



# **Alternative Dispute Resolution Updates**

**Preliminary**

**As of 31 March 2021**

This ADR Update records in brief the collective accomplishments of NCMB as of March 2021.

## **I. PREVENTIVE MEDIATION (PM)**

- 35 cases pending at the beginning of the year
- 122 new cases have been filed since the start of the year (39 new cases filed in March)
- 157 total cases handled as of 31 March 2021
- Disposition rate: 64% (100 of the 157 total cases handled)
  - 75 cases disposed within the process cycle time (PCT = 35 days)
  - 11 cases disposed beyond PCT
- Settlement rate: 63% (99 of the 157 total cases handled)
- Average duration to settle: 33 days
- 57 cases pending by the end of March 2021
  - 39 pending cases are 35 days old or younger
  - 18 pending cases are older than the PCT
- Monetary benefits: Php289,398,170 benefitting 2,319 workers

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

- 25 cases pending at the beginning of the year
- 29 new cases have been filed since the start of the year (8 new cases filed in March)
- 54 total cases handled as of 31 March 2021
- Disposition rate: 37% (20 of the 54 total cases handled)
  - 17 cases were disposed within the process cycle time (PCT = 60 days)
  - 3 case disposed beyond PCT
- Settlement rate: 37% (20 of the 54 total cases handled)
- Average duration to settle: 46 days
- 34 cases pending as of 31 March 2021
  - 15 pending cases are 60 days old or younger
  - 19 pending cases are older than the PCT
- Monetary benefits: Php245,631,876 benefitting 1,548 workers
- Mandays saved: 495,686\*

*\*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)**

- Only one (1) case pending at the beginning of the year
- No work stoppages have been monitored in March 2021
- One (1) case handled as of 31 March 2021

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

- One (1) case remains pending and subject of conciliation-mediation service as of 31 March 2021
  - The lone pending case is older than the PCT
- Total man-days lost: 2,256

**IV. GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2020–2021)**

Particulars	2020 (January to March)				2021 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	10	1	1	2	1	0	0	0
Notices of Strike/Lockout	85	0	0	0	54	0	0	0
Preventive Mediation	126	0	0	0	157	0	0	0
<b>Total</b>	<b>221</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>212</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>% of AJ/CCA to TCH</b>		<b>0.45%</b>	<b>0.45%</b>	<b>0.90%</b>		<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>

**V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – March 31, 2021)**

Issues Involved in Labor Disputes (2021 YTD)				
Cases Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	0	0	0	0
Notices of Strike/Lockout	29	20	9	0
Preventive Mediation	122	111	9	2
<b>Total Cases</b>	<b>151</b>	<b>131</b>	<b>18</b>	<b>2</b>

## VI. SINGLE ENTRY APPROACH (SEnA)

- 167 Requests for assistance (RFAs) pending at the beginning of the year
- 1,243 new RFAs have been filed since start of the year (338 new cases filed in March)
- 1,410 total RFAs handled as of 31 March 2021
- Disposition rate: 81% (1,143 of the 1,410 total RFAs handled)
  - 1135 RFAs disposed within the process cycle time (PCT = 30+15 days)
  - 8 RFAs disposed beyond the PCT
- Settlement rate: 52% (733 of the 1,410 total RFAs handled)
  - 727 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 6 RFAs settled beyond the process cycle time
- Average duration to settle: 9 days
- 267 pending RFAs as of 31 March 2021
  - 214 RFAs pending within the process cycle time (PCT = 30 days)
  - 53 RFAs pending beyond the process cycle time
- Monetary benefits: Php33,461,023 benefitting 911 workers

### No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2016-2021

RFA	No. of RFAs Received	No. of RFAs Settled	Monetary Benefits (in thousands)	Workers Benefitted
<b>2016</b>	6,005	4,638	196,287,232	5,256
<b>2017</b>	6,214	3,925	263,985,481	5,565
<b>2018</b>	5,666	3,689	193,325,369	5,352
<b>2019</b>	5,742	3,838	214,517,261	5,276
<b>2020</b>	3,155	2,095	140,726,523	3,010
<b>2021 (YTD)</b>	1,243	733	33,461,023	911
<b>Total</b>	<b>28,025</b>	<b>18,918</b>	<b>1,042,302,889</b>	<b>25,370</b>

