike involving both parties, immediately set a meeting with the union and discussed the details of the local elections. Specific matters as to qualified voters, candidates, positions, composition of COMELEC, period of filing of candidacy, campaign period, and numbers of precincts/booths were covered.

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"Workers do not want to risk their jobs by threatening their employers with concerted actions. The spate of lay-offs, closures and retrenchments during the later part of last year and the earlier part of this year has been a big deterrent in calling for work stoppages," Executive Director Reynaldo R. Ubaldo said.

"Of course, there is also the growing maturity of the workers and their employers who opt to discuss their differences in the shop floor instead of fighting it out in the picket lines, or in the courts," he added.

He said the Board's proactive programs on workplace relations enhancement and workplace dispute resolution mechanisms have played a great part in the reduction of labor disputes.

With or without the crisis, the Board has been intensifying its activities in the setting up of LMC and GM mechanisms in establishments, he further said.

He said that to date, there are a total of 1,334 active and functioning WCPs that continue to benefit 320,000 workers nationwide in terms of improved communication, better management practices, and improved corporate social responsibility.

Also, 1,447 active and functioning grievance machineries are in place ready to process and resolve workplace conflicts before these could mature into full blown labor disputes that could disrupt company or business operations.

Unfair Labor Practice (ULP) issues predominate

Exec. Director Ubaldo said that ULP comprise the bulk of issues raised in cases filed with the Board.

Of the 139 new Notices of Strike, 80% or 111 raised ULP issues. Only 19 cases (14%) were filed on grounds of deadlock in bargaining negotiations while nine (6%) raised both ULP and BD issues.

ULP issues also dominate among the issues raised in PM cases. Of the 257 new PM cases, 86% or 222 were filed on grounds of unfair labor practice. Only 31 cases were filed on grounds of deadlock in bargaining negotiations while four cases raised both ULP and BD issues.

The actual strike declared by the ALU-TUCP against R & Y Augousti (Cebu) also involved unfair labor practice.

On the other hand, the strike declared by the union at Asia Brewery Inc. (Region IV A) involved deadlock in bargaining negotiations.

Independent unions dominate in case filing

Independent unions filed more cases than their federated counter parts, the report also disclosed.

Of the 139 new notices of strike filed during the first semester of 2009, 78 or 56% were filed by independent unions while federated unions filed 61 cases.

TUCP led the list of federations that are frequent case filers with 28 notices.

Preventive mediation cases, meanwhile, were divided almost equally among independent and federated unions with 128 and 129 cases, respectively.

TUCP tops the list of PM filers with 61 cases, followed by KMU and LACC with 22 and 20 cases, respectively.

The two actual strikes, which occurred in Region IV-A and Cebu, were declared by an independent union and a union affiliated with ALU-TUCP, respectively.

Fewer government intervention in labor disputes.

The report also revealed a downward trend in government intervention in labor disputes.

From January 1 to June 30, 2009, the Secretary of Labor and Employment invoked his powers in only 12 cases or 2.45% of the 489 total cases handled.

For the same period in 2008, 19 cases or 3.48% of the 546 total cases handled were either assumed jurisdiction by the Secretary or certified for compulsory arbitration.

Prior to 2008, the power of the secretary to assume or certify a dispute for compulsory arbitration was invoked in an average of 4.1% of all cases handled during a given year.

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CAR CONDUCTS PLANT VISIT IN ABRA

By Cresencia M. Pawingi

In its effort to extend NCMB programs and services to the provinces, RCMB CAR conducted facilitation and monitoring activities in Abra, a province rarely visited by the Branch. Distance and security concerns hinder the Branch to consistently monitor LMCs and GMs in the provinces, particularly Abra.

RCMB CAR Technical Staff composed of Leo Ills Cris Pawingi and Maggie Balagtey and DOLE Abra Provincial Officer Emerito Narag jointly visited four big establishments in Bangued, Abra on May 27-29, 2009 to promote the Workplace Cooperation and Partnership and Workplace Dispute Prevention and Settlement programs of the Board.

The plant visit also allowed the staff to monitor the LMC practices and workplace dispute resolution schemes of Abra Electric Cooperative (ABRECO), Abra Diocese Teachers and Employees Cooperative (ADTEMCO), Divine Word College and Abra Valley College. These establishments employ more than one hundred fifty workers, except for ADTEMCO which employs forty workers.

Separate consultations with Management and workers' representatives disclosed that

these establishments have grievance procedures appropriate to their organizational structure and dispute resolution needs. To make it effective, Management incorporated the grievance procedures in their employee manuals and code of ethics. Further, these establishments follow their procedures in addressing grievances and concerns which affect the human and labor relations in the company.

