



Annual Report

NATIONAL CONCILIATION AND MEDIATION BOARD
DEPARTMENT OF LABOR AND EMPLOYMENT

MEMORANDUM FOR: HON. ROSALINDA D. BALDOZ
Secretary

We are respectfully submitting the annual report of the National Conciliation and Mediation Board, detailing the highlights of activities and accomplishments during the year 2010, in accordance with the mandated task entrusted to the Board. The NCMB has always been guided by the vision of sustainable industrial peace as a continuing key strategy in pursuing its mandate.

The highlights of the achievements brought about by the combined effects of the three program areas on workplace relations enhancement, voluntary arbitration, grievance machinery and conciliation-mediation are as follows:

- decline in the notices of strike and prevention mediation cases filed
- a 100% increase in actual strike compared to 2009 figures
- decrease in number of mandays lost
- improvement in settlement and disposition rates for strikes/lockouts, notices of strike/lockouts and preventive mediation
- growing acceptance of the grievance settlement, voluntary arbitration and labor-management cooperation as mechanism to settle conflicts and differences which are likely to materialize into actual strikes.

As the labor relations environment continues to change, the Board remains true to its mission and commitment to preserve the gains achieved in the past years, and looks forward to a continuation of sustained industrial peace.

We wish to express our deepest appreciation and gratitude to the commitment and dedication of our officials and staff, the support of the Department, Regional Offices, staff services and bureaus, other attached agencies, and the cooperation of our clientele, the labor and management groups.

REYNALDO R. UBALDO
Executive Director IV

True to its mandate as the guardian of the country's labor relations climate, the National Conciliation and Mediation Board, in 2010, effectively maintained a peaceful industrial relations climate towards job preservation by keeping the incidence of work stoppages at single digit level. This was made possible through the provision of timely and efficient conciliation-mediation services to parties in brewing and potential labor disputes, and the effectiveness of plant-level dispute resolution mechanisms put up by NCMB to assist workers and employers resolve their disputes without third party intervention. The success of NCMB in keeping the incidence of disputes within single digit levels could also be attributed to the success of its intensified efforts in promoting workplace cooperation and partnership mechanisms that seek to improve labor-management relations, increase productivity and enhance business competitiveness and profitability.

THE PLANS AND TARGETS

The conduct of the NCMB year-end assessment and corplanning on January 13 – 15, 2010 gave the Board the opportunity to review its performance in 2009 against its targets, manpower, and financial resources, and set its plans and targets for 2010.



ACCOMPLISHMENT HIGHLIGHTS

CONCILIATION-MEDIATION

ACTUAL STRIKE/LOCKOUT

The Board monitored eight work stoppages from January to December 31, 2010, increasing by 100% compared to the same period in 2009. The eight new strike cases comprise 2% of the 325 total notices of strike/lockout handled during the period. One strike was declared without the required notice. Workers affected also increased by 101% with 3,034 workers as against 1,510 a year ago.

Two of the eight strikes occurred in NCR. Regions IV-A and XIII also had two strikes each during the year, while RBs VII and XI had one each. The other regions were strike and lockout-free during the period, mainly due to functional workplace conflict prevention and settlement schemes (grievance machineries) and workplace cooperation and partnership mechanisms (LMCs).

Mandays lost this year jumped to 34,171 from the 6,560 recorded during the same period in 2009.

The Board disposed all of the eight work stoppages handled during the period to achieve a 100% disposition rate. Seven of these cases were settled through conciliation, giving the Board a settlement rate of 88%. One case was certified for compulsory arbitration.

The Board disposed actual strikes in an average of 11 days, 12 days faster than the target of 23 days and nine days faster than it took to dispose actual strike cases in 2009.

Monetary benefits resulting from case settlement amounted to P29 M in CBA package benefiting 2,041 workers.

NOTICES OF STRIKE/LOCKOUT

The NCMB received 276 new notices of strike/lockout from January to December 31, 2010, bringing the total NS/L cases handled to 325. The new cases are 3% fewer than the 286 cases filed during the same period in 2009. The new cases involved 59,750 workers compared to 60,457 in 2009.

The Board disposed 291 of the 325 cases to achieve a disposition rate of 90%, 5% higher than the 85% achieved in 2009. Settlement rate improved by 6% to 80% from 74% last year.

The Board settled notices of strike/lockout cases in an average of 55 days, eleven days longer than it took to settle notices of strike in 2009 and 26 days longer than the target of 29 days.

The amicable settlement of 260 notices of strike/lockout cases resulted in the facilitation of P1.6 billion in CBA economic packages benefiting 11,522 workers and P511 million in separation pay and other monetary benefits for 3,753 workers.

PREVENTIVE MEDIATION

The Board received 416 new preventive mediation cases from January 1 to December 31, 2010, 14% lower than the 482 cases filed a year ago. Workers involved in the new PM cases also decreased by 2% to 131,275 from 133,349 last year. Including some 60 cases carried over from last year, the Board handled 476 PM cases during the period.

The Board disposed 426 of the 476 preventive mediation cases handled during the period to attain a disposition rate of 89%, the same disposition rate posted in 2009. Settlement rate, on the other hand, improved to 84% from 81% last year.

