

**National
Conciliation and
Mediation
Board**

Republic of the Philippines
Department of Labor and Employment
4th-6th Floors Arcadia Building
860 Quezon Avenue, Quezon City 1103
Tel. Nos.: 332-4176 • 332-4177 • 332-4180
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MEMORANDUM

For: **Hon. ROSALINDA DIMAPILIS-BALDOZ**
Secretary

Thru: Undersecretary REBECCA C. CHATO

Subject: **Alternative Dispute Resolution Updates**
As of 30 September 2014

Date: 17 October 2014

May we respectfully submit, for your information and reference, the attached **Alternative Dispute Resolution Updates**, as of 30 September 2014.

Warm regards.


REYNALDO R. UBALDO
Executive Director IV

Att. as stated.

Cc: Undersecretary CIRIACO A. LAGUNZAD III
Undersecretary REYDELUZ C. CONFERIDO

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Alternative **D**ispute **R**esolution
Updates

Preliminary

As of September 30, 2014

This ADR update records in brief the collective accomplishment of NCMB from January to September 30, 2014, with particular emphasis on the current month.

I. ACTUAL STRIKES/LOCKOUTS (AS/L)

No work stoppage monitored from January to September 2014.

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

- 32 cases pending at the beginning of the year
130 new cases filed from January to September (14 cases filed in September alone)
162 total cases handled during the period
 - Disposition rate: 72% (117 of the 162 cases handled)
 - 87 cases disposed within the process cycle time (PCT = 45 days)
 - 30 cases disposed beyond the process cycle time (average of 80 days in excess of PCT)
 - Settlement rate: 72% (116 of the 162 cases handled)
 - Average duration to settle: 47 days
 - 45 cases pending as September 30, 2014
 - 22 pending cases are 45 days old or younger
 - 23 pending cases are older than the PCT by an average of 202 days
 - Average days pending: 138 days
 - Monetary benefits : Php1.64-B benefitting 8,314 workers
 - Mandays saved: 346, 270*
- *computed as average strike duration for last five years x workers involved in NS/L during the reporting period.

III. PREVENTIVE MEDIATION (PM)

- 34 cases pending at the beginning of the year
361 new cases filed from January to September (48 cases filed in September alone)
395 cases handled during the period.
- Disposition rate: 83% (329 of the 395 cases handled)
 - 218 cases disposed within the process cycle time(PCT = 35 days)
 - 111 cases disposed beyond the process cycle time (average of 34 days in excess of PCT)

- Settlement rate: 79% (314 of the 395 cases handled)
- Average duration to settle: 33 days

- 66 cases pending as September 30, 2014
 - 39 pending cases are 35 days old or younger
 - 27 pending cases are older than the PCT by an average of 45 days
 - Average days pending: 41 days
- Monetary benefits : Php151-M benefitting 2,299 workers

IV. GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2013 – 2014)

Particulars	2013 (Jan. 1 – September 30)				2014 (Jan. 1 – September 30)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	1	0	0	0	0	0	0	0
Notices of Strike/Lockout	142	1	1	2	162	1	0	1
Preventive Mediation	379	0	0	0	395	0	0	0
Total	522	1	1	2	557	1	0	1
% of AJ/CCA to Total Cases Handled		0.19%	0.19%	0.38%		0.18%	0.00%	0.18%

V. ISSUES INVOLVED IN NEWLY FILED LABOR DISPUTES (Jan. 1 – Sept. 30, 2014)

Case Type	No. of New Cases Filed	ISSUES INVOLVED		
		Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	ULP/BD
Actual Strike/Lockout	0	0	0	0
Notices of Strike/Lockout	130	82	41	7
Preventive Mediation	361	295	55	11
Total New Cases	491	377	96	18

VI. SINGLE ENTRY APPROACH (SEnA)

- 168 cases pending at the beginning of the year
- 4,409 new request for assistance (RFAs) filed from January to September 2014 (511 RFAs filed in September)
- 4,577 total cases handled during the period
- Disposition rate: 92% (4,213 of the 4,577 cases handled)
 - 3,594 cases disposed within the process cycle time(PCT = 30 days)
 - 619 cases disposed beyond the process cycle time(average of 17 days in excess of PCT)
- Settlement rate: 85% (3,888 of the 4,577 cases handled)
 - 3,323 cases settled within the process cycle time(PCT = 30 days)
 - 565 cases settled beyond the process cycle time
- Average duration to settle: 19 days
- 364 pending cases as September 30, 2014
 - 283 pending cases are 30 days old or younger