ABRECO, ADTEMCO and Divine Word College were beneficiaries of LMC and GM orientation in 2007 and were subjected to monitoring thereafter. These interventions paved the way for the institutionalization of the grievance machineries in these establishments.

The plant visit in Abra proved that there are companies that recognize the need to establish a workable procedure for settling grievances to lessen disputes in the workplace. Also, these establishments realize the need to strengthen employee participation and to improve customer services and workers' satisfaction. Suffice it to say that these establishments, though rarely visited, are able to establish and maintain procedures and mechanisms to achieve operational excellence.

NORCEL CLUSTER CONDUCTS PARALEGAL TRAINING

By Rosanna C. Cruz

The Northern and Central Luzon Cluster (NORCEL) of the National Conciliation and Mediation Board (NORCEL), conducted a two-day live-in "Paralegal Training For Non-Lawyers on the Alternative Dispute Resolution System" at the By The Sea Beach Resort, National Highway, Barreto, Olongapo City on April 23-24, 2009.

The training was intended as a continuing education series, meant to effectively equip social partners in the relevant skills and tools in preventing and settling labor disputes and the need for improved human and workplace relations.

Fifty-four representatives from organized and unorganized establishments coming from CAR, RCMB 2 and RCMB3 attended the seminar, which also drew 28 participants from the staff of the four regional branches comprising the NORCEL Cluster.

To save on costs while delivering quality discussions, the cluster's Regional Directors and conciliator-mediators as well as senior officials from the Central Office acted as resource persons during the activity. These officials spoke on the following topics:

1. RB1 OIC-Director Carmina D. Alonzo – The Global Financial Crisis and Its Impact on Labor



Relations

2. RB2 OIC-Director George R. Ridad – Principled Negotiations: Principles and Practices

3. RB3 Director Darrow P. Odsey – Communication as the Nexus of Consensus Building and Human Relations; and Technical Writing and Style

4. CAR OIC-Director Brenda Rose C. Odsey – Preparation of Position Paper, Pleadings & Other Legal Documents

5. RB3 Con-Med Nelson N. Valerio –

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Monetary benefits

Successful conciliation of notices of strike cases resulted in the facilitation of CBA package amounting to P134,484,336 for 5,254 workers and separation pay and restitution benefits of P10,337,656 for 696 workers.

Likewise, the amicable resolution of preventive mediation cases also benefited some 761 workers with P47,513,934 in CBA package. Some 305 workers also benefited from the P7,983,655 in separation pay and restitution benefits.

Single Entry Approach (SEA) continues to gain ground

The Single Entry Approach (erstwhile Free Legal Aid and Voluntary Arbitration Services or FLAVAS) continues to be an option in resolving labor disputes involving individual complainants.

SEA gives opportunities to non-unionized workers to avail of the conciliation-mediation services of NCMB without the formal requisite of a notice of strike.

Under the program, workers' complaints are first processed through conciliation. If the dispute is not settled after two conciliation meetings, the same is referred to the appropriate office of the Department.

There have been 438 SEA cases processed since January. These cases involved 1,649 workers.

The successful resolution of SEA cases resulted in the facilitation of P7.6M in separation pay benefiting 452 workers.

In 2008, the Board processed 659 SEA cases, benefiting some 2,902 workers with P134.8M in separation pay, restitution and other monetary benefits. (WEC)

Effective Grievance Handling

6. RB3 Con-Med Maria Teresita L. Cancio – Public Speaking Essentials

7. TSSD Director OIC Antonio R. Villafuerte – Historical Background of the Philippine Labor Relations System

8. VAD Chief Kurt D. Romaquin – Updates and Trends in Labor Relations and The Enhanced ADR Program of the NCMB

RCMB 3 Staff provided administrative support during the activity. Ms. Minda Tungpalan of RCMB II and Ms Helen Flores of RBI took turns in hosting the training.

The two-day activity ended with the awarding of certificates signed by Executive Director Reynaldo R. Ubaldo whose inspirational message on the merits of ADR was relayed by OIC Director Antonio R. Villafuerte.

REGIONAL NEWS

HOW COCOMEKO WORKS

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process that enables learning and development to occur and, thus, improve performance.

A Coach will often solicit questions or request to look at situations in a completely new way, in order to change one's perspective. Sometimes being able to see things differently – whether it is your own situation or somebody else's can make an incredible difference.

Coaching also teaches an individual how to influence other people. However, it bears emphasis that we can only change ourselves, and that's where the focus always stays: within us and with the way we see, manage and resolve different situations. In workplace situation, the relationship between employer and employee can only be harmonious when the needs of both are respected and reflected in the decision-making process.

The basic tools in coaching are the following: asking effective questions, listening effectively, reading between the lines, providing clear goals and objectives, constructing positive feedback and organizing coach sessions.