## VII. VOLUNTARY ARBITRATION (VA)

- 466 cases pending at the beginning of the year
- 293 new VA cases have been submitted since the start of the year (88 new VA cases filed in March)
- 759 cases handled as of 31 March 2021
- 267 total cases disposed
- 35% disposition rate (267 of the 759 total cases handled)
  - 206 cases disposed within the process cycle time (PCT = 90 days)
  - 61 cases disposed beyond PCT
- Average duration to Decide;
  - 321 days from the date of acceptance by the arbitrator
  - 112 days from submission for resolution
- 492 cases pending as of 31 March 2021
- Monetary benefits: Php580,002,590.86 benefitting 447 workers

**No. of VA Cases Handled, Monetary Benefits and Workers Benefitted:  
Philippines 2017-2021**

<b>Year</b>	<b>No. new of VA Submitted</b>	<b>Monetary Benefits</b>	<b>Workers Benefitted</b>
2017	526	1,362,872,704	865
2018	545	1,431,597,325	831
2019	610	1,444,293,071	471
2020	859	2,128,696,661	733
2021 (YTD)	293	580,002,591	447
<b>Total</b>	<b>2,833</b>	<b>6,947,462,352</b>	<b>3,347</b>

**VIII. WORKPLACE RELATIONS ENHANCEMENT**


- 39 LMCs have been facilitated since January 2021 (6 in organized companies and 33 in unorganized companies)
- 601 LMCs enhanced (206 in organized companies and 395 in unorganized companies)
- 1,192 companies reached through promotional/pre-facilitation activities as of March 2021
- 4,335 existing LMCs nationwide as of 31 March 2021 (1,590 in organized companies; 2,745 in unorganized establishments)
- 98.7% or 4,059 out of 4,111 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 March 2021:
  - 158 LMCs enhanced through convergence program with NWPC (productivity)
  - 87 LMC in OSHC and ECC on occupational safety and health
  - 47 LMCs with BWSC on family welfare program

**X. GRIEVANCE MACHINERY (GM)**

- 40 GMs operationalized / institutionalized as of March 2021 (5 in organized and 35 in unorganized)
- 602 GMs enhanced (220 in organized and 382 in unorganized establishments)
- 4,509 existing/active GMs nationwide as of 31 March 2021 (1,901 in organized establishments; 2,608 in unorganized establishments)
- 98.62% or 4,094 out of 4,151 companies with GMs were not involved in AS/L, NS/L, PM cases during the period.

  
**MARIA TERESITA D. LACSAMANA-CANCIO**  
 Executive Director IV

07 April 2021

**Table 1. Comparative Summary of Conciliation-Mediation Cases, Philippines**

As of March 31 2021

Indicators	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2020	2021	% change	2020	2021	% change	2020	2021	% change
Pending, beginning of period	6	1		48	25		29	35	
New cases filed/declared	4	0	-100%	37	29	-22%	97	122	
Cases treated as PM							0	0	
Total PM Cases Filed							97	122	26%
Total Cases Handled	10	1		85	54		126	157	
Workers involved in new cases	2,554	0	-100%	11,838	8,126	-31%	22,091	23,143	5%
Mandays Lost	56,051	2,256	-96%						
Cases Disposed	2	0		42	20		82	100	
Settled	0	0		35	20		78	99	
Assumed Jurisdiction (AJ)	1	0		0	0		0	0	
Certified for Compulsory Arbitration (C	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)	0	0		4	0		0	0	
Materialized into Notice of S/L (MSN)	0	0			0		4	1	
Subsumed/Consolidated to AJ/CCA/MA	0	0		1	0		0	0	
Dropped	0	0		0	0		0	0	
Others	1	0		2	0		0	0	
Disposition Rate (Work Normalization on AS/L)	20.0%	0.0%	-20%	49.4%	37.0%	-12%	65.1%	63.7%	-1%
Settlement Rate	0.0%	0.0%	0%	41.2%	37.0%	-4%	61.9%	63.1%	1%
Success Rate **	-	-		95.3%	100.0%	5%	100.0%	100.0%	0%
Dispute Management Rate ***	98.1%	100.0%	-1.9%	-	-		-	-	
Pending, end of period	8	1		43	34		44	57	

\*\*Conciliation Success Rate (or success rate in short) - reflects the result of the Board's conciliation-mediation efforts to prevent potential labor disputes from maturing into full-blown labor disputes. It is computed as N-MAS/N where N is the total number of cases handled and MAS the cases that materialized into Actual Strike/s. Success rate is computed separately for NSL and PM cases.

\*\*\* Dispute Management Rate reflects the result of the Board's overall efforts in minimizing the occurrence of Actual Strikes thru efficient and effective handling of labor disputes. Formula : TNSC-MAS/TNSC, where TNSC (Total Non-Strike Cases) is the combined NSL and PM cases handled.

