



**RESPONSIVENESS & RESILIENCE  
IN TIMES OF DISRUPTION:  
THE 2021 SEARCH FOR  
OUTSTANDING LABOR-  
MANAGEMENT COOPERATION**

**National Conciliation and Mediation Board**

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## **RESPONSIVENESS & RESILIENCE IN TIMES OF DISRUPTION: THE 2021 SEARCH FOR OUTSTANDING LABOR-MANAGEMENT COOPERATION**

The Outstanding LMC for Industrial Peace Award, which is carried out by the National Conciliation and Mediation Board (NCMB), started in 1998 in recognition of the significant role of Labor-Management Committees/ Councils (LMCs) in the maintenance of industrial peace. Since then, NCMB has continued to benchmark best practices and success stories among companies, proving that LMCs or other similar mechanisms at the workplace level can serve as valuable channels for communication, information-sharing, consultation, collaboration, employee involvement, and joint-problem solving. These mechanisms have greatly contributed in enhancing labor-management relations towards company efficiency, productivity, and competitiveness.

This year's Search is a special edition in recognition of LMCs that have remained focused and true to the very essence of the Search – cooperation and partnership – despite the COVID-19 pandemic that tested their significance and relevance amidst retrenchments and company closures. It highlights the contribution of LMCs in improving workers' welfare, sustaining corporate viability and enhancing harmonious labor-management relations during the pandemic.

The Search echoes NCMB's message that in the most trying and difficult of times, cooperation and partnership are the steady anchors that could be relied upon and that cooperation and partnership are never seasonal but constant and steadfast at all times.

### **OBJECTIVES:**

1. Intensify awareness on the LMC best practices among organized and unorganized establishments;
2. Showcase LMC innovations that can serve as models of best practices during this pandemic; and
3. Encourage the labor and management partners to further explore and benchmark innovative approaches in improving their workplace relations during this pandemic.

## **MECHANICS:**

### **1. COVERAGE**

RESPONSIVENESS & RESILIENCE IN TIMES OF DISRUPTION: THE 2021 SEARCH FOR OUTSTANDING LABOR MANAGEMENT COOPERATION is open to both organized and unorganized in Small (10-99 employees), Medium (100-199 employees) and Large (200 and above employees) establishments.

### **2. ELIGIBILITY TO PARTICIPATE**

In order to qualify as nominee or applicant in the Search, the company must:

- a. Be duly registered with the appropriate government agency (DTI, SEC, etc);
- b. Have an established LMC which has undertaken responsive measures in addressing the problems brought about by COVID-19; and
- c. Have an LMC in existence at least from July 2020.

### **3. NOMINATION/APPLICATION ENTRIES**

The nominee or applicant shall fill-up and submit the Nomination/Application Form, together with the relevant documents, to the nearest Regional Conciliation and Mediation Branch (RCMB) of the Board on or before June 30, 2021.

The Regional LMC Association shall assist in the information-dissemination and shall invite companies and unions with best LMCs to join the Search.

### **4. SCREENING AND SELECTION OF WINNERS**

Screening Committees at the regional and national levels and a National Board of Judges shall be constituted for the screening, selection and judging processes. The awards shall be for two (2) categories each with three (3) sub categories:

- a. Organized Establishments
  - a. Small (10-99 employees)
  - b. Medium (100-199 employees)
  - c. Large (200 and above employees)

- b. Unorganized Establishments
  - a. Small (10-99 employees)
  - b. Medium (100-199 employees)
  - c. Large (200 and above employees)

The above-cited documents with supporting papers shall be submitted to the NCMB-Central Office, through the Search Secretariat–Workplace Relations Enhancement Division (WRED), on or before August 16, 2021.

**A. Regional Screening Committee (RSC)**

The RSC constituted at the 16 RCMBs of the Board shall manage the screening and selection at the regional level among applicants and nominees to the Search. Evaluation of entries shall be completed by August 13, 2021.

***Composition of the RSC***

*Chairperson:* RCMB Director

*Members:*

- Regional Coordinating Council (RCC) Chairman or RCC Representative
- Labor Representative from Regional LMC Association
- Management Representative from Regional LMC Association

***Functions of the RSC***

1. Disseminate and promote the Search in the region;
2. Screen, validate and evaluate entries, together with all documents submitted by the applicants or nominees, based on the criteria established for the purpose. Validation and evaluation may include interviews, and plant visits, if necessary; and
3. The regional winner/s per category shall be recognized and proclaimed as the Regional Outstanding LMC and shall be pre-qualified to the national screening process.

The regional winners, showcasing their LMC best practices shall be required to submit the following documentary requirements in six (6) copies:

- Nomination/Application Form both in soft and hard copies;
- Brief narrative summary/highlights of LMC accomplishments during the pandemic; and
- 10-minute audio-video presentation

**B. National Screening Committee (NSC)**

The NSC shall manage the screening, selection, and shortlisting at the national level from August 16, 2021 to October 15, 2021

***Composition of the NSC*** – The NSC shall be composed of the following NCMB- Central Office officials:

*Chairperson:* Deputy Executive Director for Operations

*Members:*

- Director for Internal Services
- Representatives from two (2) Divisions, preferably Chief LEO

***Functions of the NSC:***

1. Screen the regional winners and thoroughly validate and evaluate the submissions; and
2. Select national finalists and endorse them to the National Board of Judges

**C. National Board of Judges (NBoJ)**

***Composition of the NBoJ*** – The National Board of Judges (NBoJs) shall be composed of:

*Chairperson:* NCMB Executive Director

*Members:*

- One (1) representative from DTI
- One (1) representative of national labor organization
- One (1) representative of national employer organization

The screening before the NBoJ shall start on October 18, 2021. The national finalists shall be required to present their entries before the NboJ. Panel interviews shall follow.