The goal of COUNSELING is to minimize or eliminate any problem that interferes with workforce morale, productivity, acceptance of change or harmony.

Counseling may come in, particularly on the personal and work-related problems, such as: poor performance against objectives of work; poor record of controlling waste, equipment or cost; unsatisfactory attendance, disciplinary or safety record; unsatisfactory inter-personal relations; desire for promotion, transfer and/or increased compensation; financial, domestic, legal, personal or family illness, and family attitude toward job and/or personal progress.

Some indications that an employee may have a serious problem, viz: exhibits marked reduction in interest or in work; unusually critical of oneself or others; overly sensitive or defensive; ill-tempered; unusually quiet or reclusive; and fears to appear for work or calls in sick with undue frequency.

MENTORING is an off-line help by one person to another in making significant transitions relating to knowledge, work or thinking. Thus, the Human Resource Managers act as Counselors who provide advice or directions on career paths and development opportunities to an individual and help him learn the functions he never has done before.

A Human Resource Manager is a perfect mentor. He/She has the broader experience in the company and has the ability to assign an employee to where he sees the latter fits.

CORRECTION. Techniques in implementing corrective measures are the following: describe the situation in specific terms; allow the individual to explain his reasons for the situation; express empathy but emphasize the need to take action; explain the rationale behind the action one must take; and express confidence that the situation will improve.

Ms. Gallego ended her presentation with the quote "you cannot teach a person anything, but you can only help him find it within himself".

NCMB 12 OPENS SOCSKSARGEN EXTENSION OFFICE

By Gerie D. Lampitco

General Santos City — The Regional Conciliation and Mediation Branch 12 recently opened its satellite office here.

Located at the 2nd Floor of Bañas Building, Magsaysay Avenue corner Rosas Street, General Santos City, the NCMB SOCSKSARGEN Satellite office is situated near the building that houses the regional office of the Commission on Elections (COMELEC 12).

RCMB 12 opened the satellite office to make its services more accessible to the clients. It is observed that most of RCMB 12's clients are located in the area.

Thus, instead of going to the Regional Office at Koronadal City, NCMB clients coming from the area will spend less while economizing on travel time in attending to their transactions with the office.

The extension office includes a training room that can accommodate as many as twenty-five participants.

RCMB 12 Officer-in-Charge Feliciano Orihuela, Jr. has assigned this writer to man the extension office, together with one technical staff, Lougelyn R. Guzman.

Resolution of SENA cases . . .

from page 1

The workers signed their quitclaim and received their financial assistance at the NCMB NCR office on June 30, 2009.

Conciliator-mediator Amorsolo V. Aglibut facilitated the amicable settlement of the case.

Meanwhile, 234 workers of the Paul Yu Philippines Corporation which operates at the Mactan Economic Zone, Lapu-lapu City, received their settlement package before RCMB 7 representatives on July 15-17, 2009.

The workers and the company have been embroiled in a labor dispute over reduction of workdays. The workers picketed the company as a result and later sought the assistance of RCMB 7 to settle the dispute.

The package includes payment of separation pay to each of the 234 workers consisting of 13 days for every year of service, as well as additional financial assistance of five days per year of service.

The company likewise granted the workers seed fund of P50,000 for livelihood endeavors.

Conciliator-mediator Rosemarie Oxinio facilitated settlement of the case.

NCMB Conducts LDMC . . .

from page 12

particularly in their work as conciliator-mediators.

Atty. Buenaventura C. Magsalin, former NCMB Administrator, also came over to share with the participants tips on how to refocus their role in dealing with the present economic crisis. He said that they must exhaust all remedies to help prevent job losses. In case termination is inevitable, they can assist in negotiating for improvement of workers' benefits.

He further said that they can advise the latter to avail of skills training offered by TESDA for re-employment and to attend seminars on entrepreneurship for self-employment.

Former NLRC Chairman Atty. Benedicto R. Bitonio Jr. expounded on the topic "Creating Joint Value from Differences and Conflicts". He enlightened the group with workshops and exercises which tested their negotiation/communication skills and conflict management styles, among others.

In his closing note, Exec. Dir. Ubaldo encouraged everyone not to become "driftwoods" but rather to come out of their comfort zones and prove their worth, being peacemakers. Nonetheless, he advised them not to hesitate to seek assistance, if needed, to ensure efficient delivery of their functions.

LABOR CASE SETTLED

from page 1

In addition, the company agreed to pay each of the workers an amount equivalent to one month pay, and issued their employment certificates, in lieu of the 30-day notice.

The union filed its notice of strike docketed as NCMB-RBVII-NS-04-09-2009 last April 20, 2009, alleging union busting and illegal lock-out.

E.G Cebu Manufacturing Incorporated, an export-oriented company engaged in jewelry production, markets largely to Scandinavian countries.