It took the Board an average of 36 days to settle preventive mediation cases this year, two days longer than it took to resolve PM cases last year. This year's average duration to settle PM cases are also 14 days longer than the target of 22 days.

Monetary benefits resulting from case settlement include some P1.2B in CBA package benefiting 4,537 workers and P300 M in separation pay and other restitution benefits for 2,897 workers.

SINGLE ENTRY APPROACH/FREE LEGAL AID AND VOLUNTARY ARBITRATION SERVICES (SENA/FLAVAS)

FLAVAS, or the Free Legal Aid and Voluntary Arbitration Services, is being implemented by the NCMB to simplify the process of filing and processing of labor cases.

The program puts conciliation at the forefront of labor dispute settlement to facilitate faster disposition and help preserve workplace relations.

It is primarily intended to provide an avenue for the resolution of complaints filed by individual complainants and by workers whose unions are in the organization stage. Under the scheme, worker complaints are processed with conciliation as the initial step. If conciliation fails, the case is referred to the appropriate office or agency of the Department of Labor and Employment.

From January to December 31, 2010, the Board received 843 requests for assistance involving 1,969 workers. Including 59 cases carried over from last year, the Board handled 902 FLAVAS cases during the year, 866 (96%) of which were disposed, benefiting some 622 workers with P15.3M in separation pay and restitution packages.

Innovations in the Handling of Cases Covered by Petitions for Assumption of Jurisdiction and Cases Assumed Jurisdiction by the Secretary

Background

In September 2009, the Board introduced an innovation in the handling of cases that have been subjected to intervention by the Secretary of Labor and Employment. The innovation consists of the conduct of continuous marathon conciliation-mediation conferences in an effort to explore all options for settlement even when a case has been assumed jurisdiction by the Secretary, or when a petition for assumption/certification has been filed.

Accomplishments

From September 1, 2009 to December 31, 2009, the Board settled through conciliation three of five cases assumed jurisdiction by the secretary. These cases involved Foremost Farms, Inc., Coca-Cola Bottlers Philippines, Inc – Cagayan De Oro Plant, and BPI Family Savings Bank, all organized establishments whose CBAs were up for renewal in 2009 but experienced impasse in their plant-level negotiations and sought the intervention of the Secretary of Labor and Employment, who eventually assumed jurisdiction over their disputes.

While these cases were still pending before the Office of the Secretary, the NCMB continued mediating and conciliating the disputes in an effort to find a mutually acceptable solution.

NCMB's efforts resulted in the settlement of the cases and the subsequent signing of their respective collective bargaining agreements. The resolution of these cases benefited some 1,261 employees with over P74.4M in CBA packages.

The agreements signed by the parties to these disputes were adopted as the basis in the disposition of the assumption orders covering the aforementioned cases and assured the parties of continued industrial peace and stability.

Meanwhile, ten cases that were covered by petitions for assumption of jurisdiction filed from September 1 to December 31, 2009 were likewise settled by the NCMB through marathon conciliation-mediation prior to the issuance of assumption orders.

These cases involved Bank of the Philippine Islands, Purefoods Hormel Company, Columbia Wire and Cable Corporation, San Miguel Yamamura Packaging Corporation, Victor Potenciano Medical Center, Republic Cement Corporation, Sagara Metroplastic Industrial Corporation, Toyo Inc. Compounds Corporation, Armed Forces Police Saving and Loan Association, and Clark Development Corp.

The amicable settlement of these cases rendered moot and academic the petitions for assumption of jurisdiction filed by the concerned parties and benefited some 4,967 workers with P759 M in CBA economic benefits.

From January 2010 to December 31, 2010, the Board settled through conciliation-mediation two of the nine cases that were assumed jurisdiction by the Secretary. The settlement of these cases benefited some 940 workers with P 140 M in CBA economic packages. The agreements signed by the parties to these disputes were adopted as the basis in the disposition of the assumption orders covering the aforementioned cases and assured the parties of continued industrial peace and stability in the involved companies.

Also, during the period, the Board conducted marathon conciliation-mediation proceedings for 19 cases that were subjects of petitions for assumption of jurisdiction. The Board settled all of these cases, rendering the petitions for assumption of jurisdiction moot and academic. The settlement of these cases benefited some 2,756 workers with CBA economic packages amounting to P224,173,777.

Meanwhile, two cases that were certified for compulsory arbitration in 2010 were settled through conciliation-mediation during the year. These cases involved Prudential Customs Brokerage, Inc. (Region 13) and AJMR Port Services Corporation (Region 11). The partial settlement of the case involving AJMR Port Services benefited some 48 workers with P360,000 in monetary benefits.

Other Activities

1. In 2010, the Board conducted trainings and learning sessions to enhance the skills of it's frontliners in providing technical assistance in the implementation of the Board's conciliation-mediation program. To effectively monitor FLAVAS cases, the Board also improved its database system with the inclusion of other pertinent information.
2. On 15 February 2010, the Board also conducted a learning session on Basic ADR for the technical and administrative staff at the Central Office. It served as an orientation for the newcomers as well as a refresher for the rest of the CO staff. ED Reynaldo R. Ubaldo shared his expertise and discussed the topic extensively for the benefit of the attendees.
3. The Board further conducted two batches of the Trainers' Training for NCMB Program Implementers, on the following dates: March 3 – 5, 2010, Alta Cebu Village Garden Resort, Cordova, Cebu for the Visayas and Mindanao Clusters and April 6 – 8, 2010 in Loreland, Antipolo City for the Luzon Group.

