



Alternative Dispute Resolution Updates

Preliminary

As of 31 October 2020

This ADR Update records in brief the collective accomplishments of NCMB as of October 2020.

I. PREVENTIVE MEDIATION (PM)

- 29 cases pending at the beginning of the year
- 262 new cases have been filed since January (54 cases filed in October)
- 291 total cases handled as of 31 October 2020
- Disposition rate: 77% (225 of the 291 total cases handled)
 - 147 cases disposed within the process cycle time (PCT = 35 days)
 - 78 cases disposed beyond PCT
- Settlement rate: 75% (219 of the 291 total cases handled)
- Average duration to settle: 36 days
- 66 cases pending as of 31 October 2020
 - 51 pending cases are 35 days old or younger
 - 15 pending cases are older than the PCT
- Monetary benefits: Php101,211,791 benefitting 1,699 workers

II. NOTICES OF STRIKE/LOCKOUT (NS/L)

- 48 cases pending at the beginning of the year
- 67 new cases have been filed since January (6 cases filed in October)
- 115 total cases handled as of 31 October 2020
- Disposition rate: 75% (86 of the 115 total cases handled)
 - 52 cases disposed within the process cycle time (PCT = 60 days)
 - 34 cases disposed beyond PCT
- Five (5) cases materialized into actual strikes
- Settlement rate: 67% (77 of the 115 total cases handled)
- Average duration to settle: 107 days
- 29 cases pending as of 31 October 2020
 - 7 pending cases are 60 days old or younger
 - 22 pending cases are older than the PCT
- Monetary benefits : Php253,050,994 benefitting 6,317 workers
- Mandays saved: 1,099,630*

**computed as average strike duration for the last five years multiplied by the number of workers involved in NS/L handled during the reporting period.*

III. ACTUAL STRIKES/LOCKOUTS (AS/L)

- Six (6) cases pending at the beginning of the year
- Five (5) work stoppages have been monitored since January 2020

- 11 total cases handled as of 31 October 2020

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB IV-A	RIZ-AS-08-0001-2018	8/24/2018	Pending - Strike		ULP	Gross Intimidation and Harassment, Mass Dismissal of Union Officers
RCMB NCR	CAL-AS-01-0001-2020	1/2/2020	Pending - Strike dispersed 2/5/2020 Back to operations 2/17/2020		ULP	Union Busting, Forced Resignation of Union Officers and Members
RCMB NCR	PSG-AS-10-0002-2019	10/16/2019	Settled	10/22/2020	ULP	Union Busting, Violation/non implementation of CBA
RCMB NCR	QC-AS-12-0005-2019	12/17/2019	Dropped/ Disposed	10/6/2020	ULP	Union Busting, Harassment, Violation of agreement, others
RCMB IV-A	LAG-AS-06-0001-2019	6/24/2019	Dropped/ Disposed	9/30/2020	ULP	Illegal Dismissal, Union Busting, Labor-only Contracting
RCMB VIII	LEY-AS-08-0001-2020	8/3/2020	Settled Amicably	8/18/2020	Bargaining Deadlock	Collective Bargaining Deadlock on 11 economic issues
RCMB NCR	PSG-AS-11-0003-2019	11/23/2019	Settled Amicably	8/4/2020	ULP	Union busting, Illegal Dismissal and Harassment
RCMB IV-A	BAT-AS-02-0001-2020	2/24/2020	Settled	7/21/2020	ULP	Union busting, Illegal Dismissal and Harassment, Illegal Deductions
RCMB III	CFP-AS-03-0001-2020	3/9/2020	Disposed (CCA)	5/20/2020	ULP	Union busting, Illegal Dismissal and Harassment
RCMB III	BAT-AS-01-0001-2020	1/4//2020	Disposed (AJ)	1/5/2020	ULP	Violation of the CBA, Harassment, Constructive Dismissal, Holiday Meal and Transportation Allowance
RCMB IV-A	LAG-AS-07-0002-2019	7/6/2019	Disposed (Others)	3/13/2020	ULP	Contractualization

- Nine (9) work stoppages have been disposed
- Two (2) cases remain pending and are subject of conciliation-mediation services as of 31 October 2020
 - The two (2) pending cases are older than the PCT
- Total man-days lost: 140,887
- Disposition rate: 82% (9 of the 11 total cases handled)
- Monetary benefits : Php49,486,622 benefitting 773 workers