The facility currently employs 38 workers. It is situated at Cebu Light Industries Park Basak, Lapu-lapu City.

RCMB IV-A, STAR LMCAI . . .

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The fourth one was held at the Betania Retreat House, Tagaytay City in 2003, while the fifth was conducted at Tagaytay International Convention Center on May 12, 2005. The 6th was held in Manila Southwoods Golf and Country Club on April 18, 2007.

The STAR LMCAI was registered and approved by the Securities Exchange Commission (SEC) as Southern Tagalog Region Labor Management Cooperation Association, Inc. (STAR LMCAI) on January 11, 2007.

REGIONAL NEWS

RCMB 9 conducts Training on ADR and a Lecture Forum on Social Benefits

By Shirley M. Callelor

RCMB IX, in coordination with the Association of Voluntary Arbitration (VA) Advocates sponsored a 2-day Orientation on Alternative Dispute Resolution (ADR) and a Lecture Forum on Social Benefits on March 19 & 20, 2009 at the Marcian Garden Hotel, Governor Camins Avenue, Zamboanga City.

The lecture Forum on Social Benefits included the WINAP program under DOLE RO-9, SSS, Pag-IBIG Fund & PHILHEALTH programs.

Some 87 participants attended the seminar. The pax came from 40 companies and establishments in the Region broken down as follows: 56 representing management and 31 representing labor/worker sector. Mr. Jose J. Suan, National President of the Philippine Integrated Labor Union graced the affair. Out of these 40 companies, 12 were organized, 23 were non-unionized and 5 are actively organized as Association/Cooperative.

NCMB Exec. Director Reynaldo R. Ubaldo,



Executive Director Reynaldo Ubaldo emphasizes a point during the Orientation on Alternative Dispute Resolution organized by RCMB IX which was held at the Marcian Garden Hotel, Governor Camins Avenue, Zamboanga City on March 19-20, 2009. The Orientation which attracted 87 participants from 40 companies in Region IX also included a lecture forum on social benefits including WINAP, and SSS, PhilHealth and Pag-ibig Fund programs. (Shirley M. Callelor)

was invited as Guest Speaker and Resource Person. He spoke on Alternative Dispute Resolution (ADR). He also inducted into office the new set of officers of the two associations, namely: Association of Voluntary Arbitration Advocates and the Western Mindanao Labor Management Cooperation (WESMINLAMACOP) Practitioners.

The seminar was a resounding success as companies signified their interest to tap NCMB RB-IX for their Basic Orientation Course (BOC) on LMC and GM at plant level. As a matter of fact, a BOC was held for YL Fishing Company last May 16, 2009. There were other companies who signified their interest for a possible conduct of BOC at plant site which the Board is considering for the second semester.

RCMB IV-A, STAR LMCAI CONDUCT 7TH REGIONAL LMC CONVENTION

By Cora Fegi

RCMB IV-A and the Southern Tagalog Region Labor Management Cooperation Association, Inc. (STAR LMCAI) joined hands to conduct the 7th Regional Convention of LMCs at the Batangas Provincial Auditorium, Capitol Site, Batangas City on June 18, 2009 with the theme "BALIKATAN STAR LMCAI – NCMB: SAGOT SA GFC".

This convention's theme is deemed appropriate because of the adverse effects of the Global Financial Crisis (GFC) on the industrial sector, most common of which are job displacement and closure.

The collaborative efforts of government, labor and management sectors are expected to alleviate

the plight of workers and companies affected by the crisis.

One of the highlights of the activity is the presentation of three selected companies as the region's entries to the 2009 Search for Outstanding LMC Awards.

STAR LMCAI was created on 23 June 1997. It endeavors to develop an environment that inspires people to realize their full potential guided by common commitment to unity, service and justice founded on personal integrity.

The group held its first LMC Regional Convention on July 30, 1997 at the Taal Vista Hotel in Tagaytay City.

Thereafter, the regional conventions were held every two years. The second convention was conducted on May 28, 1999 at the San Miguel Training Center, Tagaytay City, followed by the third convention held at Island Cove in 2001.

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Newly elected officers of the Association of Voluntary Arbitration Advocates (top) and the Western Mindanao Labor-Management Cooperation Practitioners (WESMINLAMACOP) (above) take their oath of office before Exec. Director Ubaldo. The oath-taking of the new sets of officers is a side event of the two-day orientation of ADR and lecture forum on social benefits. (Shirley M. Callelor)

The Conflict over . . . from page 2

The Supreme Court further clarified in the Vivero Case that Policy Instruction No. 56 of the Secretary of Labor, dated 6 April 1993, "Clarifying the Jurisdiction between Voluntary Arbitrators and Labor Arbiters Over Termination Cases and Providing Guidelines for Referral of Said Cases Originally Filed with the NLRC to the NCMB," does not apply to termination cases absent any showing that the same has been initially processed at the various steps of the plant-level grievance procedures under the parties' collective bargaining agreements as contemplated in said Policy Instruction.