Among the topics discussed were:

- a. Effective Communication skills for facilitators, lecturers, speakers and resource persons;
- b. Basics of Technical Writing and Report Writing;
- c. NCMB Standard Framework/Modules for Program Advocacy and Trainings;
- d. Re-echo of SIB Program;
- e. LMC
- f. Administrative Procedure/Investigation
- g. Grievance Machinery and Grievance

- Handling;
- h. Revised reporting forms/quantification of concluded CBAs;
- i. ADR/Conciliation-Mediation cum Case Analysis;
- j. Financial Matters.

During both seminars, then Labor Relations Undersecretary Rosalinda Dimapilis-Baldoz shared to the participants her 20 keys to success as inspired by Mike Murdock's book, "Secrets for Winning at Work".



4. On October 19-22, the Board conducted the 14th Labor Dispute Management Course at Emiramona Garden Hotel in Tagaytay City for its Corps of Conciliator-Mediators, regional branch directors and division chiefs. On the first day of the seminar, the participants went through a whole day session on moral renewal. The next three days were devoted to topics such as Financial Analysis, Conciliation-Mediation 101, Designing Employee Benefits, Technical/Report Writing and Re-echo of Training on Facility Evaluation and Time and Motion Study. All of the topics were accompanied with workshops to help them understand fully the subject matters discussed.



5. CMD OIC Chief Ma. Cristina O. Mangaliman also took part in the preparation of training module for the SEA Desk Officers. She also acted as resource person during the 1st batch of the training for Luzon Island Group held in Hotel Kimberly, Tagaytay City on November 23 - 24, 2010.

WORKPLACE COOPERATION AND PARTNERSHIP

The Board's intensified efforts in promoting workplace cooperation and partnership mechanisms resulted in the setting up during the year of LMC schemes in 192 companies, 80 in organized establishments and 112 in unorganized establishments.

The Board likewise strengthened 974 LMCs during the period (686 in organized establishments and 288 in unorganized establishments).

The 191 new LMCs brought the total existing LMCs nationwide to 1,606 as of December 31, 2010. These LMCs continue to benefit workers and companies in terms of best management practices, improved productivity, open communication lines, improved corporate social responsibility and fewer incidence of labor disputes.

LMCs have reduced the rate of grievances, speeded up resolutions of issues between the parties and evolved better communication processes such that the benefits and welfare of workers were improved. The LMC program has significantly contributed in reducing incidences of unfair labor practice (ULP) and bargaining deadlock (BD) cases. The strengthened workplace relations also created a positive impact in sustaining industrial peace in the country with the help of NCMB's Corps of Conciliator-Mediators and LMC facilitators in the regional branches working closely in attending to issues faced by employees.

The intensified campaign of the NCMB to promote WCPs is in keeping with the 22-point labor and employment agenda of President Benigno S. Aquino III.

GRIEVANCE SETTLEMENT MACHINERY AND VOLUNTARY ARBITRATION

The NCMB conducts area-wide seminars and skills training on grievance handling, conflict management and joint problem solving process to help labor and management settle workers' grievances at the shop floor. The promotion of grievance handling at the shop floor has made grievance machineries functional, allowing labor disputes to be addressed at the plant level.

From January to December 2010, the Board operationalized 179 and strengthened 645 GMs in organized establishments. The Board also institutionalized 146 GMs and strengthened 269 others in the unorganized companies. There are 1,778 existing grievance machineries nationwide as of December 31, 2010, ready to process workplace grievances, of which 1,301 are in organized establishments and 477 in unorganized establishments.

The presence of GMs in establishments continue to be one of the major factors that help resolve plant-level grievances resulting to fewer disputes submitted to voluntary arbitration.

VOLUNTARY ARBITRATION

Voluntary arbitration is the terminal step in the parties' grievance machineries. It is a dispute resolution mechanism where the parties to an unresolved grievance refer their issues to a neutral third party who decides on the case based on the merits, and whose decision is final and executory. The NCMB promotes VA as an alternative to conciliation mediation and strike/lockouts in the resolution of labor disputes.

From January to December 31, 2010, the Board facilitated the submission of 124 cases to voluntary arbitration, 7% lower compared to the 133 new VA cases received during the same period in 2009. With the addition of 83 cases carried over from the preceding year, the Board's accredited voluntary arbitrators (AVAs) handled a total of 207 cases during the period.

Of the 207 cases handled, some 135 (65%) were disposed. Some 35 of the disposed cases carried arbitral awards benefiting some 904 workers with P125.2 M in monetary awards, broken down as follows:

Indicator	No. of cases with Monetary Award	Amount of Award	Workers benefited
Land-based cases	14	P47,911,234.07	883
Maritime cases	21	P77,285,831.66	17
Total	35	P125,197,065.73	904

AVAs disposed VA cases in an average of 250 days reckoned from submission to voluntary arbitration. Reckoned from submission for decision, AVAs decided cases in an average of 38 days.