IV. GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2019–2020)

Particulars	2019 (January 1 – October 31)				2020 (January 1 – October 31)			
	Cases Handled	AJ	CCA	Total AJ & CCA	Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	17	0	0	0	11	1	1	2
Notices of Strike/Lockout	231	6	3	9	115	0	0	0
Preventive Mediation	480	0	0	0	291	1	0	1
Total	728	6	3	9	417	2	1	3
% of AJ/CCA to Total Cases Handled		0.82%	0.41%	1.24%		0.48%	0.24%	0.72%

V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1–October 31, 2020)

Cases Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	5	4	1	0
Notices of Strike/Lockout	67	43	19	5
Preventive Mediation	262	242	16	4
Total Cases	334	289	36	9

VI. SINGLE ENTRY APPROACH (SEnA)

- 247 Requests for assistance (RFAs) pending at the beginning of the year
- 2,489 new RFAs have been filed since January (393 RFAs filed in October)
- 2,736 total RFAs handled as of 31 October 2020
- Disposition rate: 83% or 2,277 of the 2,736 total RFAs handled
 - 2,127 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 150 RFAs disposed beyond the PCT
- Settlement rate: 54% (1,473 of the 2,736 total RFAs handled)
 - 1,432 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 41 RFAs settled beyond the process cycle time
- Average duration to settle: 10 days
- 459 pending RFAs as of 31 October 2020
 - 263 RFAs pending within the process cycle time (PCT = 30 days)
 - 196 RFAs pending beyond the process cycle time
- Monetary benefits : Php63,855,942 benefitting 2,010 workers

No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2016-2020

Year	No. of RFAs Filed	No. of RFAs Settled	Monetary Benefits	Workers Benefitted
2016	6,005	4,638	196,287,232	5,256
2017	6,214	3,925	263,985,481	5,565
2018	5,666	3,689	193,325,369	5,352
2019	5,742	3,838	214,517,261	5,276
2020 (Oct)	2,489	1,473	63,855,942	2,010
Total	26,116	17,563	931,971,285	23,459

VII. VOLUNTARY ARBITRATION (VA)

- 482 cases pending at the beginning of the year
- 500 new VA cases have been submitted since January (46 VA cases filed in October)
- 982 cases handled as of 31 October 2020
- 472 cases disposed
- 48% disposition rate (472 of the 982 total cases handled)
 - 252 cases disposed within the process cycle time (PCT = 90 days)
 - 216 cases disposed beyond PCT
- Average duration to Decide;
 - 196 days from the date of acceptance by the arbitrator
 - 39 days from submission for resolution
- 510 cases pending as of 31 October 2020
- Monetary benefits: Php1,242,730,464 benefitting 401 workers

No. of VA Cases Handled, Monetary Benefits and Workers Benefitted: Philippines 2016-2020

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
2016	406	1,069,775,449	364
2017	526	1,362,872,704	865
2018	544	1,418,446,890	826
2019	609	1,441,293,071	470
2020 (Oct.)	500	1,242,730,464	401
Total	2,585	6,535,118,578	2,926

VIII. WORKPLACE RELATIONS ENHANCEMENT


- 290 LMCs have been facilitated from January to October 2020, (24 in organized companies and 266 in unorganized companies)
- 1,619 LMCs enhanced (603 in organized companies and 1,016 in unorganized companies)
- 3,323 companies reached through promotional/pre-facilitation activities as of October 2020 (537 in organized companies and 2,750 in unorganized companies)
- 4,211 existing LMCs nationwide as of 31 October 2020 (1,591 in organized companies; 2,620 in unorganized establishments)
- 97.25% or 3,889 out of 3,999 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period

IX. CONVERGENCE PROGRAM WITH DOLE

- LMCs Enhanced through convergence programs as of October 2020:
 - 236 LMCs enhanced through convergence program with NWPC (productivity)
 - 270 LMC in OSHC and ECC on occupational safety and health
 - 233 LMCs with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 289 GMs operationalized / institutionalized as of October 2020 (28 in organized and 261 in unorganized)
- 1,618 GMs enhanced (614 in organized and 1,004 in unorganized establishments)
- 4,527 existing/active GMs nationwide as of 31 October 2020 (1,953 in organized establishments; 2,574 in unorganized establishments)
- 97.89% or 4,089 out of 4,177 companies with GMs were not involved in AS/L, NS/L, PM cases during the period


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07 November 2020