The CA also cited the cases of Atlas Farms, Inc. vs. NLRC, 392 SCRA [2002] and Maneja vs. NLRC, 290 SCRA 603 [1998], citing Sanyo Philippines Workers Union-PSSLU vs. Canizares, 211 SCRA 361 [1992] where in essence the Supreme Court ruled that *where the dispute is just in the interpretation, implementation or enforcement stage, it may be referred to the grievance machinery established in the CBA, or brought to voluntary arbitration*. But, where there was already actual termination, with alleged violation of the employee's rights, it is already cognizable by the labor arbiter.

The Court of Appeals thus granted management's petition to dismiss and SET ASIDE the resolution by the arbitrator for lack of jurisdiction.

UNDERSTANDING HYPERTENSION

By Marife E. Fausto

The NCMB in coordination with Medserv, an HMO provider conducted a forum on hypertension last April 24, 2009.

The forum is part of the "Series of Wellness Lecture", an activity under the Gender and Development (GAD) plan for 2009.

Dr. Rexie G. Flores, a Medserv physician shared his expertise on the topic.

According to Dr. Flores, hypertension or high blood pressure is a condition when the pressure of the blood caused by the pumping of the heart goes much beyond normal values or the blood pressure is elevated more than 130/120. If uncontrolled, it causes damage to various organs in the body resulting to other diseases. The organs that are usually affected are the brain, kidneys, eyes which lead to blindness and peripheral blood vessels. If left untreated, the disease will progress and will eventually lead to death.

Dr. Flores emphasized that high blood pressure kills. He said that it is the major risk factor in cardiovascular diseases which causes 64% of strokes and 49% of coronary heart disease cases. It is also a crucial factor for kidney diseases.

The human heart beat has two distinct phases – the systole when the heart is beating, and the diastole when the heart is at rest. During both times, the heart exerts pressure on the blood, Dr. Flores explained.

High blood pressure occurs when blood volume increases or blood vessels constrict or narrow, forcing the heart to work harder to supply oxygen and nutrients to various organs in the body.

Factors leading to hypertension include: smoking, being overweight, lack of physical activity, too much salt in the diet, too much alcohol consumption, stress, older age, genetics, family history of high blood pressure, chronic kidney disease, adrenal and thyroid disorders," Dr. Flores explained.

He said that hypertension is a silent killer. In most cases, hypertension produces no symptoms until dangerous complications occur. It can cause an artery in the brain to burst, producing a stroke. High blood pressure also forces the heart to work harder, and so it may cause a heart attack. The disease can cause kidney failure by reducing the flow of blood to the kidneys. In addition, high blood pressure is a major cause of arteriosclerosis (hardening of the arteries), he further said.

Dr. Flores advised his audience to be proactive and be aware of the risks. Have your BP checked regularly. Many causes of mild hypertension can be controlled by weight reduction, avoidance of salty foods and increased exercise. Lifestyle modifications and medications are ways of treating high blood pressure, he added.



Executive Director Reynaldo R. Ubaldo also shared his experiences regarding the topic. In his closing remarks, he thanked Dr. Rexie G. Flores and Ms. Jovita G. Gollemas of Medserv for enlightening the NCMB Officials and staff of the risk and danger of hypertension and how one can avoid and handle the disease.



NCMB Central Office personnel listen attentively as Dr. Rexie G. Flores of Medserv explained the significance of understanding hypertension and in safeguarding one's health.



DOLE ISSUES ADVISORY ON AH1N1

By Arthur R. Audea

The Department of Labor and Employment has issued Department Advisory No. 4, Series of 2009, that provides guidelines on influenza A(H1N1) prevention and control at the workplace. This guideline applies to all employers and workers in the private sector.

The advisory requires employers to adopt precautionary measures to protect their workers from the hazards of the disease.

Workers are also required to take extra precautionary measures like strict hygiene and the use of Personal Protective Equipment (PPEs). Employers shall see to it that these PPEs (e.g. appropriate respirators, N95 masks, gowns, gloves) are properly worn by the workers while at work and disposed of accordingly after use.

Workers who need to take a leave to take care of family members afflicted of Influenza A (H1N1), may use their annual leave for this purpose. For workers who have used up their annual vacation/sick leave credits, employers could consider granting them leave of absence without pay.

Hospitalization Benefits

Public and private health workers infected with Influenza A (H1N1) may avail of P150,000.00 medical insurance package. Other PhilHealth members and their dependents infected with Influenza A (H1N1) may also avail of PhilHealth hospital benefits amounting to P75,000.00.