The 4,371 cases submitted to Voluntary Arbitration since 1988 includes some 132 maritime arbitration cases which were filed from 2002 onwards. One hundred five (105) of these cases have been disposed, 91 of which carried arbitral awards amounting to Php 319,408,407.79 benefiting 91 seafarers.

Miscellaneous Activities

In 2010, the Board conducted the following activities in coordination with the Philippine Association on Voluntary Arbitration (PAVA), Inc., Tripartite Voluntary Arbitration Advisory Council (TVAAC) and its Regional Branches:

March 5 - 6, 2010 - **1st Quarterly PAVA Board Meeting cum Consultation with Labor and Management Representatives, Iloilo.**

The discussion revolved around the PAVA fund and means to raise fund that will fuel the promotion of VA by PAVA.

March 23, 2010 - **Maritime Industry Labor Arbitration (MILA) Council-TWG Meeting.**

The TWG agreed to show the copy of the draft guidelines to their principals to ask for their comments and inputs. Copies of said draft were sent to the sectoral representatives including Usec. Devanadera who called for a government sectoral meeting to discuss the guidelines drafted by the MILA-TWG.

May 19, 2010 - TVAAC Meeting.

The commissioners discussed the re-scheduling of interview of the qualified applicants. The proposed program for accreditation seminar was also discussed. The body looked into the activities/ topics that would compose the accreditation seminar. Draft Resolution No. 1 on Subsidy entitlement of AVAs was also reviewed.

June 25-26, 2010 - PAVA Quarterly Meeting in Bohol cum Consultation with academe, labor and management representatives.

The matters discussed pertain to PAVA funds and the maintainance of an office at NCR as well as the purchase of an air conditioning unit.

August 13, 2010 - Maritime Industry Labor Arbitration (MILA) Council-TWG Meeting.

The comments of the government sector was discussed by the TWG. The guidelines were redrafted and was subjected for further inputs/ comments.

August 26, 2010 - TVAAC Meeting.

The funding for the accreditation program was discussed in this meeting including the rule in deliberating where objection of a member of the panel disqualifies the applicant. The rule was affirmed in line with the directive of the Department Secretary to be strict in the selection of new AVAs. A review of the project proposal for the accreditation seminar was done with focus on the budgetary requirement.

October 7, 2010 - TVAAC Meeting.

In this meeting, the commissioners reviewed the Revised Procedural Guidelines in the conduct of VA proceedings, as well as Senate Bill 793.

October 11-12, 2010 - 8th PAVA National Convention and Retooling Seminar for VAs.

The Board retooled 77 accredited voluntary arbitrators in the Retooling Program held at Cebu City. The new PAVA Board is headed by Atty. Manuel P. Legaspi from the Visayas Region.



DOLE and PAVA, Inc. officials answer queries from newsmen during the press conference highlighting the 8th National PAVA Convention cum Regular Retooling Seminar held at Cebu Grand Convention Center, Cebu City on October 11-12, 2010. L – R: PAVA Commissioner Benjamin Co, PAVA Commissioner Allan Montano, NCMB Executive Director Reynaldo R Ubaldo, outgoing PAVA President Paterno Menzon, DOLE Undersecretary Hans Leo J Cacdac, and former DOLE Secretary Bienvenido E Laguesma.



December 2, 2010 - **Oath taking of the new set of PAVA Officers before Undersecretary Hans Leo J. Cacdac.**
After the oath taking of the newly elected officers, a short meeting followed. In the meeting, Executive Committees were formed which will take the lead for every PAVA Activity. The President, Atty. Legaspi manifested his gratefulness as the new PAVA President-elect and solicited cooperation from the rest of the officers. A strategic planning was also conducted which includes dialogue with officials who could help in the promotion of the VA program.

REGIONAL HIGHLIGHTS

NATIONAL CAPITAL REGION



NCR accounts for only 2 or 25% of the actual strikes declared in 2010, despite sharing 50% of the total notices of strike/lockout cases filed during the year. Both actual strikes were settled.

The region likewise accounts for more than 1/3 of the total preventive mediation case filed nationwide in 2010.

Almost 50% of the SENA RFAs filed with RCMBs were lodged in NCR.

The bulk of cases referred to voluntary arbitration in 2010 were likewise filed in NCR.

NCR led all regions in LMC facilitation, GM operationalized/institutionalization, LMC enhancement and GM strengthening.



REGIONAL HIGHLIGHTS

CORDILLERA ADMINISTRATIVE REGION



MOA Signing. NCMB represented by Director Brenda Rose C. Odsey, officer-in charge and the Municipal Government of Tuba, represented by Mayor Florencio V. Bentrez, sign a MOA on industrial peace, while Technical Staff of NCMB Cresencia M. Pawingi, Maggie B. Balagtey and Councilors Dick P. Balting and Adora K. Paus look on. *Photo: Gabriel P. Bayao*



OIC Brenda Rose Odsey inducts LMC Officers and members of The Manor at Camp John Hay.



Kalinga Area Wide Seminar on March 17, 2010 held at Davidson Hotel, Tabuk City, Kalinga

REGIONAL HIGHLIGHTS

CORDILLERA ADMINISTRATIVE REGION

KALINGA AREA-WIDE SEMINAR



PLANT VISITS. To promote the ADR program of the Board, one on one consultations and dialogues were undertaken by the technical staff of the Branch.