The Board of Judges shall select the National Winners for the three (3) sub categories both in the Organized and Unorganized categories.

Special Awards shall also be given.

## 5. PRIZES

The national finalists and awardees shall receive the following prizes:

- *National Finalists*
  - Glass Trophy
- *Special Awardees*
  - Glass Trophy
- *Outstanding LMC during the Pandemic*
  - Glass Trophy
  - Cash Prize

RESPONSIVENESS & RESILIENCE IN TIMES OF DISRUPTION: THE 2021 SEARCH FOR OUTSTANDING LMC shall be formally/officially launched on April 30, 2021.

The presentation and awarding of winners shall be done virtually on December 15, 2021.

## PROJECT TEAM

NCMB's Workplace Relations and Enhancement Division shall serve as over-all coordinator and secretariat, with the Technical Services Director as the overseer. The Deputy Executive Director for Technical Services shall be the over-all Chairperson of the project.

## CRITERIA for JUDGING

CRITERIA	POINTS	
<b>I. OPERATIONAL FEATURES OF LMC</b>		<b>25</b>
A. LMC Objectives	5	
B. LMC Structure	10	
C. Labor and Management Commitment	10	
<b>II. STRATEGIC PARTNERSHIP</b>		<b>35</b>
A. Trust-building	15	
B. Joint Information-Sharing & Decision-Making	15	
C. Social Dialogue	5	
<b>III. CORPORATE VIABILITY</b>		<b>40</b>
A. Industrial Peace	10	
B. Mechanisms for Negotiations	10	
C. Quality of Work Life	10	
D. Compliance to Government Measures	5	
E. Social Conscience	5	
Presentation of Entry		<i>Additional 2</i>
<b>TOTAL</b>		<b>100</b>

## TIMELINES

Activity	Timelines (2021)	Responsible Office/Persons
Official Search Launching	April 30	NCMB-Central Office
Acceptance of nominations / applications at the Regional Level	May 1 – June 30	RCMBs
Regional Screening and Endorsement of regional entries for National Screening	July 1 – August 13	RSC
Endorsement of Regional Entries for National Screening	August 16	RSC
Screening and selection of national finalists	August 16 – October 15	NSC
Endorsement of national finalists and convening of the NBoJ	October 18	NSC
Review and evaluation of national finalists	October 18 – November 15	NBoJ
Final screening of national finalists and selection of winners	November 15	NBoJ
Awarding of Winners	December 15	NCMB-Central Office

## NCMB Directory

**RCMB-NCR**  
Ground Floor, DOLE Building  
Intramuros, Manila  
(02) 8527-7216/4468/3576 loc 200

**RCMB-CAR**  
3rd floor Abriol Bldg., Benitez Court,  
Magsaysay Avenue, Baguio City  
(072) 442-7292

**RCMB I**  
2/F Unison Realty Bldg., Quezon Avenue  
San Fernando City, La Union  
(072) 888-4610 / (075) 600-0704

**RCMB II**  
No.7 Dalan na Angicacua, Regional  
Government Center  
Carig Sur, Tuguegarao City  
(078) 377-3749

**RCMB III**  
2/F PSP Bldg., Gapan Olongapo Rd.,  
Dolores,  
San Fernando, Pampanga  
(045) 961-4264 / 963-7868

**RCMB IV-A**  
5/F D & A Bldg. Ilang-Ilang cor. Cadena  
De Amor St., Brgy. Uno Crossing  
Calamba City, Laguna  
(049) 531-2045 / 09323357844

**RCMB IV-B**  
2/F Arcadia Bldg., 860  
Quezon Ave., Quezon City  
(02) 8400-2529

**RCMB V**  
2/F ANST Bldg., Washington Drive  
Legaspi City  
(052) 480-8467 / (052) 201-9807

**RCMB VI**  
Milagros Building, 10th Street,  
Lacson, Bacolod City  
(034) 433-0901 / (034) 713-3137

**RCMB VII**  
6/F Old Insular Bldg.  
Gen. Maxilom cor Gorordo Aves.  
Cebu City  
(032) 230-7909 / 344-3437

**RCMB VIII**  
Trece Martirez St.  
Tacloban City  
(053) 832-0659

**RCMB IX**  
3/F Wee Agro Bldg., Veterans Ave.  
Zamboanga City  
(062) 983-1810

**RCMB X**  
4/F Trinidad Bldg.  
Yacapin-Corrales Sts.  
Cagayan de Oro City  
(088) 856-6123 / 09778222835

**RCMB XI**  
2AMQ Bldg., Manuel L. Quezon  
Blvd., Brgy. 31-D, Davao City  
(082) 226-3465 / (082) 295-7083

**RCMB XII**  
Door #1, Mezzanine Floor  
Duremdes Bldg, Koronadal City  
(083) 877-1122

**RCMB XIII**  
Nimfa Tiu Bldg. VIII, DOLE  
Compound, J.P. Rosales Avenue,  
Butuan City  
(085) 342-9131