Social Security/Employee's Compensation Benefits

A worker who contracts Influenza A (H1N1) in the performance of his/her work is entitled to sickness benefits under the Social Security System and employees' compensation benefits under PD 626 (ECC law).

Assistance provided by the DOLE

The Occupational Safety and Health Center (OSHC), the Bureau of Working Conditions (BWC) and the Regional Offices, in collaboration with the Department of Health, shall provide information on Influenza A (H1N1), concerns; technical assistance in the form of risk assessment, use of protective equipment, workplace improvements to reduce the likelihood of infection and contamination by materials possibly infected by the virus; and capability-building of Influenza A (H1N1) focal persons in the workplace.

The Philippine Overseas Employment Administration (POEA), Overseas Workers Welfare Administration and International Labor Affairs Service (ILAS) shall ensure that information on Influenza A (H1N1) prevention and control are provided during pre-departure orientation seminars, by the labor attaches, welfare officers and the Filipino Associations overseas.

Mindanao Cluster conducts First Mindanao-Wide Seminar

By Ada May D. Catan

The Mindanao Cluster of the National Conciliation and Mediation Board (NCMB), in coordination with the Association of Voluntary Arbitrators (AVAs) Inc. Region XI conducted a two-day Mindanao-Wide Grievance Management Seminar on 16-17 April 2009 at the Brokenshire Resort and Convention Center, Madapo, Davao City.

Two hundred twenty eight participants composed mainly of union officers, human resource managers/heads, personnel and employees of organized and unorganized companies as well as faculty and staff in the academe attended the seminar.

The seminar aimed to update the participants on the latest developments in the field of labor relations, particularly in such areas as Administrative Investigation, Employees Discipline and Grievance Handling, Alternative Dispute Resolution (ADR), Coaching, Counseling, Mentoring & Correcting (COCOMEKO), Update on Global Financial Crisis (GFC), Latest Jurisprudence on Labor Relations, and Employees Benefits under Employees Compensation Law.

Ms. Rosamyrna T. Gallego, HR Manager of C. Alcantara and Sons, Inc. said that effective skills in handling the COCOMEKO can make an enormous change between positive and negative outcomes. A Human Resource Manager is a perfect mentor and thus, has the broader experience and the ability to assign an employee to where he deems fit.

NCMB Executive Director Reynaldo R. Ubaldo, discussed Alternative Dispute Resolution (ADR), and said that the existence of conflict or dispute is a normal aspect in any relationship or organization. He said that the cost of failure to resolve, its ingredients and levels, and how to behave in such conflict or dispute are common areas which normally are encountered in any relationship or organization.

Mr. Miguel S Herrera III of National Economic and Development Authority (NEDA) – XI familiarized the participants on



NCMB Exec. Dir. IV Reynaldo R. Ubaldo emphasizes a point (upper photo) while participants (inset) listen intently during the Mindanao-wide Grievance Management Seminar held at the Brokenshire Resort and Convention Center, Madapo, Davao City in April 2009.

the Global Financial Crisis, saying that in the prevailing global recession, the Philippines is affected mainly in its exports, imports, vehicle sales, Meralco sales, manufacturing and in the remittances of the Overseas Filipino Workers (OFWs).

He clarified that the government has responded to this crisis through sustainable growth, creation of more jobs, protection of the vulnerable sectors, ensuring low and stable prices and enhanced competitiveness in preparation for the global economic rebound.

PAVA Update

from page 12

re-tooled AVAs for the parties to choose from. As far as the parties' refusal to submit their dispute to VA, she explained that by serving a notice to arbitrate, the parties would be compelled to submit their case to the authority of the VA and defiance thereto would force the arbitrator to resolve the case in favor of the party who acted in good faith.

Finally, concerning the inhibition of the voluntary arbitrator, DED Cruz said that the case may be referred back to the NCMB for it to facilitate the selection of another voluntary arbitrator based on the provisions in the CBA. In case of absence of a relevant provision in the CBA, the parties can agree on a common choice. If the parties fail to agree, selection of the voluntary arbitrator can be done by the NCMB.

Present during the two-day activity were the twelve (12) members of the PAVA Board headed by PAVA President Pat. Menzon, AVAs Alice Morada, Angel Ancheta, Delia Uy, Virginia Elbinias, Roberto Gastardo, Jose Lapak, Manuel Monzon, Nap Arenas, Jr., Alberto Solis, Ricky Rama Poca, Art Tan and Alfredo Olvida. Also present were officers and staff from the National Conciliation and Mediation Board (NCMB) headed by Deputy Executive Director Elenita Cruz, RCMB-RB XI Director Adorico Dadvias, Con-Med Paciano Murro, VAD Chief Kurt Romaquin, Junice Osunero, Tess Kinsy Fulay, Nancy Lebiga, Sheila Acopio and Ada May Catan.