REGIONAL HIGHLIGHTS

CORDILLERA ADMINISTRATIVE REGION



KAELCO SKILLS TRAINING

Tabuk, Kalinga . The Branch conducted a customized intervention, coaching, and skills training at KAELCO which led to the facilitation and institutionalization of their LMC and GM.

A Workplace Cooperation and Partnership Benchmarking cum LMC Facilitators' Training Workshop was conducted at the Hotel Supreme last September 23, 2010. The benchmarking carried the theme "Responding to the Change in the Workplace: A New Mindset in Labor Management Cooperation."



CALMACAVAR officers - the social partner of the Branch in the promotion of ADR



CORPORATE SOCIAL RESPONSIBILITY.

Aside from promoting ADR in the workplace, the Branch personnel also promote environmental responsibility by planting and maintaining a site at the Busol Watershed of Baguio City . The activity began in 2010 and onwards.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. I

OUR PRO-ACTIVE initiatives... Tripartite MOAs forged with Social Partners



MOA Signing with IBP, Don Mariano Marcos Memorial State University,
and St. Louis College



MOA Signing with NLRC, PAVA Local Officials, I-CARE

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. I



Ready for Work? Some 106 graduating students of the Don Mariano Marcos Memorial State University – Northern La Union Campus (DMMSU-NLUC) listen as RCMB 1 OIC Carmina B. Alonzo (back on camera) delivers her lecture on “Succeeding in Applying for a Job” and “Workplace Rights and Obligations”. RCMB 1 conducted the seminar pursuant to a memorandum of agreement between the school and the Branch, as well as in response to the 22-point labor and employment agenda of President Benigno Aquino III.



RCMB 1 OIC Carmina B. Alonzo speaks to employees of Hotel Salcedo de Vigan about “Servant Leadership” and “Conflict Management” (left). The company is one of the beneficiaries of seminars on moral recovery that RCMB 1 gives to unorganized companies. (Right) OIC Alonzo (second from left, front row, seated) pose with employees of Heritage Resort Hotel and Anastrophe Christian School, and with employees of Vigan Plaza Hotel (below).



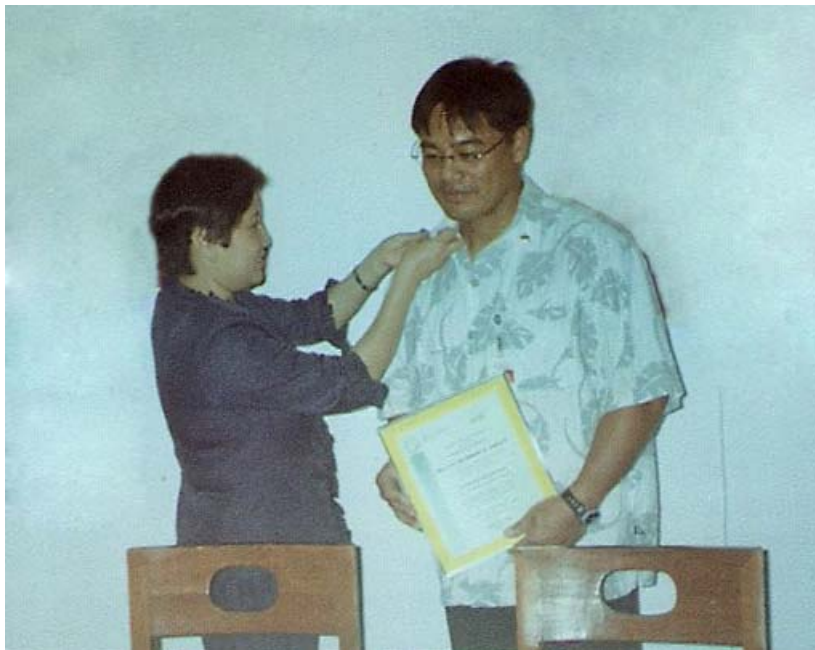
REGIONAL BRANCH NO. II

“The branch has reached the stage where aiming for industrial peace is no longer considered ambitious. The drive to attain partnership between labor and management has seen strong support from the parties themselves. Our clientele continue to enjoy the fruits of the Board's programs in the reduction of industrial conflicts which significantly contributed to the decline in actual work stoppages. By this, our vision to attain a sustainable industrial peace is not very far as we maintained to be a strike and lockout-free region.”

“The commitment and dedication shared by the staff, coupled with the support of the Central Office and attached agencies and the cooperation of the Labor-Management Cooperation Practitioners continues to be the major determinant of our success towards the achievement of the goals of the Board as a whole.”

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. III



Director Darrow P. Odsey receives from Executive Director Karen Litz Zerna the "Gantimpala Agad Award" for his efforts in facilitating settlement to labor disputes in Region 3.

THE UPSHOTS

Citation in the 2nd Clark Awards held at Hotel Stotsenberg, Clark Freeport Zone (CFZ) on April 21, 2010.

