

As of August 31, 2018

This ADR update records in brief the collective accomplishments of NCMB during the month of August 2018.

I. PREVENTIVE MEDIATION (PM)

- 33 cases pending at the beginning of the year
329 new cases filed since January (41 cases filed in August)
362 total cases handled as of August 31, 2018
326 net total cases handled (362 total cases handled less 36 pending cases within the process cycle time (PCT))
- Disposition rate: 96% (314 of the 326 net total cases handled)
 - 230 cases disposed within the process cycle time (PCT = 60 days)
 - 84 cases disposed beyond PCT
- Settlement rate: 91% (298 of the 326 net total cases handled)
- Average duration to settle: 33 days
- 48 cases pending as of August 31, 2018
 - 36 pending cases are 35 days old or younger
 - 12 pending cases are older than the PCT
- Monetary benefits : Php64,862,977 benefitting 1,914 workers

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

- 31 cases pending at the beginning of the year
147 new cases filed since January (23 cases filed in August)
178 total cases handled as of August 31, 2018
149 net total cases handled (178 total cases handled less 29 pending cases within the process cycle time (PCT))
- Disposition rate: 79% (118 of the 149 net total cases handled)
 - 94 cases disposed within the process cycle time (PCT = 60 days)
 - 24 cases disposed beyond PCT
- Eight (8) cases materialized into actual strike
- One (1) case certified for compulsory arbitration
- Settlement rate: 71% (106 of the 149 net total cases handled)
- Average duration to settle: 64 days
- 60 cases pending as of August 31, 2018
 - 29 pending cases are 60 days old or younger
 - 31 pending cases are older than the PCT

- Monetary benefits : Php1,065,746,818 benefitting 8,925 workers
 - Mandays saved: 1,600,050 *
- *computed as average strike duration for last five years multiplied by the number of workers involved in NS/L handled during the reporting period.

III. **ACTUAL STRIKES/LOCKOUTS (AS/L)**

- Nine (9) work stoppages were monitored since January 2018, one of which is a wildcat strike.

REGION	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB NCR	1/30/2018	Settled	3/6/2018	ULP	Massive Dismissal, Union Busting, Violation of CBA, Harassment, Coercion of Security Guard, Others, Regularization of Agency Workers
RCMB NCR	2/11/2018	Settled	2/23/2018	BD	Economic and non-economic provisions
RCMB 4A	5/10/2018	Others (resumed operations)	7/4/2018	ULP	Termination of 30 workers of service provider/regularization
RCMB 3	6/2/2018	Others (resumed operations)	7/30/2018	ULP	Union Busting, Non-Payment of 13th mo. pay, illegal deduction of uniform, cooperative shares
RCMB 10	7/25/2018	Settled	8/4/2018	BD	CBA Deadlock
RCMB NCR	8/6/2018	Pending		ULP	Union Busting, Termination of union officers and members
RCMB 7	8/24/2018	Pending; Strike On- going		ULP	Union Busting and Constructive Dismissal, Contractualization
RCMB 4A	8/24/2018	Pending, Strike On- going		ULP	Gross Intimidation and Harassment, Mass Dismissal of Union Officers
RCMB NCR	8/28/2018	Pending, Strike On- going		BD/ULP	CBA Deadlock ULP – Discrimination Against Union Officers and Members regarding Merit Increase

- Five (5) work stoppages were disposed
 - Four (4) cases pending as of August 31, 2018
 - Four (4) pending cases is 40 days old or younger
 - Total man-days lost: 89,390
 - Disposition rate: 56% (5 of the 9 total cases handled)
- Monetary benefits : Php459,058,580 benefitting 432 workers

IV. **GOVERNMENT INTERVENTION IN LABOR DISPUTES**
(Comparative 2017–2018)

Particulars	2017 (Jan. 1 – Aug. 31)				2018 (Jan. 1 – Aug. 31)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	15	0	0	0	9	0	0	0
Notices of Strike/Lockout	147	0	0	0	178	0	1	1
Preventive Mediation	396	0	0	0	362	0	0	0
Total	558	0	0	0	549	0	1	1
% of AJ/CCA to Total Cases Handled		0.00%	0.00%	0.00%		0.00%	0.18%	0.18%

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III. **ACTUAL STRIKES/LOCKOUTS (AS/L)**

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REGION	COMPANY	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB NCR	Good Year Steel Pipe Co.	1/30/2018	Settled	3/6/2018	ULP	Massive Dismissal, Union Busting, Violation of CBA, Harassment, Coercion of Security Guard, Others, Regularization of Agency Workers
RCMB NCR	Ateneo De Manila University	2/11/2018	Settled	2/23/2018	BD	Economic and non-economic provisions
RCMB 4A	Middleby Philippines Inc. (Wildcat)	5/10/2018	Others (resumed operations)	7/4/2018	ULP	Termination of 30 workers of service provider/regularization
RCMB 3	Nutriasia Incorporated	6/2/2018	Others (resumed operations)	7/30/2018	ULP	Union Busting, Non-Payment of 13th mo. pay, illegal deduction of uniform, cooperative shares
RCMB 10	Valencia Rubbertex Inc.	7/25/2018	Settled	8/4/2018	BD	CBA Deadlock
RCMB NCR	Pacific Plaza Tower Condominium	8/6/2018	Pending		ULP	Union Busting, Termination of union officers and members
RCMB 7	Liwayway Marketing Corporation	8/24/2018	Pending, Strike On-going		ULP	Union Busting and Constructive Dismissal, Contractualization
RCMB 4A	Belgardi Manufacturing Inc.	8/24/2018	Pending, Strike On-going		ULP	Gross Intimidation and Harassment, Mass Dismissal of Union Officers
RCMB NCR	Takeda Healthcare Philippines Inc.	8/28/2018	Pending, Strike On-going		BD/ULP	CBA Deadlock ULP – Discrimination Against Union Officers and Members regarding Merit Increase