The PAVA Board conducted its first quarterly meeting and consultation in Cebu last March 30-31, 2009. The third quarterly meeting will be held in Dagupan City October 17-18, 2009 while the fourth quarter meeting will be in Manila on November 29-30, 2009.



Participants pose for a souvenir photo during the Mindanao-wide Seminar on Grievance Management held at Brokenshire Resort and Convention Center, Madapo, Davao City on April 16-17, 2009. The seminar was organized by the Mindanao Cluster of the NCMB, in coordination with the Accredited Voluntary Arbitrators, Inc. (AVAI-XI). Seventy-six participants from 22 companies in Region XI attended the seminar. – Junaliza S. Aragon (related story on page 2)

REGIONAL NEWS

NCMB 12 HOSTS MINDANAO CLUSTER TEAM-BUILDING

By Gerie Lampitco



General Santos City— What would be a better way to serve our patrons than be re-invigorated first and be refreshed through team-building exercises.

The NCMB, true to its mandate of promoting industrial peace by espousing the harmonious relationship of its clientele, conducted an activity which will first further enhance the relationship of its Mindanao Cluster employees and thereby bolster their enthusiasm to serve.

And so, on May 6, 7 and 8, 2009, NCMB personnel- Regional Directors, Conciliator-Mediators, Technical and Administrative staff— representing the regions of Mindanao namely, Region 9 Zamboanga City, Region 10 Cagayan de Oro City, Region 11 Davao City, Region 12 SOCCSKSARGEN and Region 13 CARAGA, travelled to and attended the “2009 Mindanao-Wide Human Resource Development Course” at Isla Parilla Resort, Alabel, Sarangani Province. NCMB Region 12 hosted the event.

The venue served as the perfect place to unwind and to throw all cautions to the wind, when activity time comes. Central Office personnel, headed by Deputy Administrator

Officials and employees of RCMBs 9, 10, 11, 12 and CARAGA participate in the “2009 Mindanao-wide Human Resource Development Course” held at Isla Parilla Resort, Alabel, Sarangani Province on May 6-8, 2009. The Course was facilitated by Dep. Executive Director IV Johnson G Cañete, assisted by Joselito O Rivera and Ronnie Marcelo. Left photo shows host RCMB 12 employees showing their wares during one of the sessions. Below: participants from the four regions pose for a group photo.



Johnson C. Cañete, and ably supported by his staff, Joel Rivera and Roni Marcelo, made the activity a very memorable one. As DA Jon C quipped, “today, this activity just showed how cohesive NCMB Mindanao Cluster is...Nobody is absent!” Thus, when the smoke cleared, everybody was a winner—everyone was detoxified!...from stress...

For us host, nothing is more gratifying than to send off every NCMB kapamilyas and kapusos and kapanatags, with a very wide grin of satisfaction from ear to ear. That washes-off all the stress, the pressures, the agony, the fatigue, as well as those sleepless nights of endless preparation, hoping that everything will just come out fine.

And it did.

NCMB RB 7 responds to war against corruption

By Remus Caducoy

Five personnel of this agency attended the 1st Ehem! Aha! Visayas Convention at the Cebu Grand Convention Center last March 27, 2009.

Dir Edmundo T. Mirasol, ConMeds Hacelfeo T. Cuares and Joseph M. Llanto, Senior LEO Gemma R. Poloyapoy and Adm. Assistant III Remus M. Caducoy, joined participants from other agencies and various organizations from the public and private sectors from the Visayas region in the Convention.

Organized by the Office of the Ombudsman-Visayas in cooperation with the Philippine Province of the Society of Jesus with the theme “Kadasig sa Kaligdong” (Inspired in Integrity), the activity

aimed to draw the participants to a life of integrity and to declare war against corruption.

DOH Usec. David Lozada Jr. expounded on the topic on The Art of Whistleblowing. Thereafter, Rev. Fr. Albert Alejo, SJ - Ehem Team Leader talked on the New Challenges for Ehemlo; Kadasig sa Kaligdong.

“We should have a deeper involvement in combating corruption since it is unquantifiable. There must be networking of small efforts to one direction in fighting corruption,” said Deputy Ombudsman for the Visayas Pelagio S. Apostol, in his keynote speech.

Highlighting the activity was the launching

NCMB 7 SCOREs

By Remus Caducoy

A local construction company has put its faith on NCMB personnel to facilitate the teambuilding sessions of its staff.

The Socor Construction Corporation (SCC) teamed up with NCMB for its teambuilding which it called SOCOR Corporate Organizational & Relationship Enhancement (SCORE 2009).