Gantimpala Agad Award conferred upon Regional Branch Director Darrow P. Odsey on March 1, 2010 by the Civil Service Commission Regional Office No. III

Strike-free region

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. IV-A

STRENGTHENED NETWORKING AND LINKAGES WITH LGUs AND SOCIAL PARTNERS



RCMB 4-A Director Noli Diega and staff visit Mayor Homer Saquilayan of the municipality of Imus, Cavite last July 21, 2010.



RCMB 4-A staff headed by Conciliator Cynthia Foncardas, (4th from left) Jr. during their visit to Quezon Province last August 2010. Governor Jay Jay Suarez pleasantly received the the RCMB staff.. The visit was aimed at strengthening ties between the Board and the provincial government of Quezon.



Director Noli Diega discusses a point during the conduct of the NCMB Mandate and Program Orientation Seminar for the PESO Managers of Rizal Province last November 25, 2010



RCMB 4-A Director Noli Diega pays a courtesy visit to Mayor Jose Rafael Diaz of San Mateo, Rizal during the conduct of the Orientation Seminar for Rizal PESO Managers.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. IV-B

“Firsts” in 2010

2010 can be described as the year with a lot of “Firsts”. It was during this year when the Branch handled its first Preventive Mediation case in years. The case, jointly filed by Rio Tuba Nickel Mining Corporation and Rio Tuba Nickel Workers Union, as settled in one sitting by way of financial assistance package in the amount of P155,848.00.



The Palawan Industrial Peace Advocates, Region IV-B's first LMC Association, was born January of 2010. The PIPA officers took their oath last April 2010.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. V



RCMB-5 OIC-Director Susan Quimpo and staff joins the celebration of Labor Day and Job Fair 2010 held at the SM Supermalls last May 1, 2010.



RCMB-5 OIC-Director Susan Quimpo and staff pose with the participants during the conduct of the Seminar on Alternative Dispute Resolution (ADR)



RCMB-5 OIC-Director Susan Quimpo with Regional the Regional Associations and Tripartite Councils



RCMB-5 OIC-Director Susan Quimpo and Regional Office No. 5 Asst. Director Alvin Villamor pose with the participants of RITC-Power Sector during the conduct of the Seminar on Alternative Dispute Resolution (ADR)

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. V



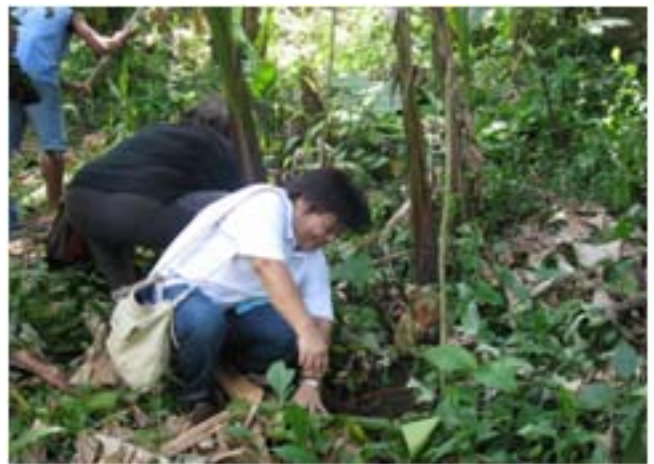
RCMB-5 staff during the conduct of the in-house seminar on IT



RCMB-5 officials and staff during the conduct of the team building exercises.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. V



RCMB-5 staff led by OIC Director Quimpo during the conduct of the tree planting at Mt. Isarog, Naga City



RCMB-5 staff led by OIC Director Quimpo during the conduct of the outreach programs visiting home for the aged and gift-giving

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. VI



R-L seat : VA Jose I. Lapak, Jr.; Dir. Adorico D. Dadivas, Jr. (RCMB-6); RD Crispin C. Dannug (DOLE-RO 6); VA Mateo A. Valenzuela and Ms. Nesa S. Nolido (Board Sec. VI –RTWPB 6) with emcees Ms. Amy Amar (Lopez Sugar Corp.) and Mr. Joseph Oyco (Vallacar Transit, Inc.-Bacolod) during the Regional Convention of LMC Practitioners in Western Visayas on October 22-23, 2010 at Mambukal Resort, Murcia, Negros Occidental.



Participants of the Association of Labor-Management Councils-Negros Occidental Chapter, Inc. (ALMC-NOC,Inc.) during the Regional Convention of LMC Practitioners in Western Visayas on October 22-23, 2010 at Mambukal Resort, Murcia, Negros Occidental.



Participants of the Labor-Management Council- Panay and Guimaras Chapter, Inc. (LMC-PGCI) during the Regional Convention of LMC Practitioners in Western Visayas on October 22-23, 2010 at Mambukal Resort, Murcia, Negros Occidental.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. VI



R-L : Dir. Adorico D. Dadivas, Jr. (RCMB-6); VA Von Lovel D. Bedona (resource speaker) during the Seminar on Workplace Relations Enhancement and Workplace Dispute Settlement on September 13, 2010 at the John B. Lacson Foundation Maritime University, Molo, Iloilo City.