- Five (5) work stoppages were disposed
 - Four (4) cases pending as of August 31, 2018
 - Four (4) pending cases is 40 days old or younger
 - Total man-days lost: 89,390
 - Disposition rate: 56% (5 of the 9 total cases handled)
- Monetary benefits : Php459,058,580 benefitting 432 workers

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	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	15	0	0	0	9	0	0	0
Notices of Strike/Lockout	147	0	0	0	178	0	1	1
Preventive Mediation	396	0	0	0	362	0	0	0
Total	558	0	0	0	549	0	1	1
% of AJ/CCA to Total Cases Handled		0.00%	0.00%	0.00%		0.00%	0.18%	0.18%

V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (Jan. 1–Aug. 31, 2018)

Case Type	No. of New Cases Declared/Filed	ISSUES INVOLVED		
		Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	ULP/BD
Actual Strike/Lockout	9	6	2	1
Notices of Strike/Lockout	147	102	35	10
Preventive Mediation	329	267	46	16
Total New Cases	485	375	83	27

VI. SINGLE ENTRY APPROACH (SEnA)

- 375 Requests for assistance (RFAs) pending at the beginning of the year
3,906 new RFAs filed since January 2018 (434 cases filed in August)
4,281 total RFAs handled during the period
3,973 net total RFAs handled (4,281 total RFAs handled less 308 pending RFAs within the process cycle time (PCT))
- Disposition rate: 96% (3,810 of the 3,973 net total RFAs handled)
 - 3,543 RFAs disposed within the process cycle time(PCT = 30+15 days)
 - 267 RFAs disposed beyond the PCT
- Settlement rate: 61% (2,432 of the 3,973 net total RFAs handled)
 - 2,293 RFAs settled within the process cycle time(PCT = 30 days +15 days)
 - 139 RFAs settled beyond the process cycle time
- Average duration to settle: 19 days
- 471 pending RFAs as of August 31, 2018
 - 308 pending RFAs are 30 days old or younger
 - 163 pending RFAs are older than 30 days
- Monetary benefits : Php138,568,119 benefitting 3,390 workers

No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2014-2018

Year	No. of RFAs Filed	No. of RFAs Settled	Monetary Benefits	Workers Benefitted
2014	5,854	4,801	128,766,931.00	4,650
2015	5,508	4,501	190,390,407	4,579
2016	6,005	4,638	196,287,232	5,256
2017	6,214	3,925	263,985,481	5,565
2018 (August)	3,906	2,432	138,568,119	3,390
Total	27,487	20,297	917,998,170	23,440

VII. VOLUNTARY ARBITRATION (VA)

- 326 cases pending at the beginning of the year
331 new VA cases submitted since January 2018 (56 cases in August)
657 cases handled during the period.

536 net total cases handled (657 total cases handled less 121 pending cases within the process cycle time (PCT))

- 284 cases disposed since January 2018
- 53% disposition rate (284 of the 536 net total cases handled)
 - 36 cases disposed within the process cycle time (PCT=90 days)
 - 248 cases were disposed beyond the PCT
- Average duration to decide;
 - 220 days from the date of acceptance by the arbitrator
 - 18 days from submission for resolution
- 373 cases pending as of August 31, 2018
 - 121 pending cases are 90 days old or younger
 - 252 pending cases are older than 90 days
- Monetary benefits : Php845,322,366 benefitting 386 workers

No. of VA Cases Handled, Monetary Benefits and Workers Benefitted Philippines 2014-2018

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
2014	242	413,567,384	1,231
2015	305	472,017,539	3,908
2016	406	1,069,775,449	364
2017	526	1,360,272,356	863
2018 (Aug.)	331	845,322,366	386
Total	1,810	4,160,955,095	6,752

VIII. WORKPLACE RELATIONS ENHANCEMENT

- 287 LMCs facilitated since January 2018 (58 in organized companies and 229 in unorganized companies)
- 1,244 LMCs enhanced (641 in organized companies and 603 in unorganized companies)
- 3,497 companies reached through promotional/pre-facilitation activities since January 2018
- 3,490 existing LMCs nationwide as of August 31, 2018 (1,526 in organized companies; 1,964 in unorganized establishments)
- 95.5% or 3,167 out of 3,317 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period

IX. CONVERGENCE PROGRAM

- LMCs Enhanced through convergence programs since January 2018:
 - 709 LMCs enhanced through convergence program with NWPC (productivity), 619 LMCs in OSHC and ECC on occupational safety and 522 LMCs in health and with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 52 GMs were operationalized in organized establishments since January 2018
- 229 GMs institutionalized in unorganized establishments
- 1,463 GMs enhanced (828 in organized and 635 in unorganized establishments)

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- 229 GMs institutionalized in unorganized establishments
- 1,463 GMs enhanced (828 in organized and 635 in unorganized establishments)

- 3,905 existing/active GMs nationwide as of August 31, 2018 (1,899 in organized establishments; 2,006 in unorganized establishments)
- 96.2% or 3,757 out of 3,905 existing/active GMs were not involved in AS/L, NS/L, PM cases during the period


MARIA TERESITA L. CANCIO
Officer-In-Charge



10 September 2018