**Table 2. Statistics on Actual Strikes/Lockouts by Month, Philippines: 2020 and 2021**

As of March 31 2021

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
<b>TOTAL (YTD)</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>2,554</b>	<b>0</b>	<b>56,051</b>	<b>2,256</b>
January	2	0	1	0	7	1	514	0	17,643	600
February	1	0	0	0	8	1	30	0	15,576	792
March	1	0	1	0	8	1	2,010	0	22,832	864
April	0		0		8		0		0	
May	0		1		7		0		0	
June	0		0		7		0		16,850	
July	0		1		6		0		17,254	
August	1		2		5		600		22,836	
September	0		1		4		0		16,224	
October	0		2		2		0		11,672	
November	0		0		2		0		1,564	
December	0		1		1		0		1,023	
<b>TOTAL</b>	<b>5</b>		<b>10</b>				<b>3,154</b>		<b>143,474</b>	
<b>Pending Beginning (2020)</b>				<b>6</b>						
<b>Pending Beginning (2021)</b>				<b>1</b>						

**Table 3. Actual Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines**

As of March 31 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	1	1	1	1									
New Actual Strikes/Lockouts declared	0	0	0	0									
Total Cases Handled	1	1	1	1									
Workers involved in strikes/lockouts declared during the period	0	0	0	0									
Mandays Lost, to date	2,256	600	792	864									
<b>Work Normalized</b>	0	0	0	0									
Settled	0	0	0	0									
Assumed Jurisdiction	0	0	0	0									
Certified for Compulsory Arbitration	0	0	0	0									
Subsumed/Consolidated to AJ/CCA	0	0	0	0									
Others	0	0	0	0									
Dropped	0	0	0	0									
<b>Pending, end of period</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>									
Work Normalization Rate	0%	0%	0%	0%									
Settlement Rate	0%	0%	0%	0%									
Duration to Dispose	0	0	0	0									

Data Source: National Conciliation and Mediation Board

**Table 4. Actual Strikes/Lockouts Handled, By Manner and Region: Philippines**

As of March 31 2021

Indicator	REGION/p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
<b>Pending, beginning of period</b>	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
New Actual Strikes/Lockouts declared	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mandays Lost, to date	2,256	0	0	0	0	0	2,256	0	0	0	0	0	0	0	0	0	0
<b>Work Normalized</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dropped	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending, end of period</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Work Normalization Rate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Duration to Dispose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data Source: National Conciliation and Mediation Board



**Table 5. Statistics on Notices of Strikes/Lockouts by Month, Philippines: 2020 and 2021**

As of March 31 2021

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>TOTAL (YTD)</b>	<b>37</b>	<b>29</b>	<b>42</b>	<b>20</b>	<b>43</b>	<b>34</b>	<b>11,838</b>	<b>8,126</b>
January	17	14	19	4	46	35	5,489	6,053
February	14	7	14	7	46	35	5,089	1,029
March	6	8	9	9	43	34	1,260	1,044
April	0		0		43		0	
May	0		0		43		0	
June	3		2		44		1,138	
July	7		5		46		2,936	
August	8		10		44		794	
September	6		9		41		414	
October	6		18		29		3,197	
November	4		12		21		249	
December	11		7		25		1,798	
<b>TOTAL</b>	<b>82</b>		<b>105</b>				<b>22,364</b>	
<b>Pending Beginning (2020)</b>				<b>48</b>				
<b>Pending Beginning (2021)</b>				<b>25</b>				

**Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines**

As of March 31 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	25	25	35	35									
New Notices of Strike/Lockout filed	29	14	7	8									
Total Cases Handled	54	39	42	43									
Workers involved in notices of strikes/ lockouts filed during the period	8,126	6,053	1,029	1,044									
<b>Cases Disposed</b>	20	4	7	9									
Settled	20	4	7	9									
Assumed Jurisdiction	0	0	0	0									
Certified for Compulsory Arbitration	0	0	0	0									
Materialized into Actual Strike/Lockout	0	0	0	0									
Subsumed/Consolidated to AJ/CCA	0	0	0	0									
Others	0	0	0	0									
<b>Pending, end of period</b>	<b>34</b>	<b>35</b>	<b>35</b>	<b>34</b>									
Disposition Rate	37%	10%	17%	21%									
Settlement Rate	37%	10%	17%	21%									
Duration to Settle	46	29	40	70									

