



**D. Operationalization Activities (ORGANIZED only)**

1. Activities undertaken during operationalization

- Plant Visit
- Consultation Meeting
- Basic Orientation Seminar
- Area-wide Seminar
- Plant-level Seminar
- Other activities (TIPC/AWS)

Pls. specify: \_\_\_\_\_

2. Date operationalized: \_\_\_\_\_

Date Undertaken	No. of Beneficiaries			
	Male	Female	Male	Female

**E. Enhancement Activities**

1. Activities undertaken to enhance GM

- Specialized Training
  - Skills Training
  - Consultation Conference
  - Other activities
- Pls. specify: \_\_\_ Conciliation-Mediation/PLOS

2. Date enhanced: \_\_\_\_\_

Date Undertaken	No. of Beneficiaries			
	Labor		Management	
	Male	Female	Male	Female

**F. Grievance Machinery Monitoring**

1. Process/Structure of Grievance Machinery

Steps	Duration	Labor Rep./s	Mgmt. Rep./s.

2. Nature and number of issues subjected to GM

Nature	Filed by		Frequency		
	Labor	Mgmt	*Day	*Week	*Month
1. Interpretation of company personnel policies					
2. Implementation of CBA					
3. Implementation of company personnel policies					
4. Others, pls. specify.					

*\* please specify the number if it is in day/s, week/s or month/s.*

3. How long does it take the GM to resolve a grievance/ issue?

Grievance/ Issue	*Day	* Week	*Month
1. Interpretation of company personnel policies			
2. Implementation of CBA			
3. Implementation of company personnel policies			
4. Others, pls. specify			

*\* please specify the number if it is in day/s, week/s or month/s.*

4. How are unresolved grievance/ issue treated?

- a. Referred to preventive mediation  b. Referred to voluntary arbitration  
 c. Others, pls. specify \_\_\_\_\_

5. How many unresolved grievance/s/ issue/s have been referred to:

- |   |  |
|---|--|
| a. PM/NOS <input style="width: 50px;" type="text"/> | b. Voluntary Arbitration <input style="width: 50px;" type="text"/> |
| c. FLAVAS <input style="width: 50px;" type="text"/> | d. NLRC <input style="width: 50px;" type="text"/>                  |
| c. Other mode, please specify _____                 | <input style="width: 50px;" type="text"/>                          |

6. Does the company have pending grievance/s?  Yes  No  
 If yes, how many? \_\_\_\_\_

7. What is the nature of the company's GM?

- |  |  |
|--|--|
| a. GM separate from LMC <input type="checkbox"/>             | b. LMC utilized as GM <input type="checkbox"/> |
| c. GM institutionalized without LMC <input type="checkbox"/> | d. Other forms of GM <input type="checkbox"/>  |
| e. Other form, pls. specify _____                            |  |

Prepared by:

Approved by:

\_\_\_\_\_  
 NAME & DESIGNATION

Date: \_\_\_\_\_

\_\_\_\_\_  
 NAME & DESIGNATION