Socor Construction Corp, which employs some 195 workers, is one of the country's leading construction companies. Its services include civil work projects like roads, bridges, ports, drainage, buildings, earthworks and site developments. Its completed projects include the Manila Skyway Rehabilitation Project and the Mactan Airport Road ASEAN Summit Road Projects.

Field personnel composed the first batch which attended the SCC teambuilding at the Franciscan Renewal Center, Tungkop, Minglanilla, Cebu last May 8-9, 2009. Office personnel composed the second batch who attended the sessions at the Intosan Resort, Danao City on May 22-23, 2009.

NCMB staff facilitated the sessions of the two batches as they took turns in discussing topics relevant to the activity.

Ms. Rene A. Sabornido, LEO III, gave the Teambuilding Overview and discussed HR profiling: Self- conceptualization.

Ms. Gemma R. Poloyapoy, SR LEO, expounded on COMMUNICATION: Score Networking. She followed this up with her lecture on Communications: Lessons from the Geese.

ConMed Hacelfeo T. Cuares also lectured on the topics Leadership - Score Direction, Synergy-SCORE Formation and Group Dynamics.

SCORE 2009 included an outdoor session aptly named “SCORE 2009 – Metamorphosis”. The activities in the outdoor session were Nourishing SCORE - Breakfast Cook-Out, Breakfast Boogie Fight and Amazing SOCOR, a seven phase evolution development and enrichment challenge.

of the anti-corruption project dubbed as “Huli Ka! Operation” a joint project of the Office of the Ombudsman, the National Bureau of Investigation and the Philippine National Police. The Project is geared towards aggressive entrapment in the region that is expected to be a deterrent to acts of corruption in the government.

The campaign likewise forged partnership with the Philippine Information Agency and the Ehem! Aha! Movement which will take charge of the capacity building, research and information campaign through its network.

NCMB Conducts LDMC for its Corps of Industrial Peacemakers

By Geraldine P. Orihuela

“Like the eagle which changes its feathers and beak, I hope that we, too, after having attained our vision of maintaining industrial peace in the country, should think and refocus ourselves.”

The challenge comes from Deputy Executive Director Johnson G.

Cañete who formally opened the Labor Dispute Management Course XIII held at Loreland Farm Resort, Antipolo City on June 17-20, 2009.

The seminar-workshop is a continuing activity of the Board to professionalize its Corps of Conciliator-Mediators (Con-Meds), Regional Branch Directors and Officers-in-Charge.

For this year, its main focus is to keep the participants abreast with the recent updates brought about by the global financial crisis and at the same time increase their enthusiasm in the disposition and settlement of labor disputes amidst the crisis.



Participants flash their smiles in this group photo taken after one of the sessions in the 13th Labor Dispute Management Course held at Loreland Farm Resort, Antipolo City on 18-20 June 2009. At the center (in dark green polo) is former NCMB Administrator Buenaventura C. Magsalin. To his right, in white barong, is former NLRC Chairman Benedicto Ernesto R. Bitonio, Jr.

It also endeavours to enhance their capabilities in managing disputes, being the very foundation for creating value within the organization.

Director Dennis M. Arroyo of the National Economic and Development Authority apprised the group on the economic recovery plans of the government as well as the measures designed to cope with the Global Financial Crisis.

NLRC Executive Labor Arbiter Generoso Santos updated the participants on the latest labor jurisprudence. He mentioned several citations which could serve as guide for the participants

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PAVA Update

By Junice Osunero and Richie Dimailig

The Philippine Association on Voluntary Arbitration (PAVA) recently concluded its 2nd Quarterly Board meeting, tri-media conference and consultation with labor, management, academe and other stakeholders on July 3 (Tagum City) and July 4, 2009 (Davao City).

Among the agenda items discussed during the Board meeting were: enforcement of Voluntary Arbitration (VA) decisions, jurisdiction of VA to include commercial arbitration, replacement of Accredited Voluntary Arbitrator (AVA) Adoracion Avisado for health reason, update on NAVA and PAVA Foundation, update on PAVA, Inc. registration with the SEC and BIR, and status of policy instruction regarding automatic referral of cases filed with the NLRC by unionized establishments and unresolved POEA cases referred to NCMB for voluntary arbitration.

The tri-media conference and consultation meeting was attended by seventy (70) participants. Atty. Danilo Calico of the National Federation of Labor (NFL) and Mr. Napoleon Trillanes, Jr., Consultant and Trainor of Pacate Construction and Brokerage were invited to share their experiences on the use of voluntary arbitration in dispute resolution.

Among the issues and concerns raised during the open forum were the following: procedure in the selection of the voluntary arbitrator, refusal of one party to submit a labor dispute to voluntary arbitration, and inhibition of a voluntary arbitrator.

With regard to the selection of voluntary arbitrator, Deputy Executive Director Elenita F. Cruz said that both NCMB and PAVA have the list of re-

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