The participants during the Seminar on Workplace Relations Enhancement and Workplace Dispute Settlement on September 13, 2010 at the John B. Lacson Foundation Maritime University, Molo, Iloilo City.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. VII

Activities



**Gift Giving
10 January 2010**



**Free Medical/Dental
29 May 2010**

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. VII



MOA Signing, RCMB 7 and Barangay Bulacao
24 September 2010



Community Outreach Program
14 December 2010



Concern for the Environment
8 December 2010



Social Dialogue
14 December 2010



REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. VIII

No Actual Strike during the Year

Increased membership of Isabel Contractual Agencies Association for Industrial Peace (ISCAAIP) from its 11 original members to 17

Signing of Memorandum of Agreement between NCMB-DoT-HRAP Leyte Chapter-RELAMACOP

Inclusion of NCMB RB8 in the Eastern Visayas - Regional Development Council (RDC)

Formation of LGPF Rented Drivers' Association

Formation of LMC Association for service providers operating in EDC-LGPF, Tongonan, Ormoc City (in process)

INNOVATION ON PROGRAM IMPLEMENTATION

Creation of RELAMACOP Speakers' Bureau

Forging of MOAs with the unorganized establishments

Conduct of labor education seminars for graduating students



Regional Branch No. 8 poses for posterity during DOLE RCC tree planting activity.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. IX



The newly-elected officers of ZANIPA take their oath before Executive Director IV, Reynaldo R. Ubaldo



Thirty-eight (38) participants pose for a souvenir photo during the Two-day Area Wide Seminar held at Hotel Camila 1, Dipolog City on April 21-22, 2010. National Conciliation and Mediation Board RB-9 conducted the two-day seminar to inspire and stir the consciousness of the participants regarding the need for bipartite plant-level communication and dispute resolution mechanisms as a means of improving workplace relations.



Executive Director IV, Reynaldo R. Ubaldo was the resource person during the area-wide seminar on Alternative Dispute Resolution cum Case Analysis held in Dipolog City, Zamboanga del Norte on April 21-22, 2011.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. IX

April 14, 2010

The branch facilitated and acted as resource person during the one-day seminar/training on conciliation-mediation sponsored by the TIPC, Zamboanga City Chapter attended by more than 50 participants mostly HR managers from various companies.

April 21 - 22, 2010

The branch facilitated the conduct of the two-day area-wide seminar on Alternative Dispute Resolution (ADR) Cum Case Analysis in Dipolog City, Zamboanga del Norte. There were 38 participants in attendance representing labor and management. Executive Director Reynaldo R. Ubaldo was invited as resource person.

July 8, 2010

The branch facilitated the one-day orientation seminar to the union members and some management staff of Coca Cola plant, Zamboanga City. The topics discussed were the three (3) programs of the Board including Management Prerogatives and Workers Rights. Some 25 participants attended.

September 6-7, 2010

The branch conducted a two-day conciliation-mediation training to some workers and management representatives of six (6) rubber plantations organized under the DAR Cooperative program in Zamboanga, Sibugay. Some 40 labor management participants attended.

October 29, 2010

The branch facilitated the conduct of an area-wide seminar on coaching, mentoring, and correcting (COCOMECON) sponsored by the two associations WESMINLAMACOP and VA advocates. A total of 106 participants representing 52 companies coming from all over the Zamboanga Peninsula region attended. During this occasion, the officers of the two associations decided to rename their associations to Zampen-AIPA. Deputy Exec. Director Johnson G. Canete was the resource person and inducting officer.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. X

On Conciliation-Mediation:

The region was strike free in 2010.

On Workplace Cooperation and Partnership and Workplace Dispute Prevention and Settlement:

Companies without LMC/GM were invited during LMCP 10 general assembly meetings to orient and familiarize them of the advantages of plant level mechanisms and later come up with their own thru the assistance of Technical Staff.

On Voluntary Arbitration:

The regional branch director and conciliator-mediator facilitated settlement of a dispute that was originally submitted to voluntary arbitration but which was returned twice to the branch because the accredited voluntary arbitrator has no time to decide the case.



REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. XI

- Conducted mock session on grievance and voluntary arbitration at the Del Monte Fresh Produce Philippines, on October 22, 2010. The activity was held jointly with the AVAI - XI Speakers Bureau to dramatize situations and find out possible solutions to problems raised by aggrieved party.
- Sponsored Stress Management and Conflict Resolutions - seminar in cooperation with ALMACOP XI on March 19, 2010.
- Teambuilding and Planning session - was conducted last November 2010.
- Conducted lecture-forums on latest Jurisprudence on Contractualization and Termination cases in cooperation with AVAI-XI. The first was on March 26, 2010 and the second was on October 8, 2010.

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. XII

Strike and Lockout free region

Linkage with Human Resources Development Association-Peoples Management Association of the Philippines (HUREDAPMAP) SOCCSKSARGEN Chapter.

Conducted Basic Labor Education for College Graduating Students in tandem with the Office of Guidance Counselors of the following Colleges/University:

- Notre Dame of Dadiangas University, General Santos City
- Southern Christian College, Midsayap, Cotabato
- Holy Trinity College of General Santos City

REGIONAL HIGHLIGHTS

REGIONAL BRANCH NO. XIII

MILESTONE

The Caraga Industrial Peace Practitioners' Advocates, Inc. (CAIPPA, Inc.) and this office successfully embarked on its priority project for this year, the 2010 SEARCH FOR BEST GRIEVANCE PRACTICE AT ENTERPRISE LEVEL.