Data Source: National Conciliation and Mediation Board

**Table 7. Notices of Strikes/Lockouts Handled, By Manner and Region: Philippines**

As of March 31 2021

Indicator	R E G I O N / p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
<b>Pending, beginning of period</b>	25	7	0	2	0	5	8	0	0	0	1	0	0	0	0	0	2
New Notices of Strike/Lockout filed	29	12	0	0	0	4	8	0	0	1	1	1	0	0	2	0	0
Total Cases Handled	54	19	0	2	0	9	16	0	0	1	2	1	0	0	2	0	2
Workers involved in notices of strikes/ lockouts filed during the period	8,126	1,259	0	0	0	5,122	675	0	0	84	77	111	0	0	798	0	0
<b>Cases Disposed</b>	20	5	0	0	0	6	7	0	0	0	1	1	0	0	0	0	0
Settled	20	5	0	0	0	6	7	0	0	0	1	1	0	0	0	0	0
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subsume/Consolidated to AJ/CCA/MAS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending, end of period</b>	<b>34</b>	<b>14</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
Disposition Rate	37%	26%	0%	0%	0%	67%	44%	0%	0%	0%	50%	100%	0%	0%	0%	0%	0%
Settlement Rate	37%	26%	0%	0%	0%	67%	44%	0%	0%	0%	50%	100%	0%	0%	0%	0%	0%
Duration to Settle	51	48	0	0	0	83	34	0	0	0	39	5	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

**Table 8. Statistics on Preventive Mediation by Month, Philippines: 2020 and 2021**

As of March 31 2021

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>TOTAL (YTD)</b>	<b>97</b>	<b>122</b>	<b>82</b>	<b>100</b>	<b>44</b>	<b>57</b>	<b>22,091</b>	<b>23,143</b>
January	39	40	25	18	43	57	15,237	7,679
February	40	43	31	38	52	62	5,518	9,411
March	18	39	26	44	44	57	1,336	6,053
April	1		0		45		2,000	
May	1		0		46		2,000	
June	13		9		50		2,815	
July	36		29		57		7,277	
August	13		22		48		11,515	
September	47		44		51		8,295	
October	54		41		64		21,515	
November	22		32		54		2,808	
December	26		42		38		6,625	
<b>TOTAL</b>	<b>310</b>		<b>301</b>				<b>86,941</b>	
<b>Pending Beginning (2020)</b>				<b>29</b>				
<b>Pending Beginning (2021)</b>				<b>35</b>				

**Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines**

As of March 31 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	35	35	57	62									
Original Preventive Mediation Cases Filed	122	40	43	39									
Cases Treated as PM	0	0	0	0									
Total Cases Handled	157	75	100	101									
Workers involved in PM cases filed during the period	23,143	7,679	9,411	6,053									
<b>Cases Disposed</b>	100	18	38	44									
Settled	99	17	38	44									
Assumed Jurisdiction	0	0	0	0									
Certified for Compulsory Arbitration	0	0	0	0									
Materialized into Actual Strike/Lockout	0	0	0	0									
Materialized into Notice of Strike/Lockout	1	1	0	0									
Subsumed/Consolidated to AJ/CCA	0	0	0	0									
Others	0	0	0	0									
<b>Pending, end of period</b>	<b>57</b>	<b>57</b>	<b>62</b>	<b>57</b>									
Disposition Rate	64%	24%	38%	44%									
Settlement Rate	63%	23%	38%	44%									
Duration to Settle	33	25	36	37									

Data Source: National Conciliation and Mediation Board

**Table 10. Preventive Mediation Cases Handled, By Manner and Region: Philippines**

As of March 31 2021

Indicator	REGION/p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
<b>Pending, beginning of period</b>	35	16	0	1	0	6	9	0	0	0	0	0	0	2	1	0	0
Original Preventive Mediation Cases Filed	122	56	1	0	1	21	28	0	2	1	2	1	0	2	3	3	1
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Cases Handled</b>	<b>157</b>	<b>72</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>27</b>	<b>37</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>1</b>
Workers involved in PM cases filed during the period	23,143	11,734	417	0	180	4,340	4,865	0	33	1	143	455	0	69	562	325	19
<b>Cases Disposed</b>	<b>100</b>	<b>41</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>21</b>	<b>21</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>1</b>
Settled	99	41	1	1	1	21	20	0	2	1	1	1	0	2	3	3	1
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of Strike/Lockout	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Subsume/Consolidated to AJ/CCA/MAS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Pending, end of period</b>	<b>57</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
Disposition Rate	64%	57%	100%	100%	100%	78%	57%	0%	100%	100%	50%	100%	0%	50%	75%	100%	100%
Settlement Rate	63%	57%	100%	100%	100%	78%	54%	0%	100%	100%	50%	100%	0%	50%	75%	100%	100%
Duration to Settle	35	36	22	15	6	39	46	0	6	12	11	15	0	41	6	10	2

Data Source: National Conciliation and Mediation Board