The Search for Best Grievance practice for enterprise level awarded the Best GMs from organized & unorganized companies in Region 13 that have greatly contributed to the success of dispute resolution of the establishments and have resulted in industrial peace, workers empowerment, productivity, improved working conditions and business performance.



Best GM Practice: Unveiling and awarding of winners:

1st Place	-	Jaka Equities Corporation
2nd Place	-	Taganito Mining Corporation
3rd Place	-	Provident Tree Farms, Inc.

The NCMB RB XIII was instrumental in the creation of the PMAP Caraga Chapter. On July 1, 2010, thirty-two (32) executives representing varied industrial and business establishments in Caraga, held the first organization meeting of the PMAP-Caraga Chapter at the Amontay Hall, Amontay, Nasipit, Agusan del Norte.

INTERNAL SERVICES

PERSONNEL ADMINISTRATION

Out of the 230 plantilla positions, 202 were filled up as of December 31, 2010.

A total of 20 appointments were issued for the year, of which eight were original appointments, 10 were due to promotion and two were reemployment.

Meanwhile, 10 employees were separated from the service: two retired from the service, one resigned, six transferred to other government agencies and one was dropped from the rolls.

WELFARE AND BENEFITS

Some 77 NCMB employees and 35 of their dependents were provided with health maintenance services in 2010. Also, 26 employees who have rendered 10 and five years of service were granted the DOLE Loyalty Cash Awards. Four employees were likewise recipients of the DOLE Loyalty Award for having rendered 25 years of service in the Department. They were awarded with Plaques of Appreciation and gift checks amounting to P10,000.00 each.

Further, 45 qualified employees were granted Notices of Step Increments (NOSIs). Two hundred seven NCMB employees were likewise granted salary adjustments through issuance of Notice of Salary Adjustments (NOSAs) in connection with the Salary Standardization Law pursuant to Executive Order No. 403 that took effect on 24 June 2010.

On the other hand, two employees availed of optional retirement and received gift checks amounting to P15,000.00 each.

On scholarship grants under the DOLE Educational Support Program or DESP, two employees availed of bar review and completion of masteral program.

STAFF DEVELOPMENT

The Administrative Division facilitated the conduct of in-house lectures/group learning sessions on topics such as herbal medicine, stress management and managing finances, benefiting all Central Office personnel. A Mentoring Session on Administrative (NCMB Screening and Selection Process)



Executive Director Reynaldo R. Ubaldo pose with awardees during the recognition rites for the recipients of 2010 DOLE Loyalty Awards held at the NCMB Conference Room on September 6, 2010.



Deputy Executive Director Shirley M. Pascual and IS OIC Lucita O. Caudilla hand over the Plaque of Appreciation to Dr. Gemiliano D. Aligui who gave a lecture on herbal medicine during the conduct of in-house lectures held last 26 February 2010.

and Financial and Management Concerns, which was incorporated during the 2009 YEPA and 2010 Planning Exercises, was conducted and participated in by some 18 administrative/ financial personnel from all the regional branches of the Board. The Division likewise facilitated employees' participation in outside training/seminars/workshops.



In line with the civil service month celebration, Flag-Raising Ceremony, recognition rites for the recipients of 2010 DOLE Loyalty Awards (25 years of service), a mini-photo exhibit, re-echo session on training on facility evaluation and time and motion study, and a lecture on ethics and accountability in government and civil service's road map for development/reforms were conducted. A free eye examination and color vision testing for Central Office personnel was also done in coordination with Paterno Eye Care Center, which were availed of by some 29 CO employees. In addition, visit to the

National Museum and CO employees day at the Quezon Memorial Circle, as well as Brigada Ahensiya (Clean Up Drive/5S) were part of this month-long celebration.

The Board's officials and employees took active part in the Labor Day 2010 celebration by acting as security marshals during the Jobs Fair. The Board also participated in the women's month celebration, and DOLE Mini-Olympics. The Board also held outreach/feeding program for underweight children, in coordination with the Sto. Domingo Parish, benefiting some 105 children of barangays Tatalon and Sto. Domingo, Quezon City, as part of the DOLE founding anniversary celebration.



22nd NCMB Anniversary Celebration, January 4, 2010



2010 Corplanning Exercises, January 13, 2010



Trainers' Training for NCMB Program Implementers, March 3 - 5, 2010



LIO Skills Upgrading Seminar, June 2 - 4, 2010



Team Enhancement Exercises, June 8 - 10, 2010



LIO Skills Upgrading Seminar, June 2 - 4, 2010



Conciliators Meeting with Secretary Baldoz



Meeting with San Miguel



Launching of Photo Exhibit in Celebrating 2010 Civil Service Month



2010 Mid-Year Performance Assessment



2010 Mini-DOLE Sportfest



Outreach/Feeding Program, Sto. Domingo Parish, Sto. Domingo, Quezon City



Lecture on Herbal Medicine, February 2010



Tree Planting, Dawal Beach, June 2010



In-house computer learning sessions, October - November 2010



2010 **ANNUAL REPORT**

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