- 81 pending cases are older than 30 days
- Average days pending: 28 days
- Monetary benefits : Php93.9-M benefitting 3,388 workers

No. of RFAs Handled, Monetary Benefits and Workers Benefitted Philippines 2010 - 2014

Year	No. of RFAs Handled	Monetary Benefits	Workers Benefitted
2010	902	15,361,766.29	777
2011	1,806	71,968,143.46	2,329
2012	4,088	200,884,383.16	3,746
2013	4,860	330,670,526.93	5,055
2014 (September)	4,577	93,949,537.95	3,388
Total	16,233	712,834,357.79	15,295

VII. VOLUNTARY ARBITRATION (VA)

- 105 cases pending at the beginning of the year
165 new VA cases filed from January to September (18 cases filed in September alone)
270 cases handled during the period.
- 140 cases were decided since January
- 52% disposition rate (140 of the 270 cases handled)
 - 34 cases disposed within the process cycle time (PCT = 90 days)
 - 84 cases disposed beyond the process cycle time
- Average duration to decide;
 - 181 days from the date of acceptance by the arbitrator
 - 80 days from submission for resolution
- 130 cases pending as September 30, 2014
 - 51 pending cases are 90 days old or younger
 - 79 pending cases are older than 90 days
- Monetary benefits : Php263.7-M benefitting 1,027 workers

No. of VA Cases Handled, Monetary Benefits and Workers Benefitted Philippines 2010 - 2014

Year	No. of VA Submitted	Monetary Benefits	Workers Benefitted
2010	124	125,787,765.73	904
2011	180	171,525,714.17	740
2012	169	243,406,960.89	1,686
2013	173	250,778,471.30	672
2014 (September)	165	263,768,291.21	1,027
Total	811	1,055,267,203.30	5,029

VIII. WORKPLACE RELATIONS ENHANCEMENT

- 201 LMCs facilitated since January (38 in organized companies and 163 in unorganized companies)
- 1,032 LMCs enhanced (609 in organized companies and 423 in unorganized companies)
- LMCs enhanced through convergence programs:

- 463 were enhanced through convergence program with NWPC (productivity)
- 512 were enhanced through convergence program with OSHC (occupational safety and health)
- 408 were enhanced through convergence program with BWSC (family welfare)
- 1,330 companies reached through Basic LMC Orientation Course
- 2,501 existing LMCs nationwide as of September 30, 2014 (1,400 in organized companies; 1,101 in unorganized establishments)
- 93% or 2,200 companies with LMCs were not involved in NS/L, PM or VA cases during the period

IX. GRIEVANCE MACHINERY (GM)

- 94 GMs operationalized in organized establishments since January 2014
- 139 GMs institutionalized in unorganized establishments
- 953 GMs enhanced (608 in organized and 345 in unorganized establishments)
- 2,818 existing/active GMs nationwide as of September 30, 2014 (1,742 in organized establishments; 1,076 in unorganized establishments)
- 98.89% or 2,787 existing/active GMs were not involved in NS/L, PM or VA cases during the period


REYNALDO R. UBALDO
 Executive Director IV

October 17, 2014

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

As of September 30, 2014

(Preliminary)

Indicator	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2013	2014	% change	2013	2014	% change	2013	2014	% change
Pending, beginning of period	0	0		28	32		32	34	
New cases filed/declared	1	0	-100%	114	130	14%	347	361	
Cases treated as PM							0	0	
Total PM Cases Filed							347	361	4%
Total Cases Handled	1	0		142	162		379	395	
Workers involved in new cases	400	0	-100%	23,416	36,807	57%	109,858	105,428	-4%
Mandays Lost	1,200	0	-100%						
Cases Disposed	1	0		103	117		332	329	
Settled	1	0		99	116		309	314	
Assumed Jurisdiction (AJ)	0	0		1	1		0	0	
Certified for Compulsory Arbitration (CCA)	0	0		1	0		0	0	
Materialized into Actual S/L (MAS)	0	0		1	0		0	0	
Materialized into Notice of S/L (MSN)	0	0					21	14	
Subsumed/Consolidated to AJ/CCA	0	0		1	0		2	1	
Referred to Compulsory Arbitration	0	0		0	0		0	0	
Referred to Voluntary Arbitration									
Others	0	0		0	0		0	0	
Disposition Rate (Work Normalization on AS/L)	100%	#DIV/0!	#DIV/0!	73%	72%	0%	88%	83%	-4%
Settlement Rate	100%	#DIV/0!	#DIV/0!	70%	72%	2%	82%	79%	-2%
Success Rate *	-	-		99.30%	100.00%	1%	100%	100%	0%
Dispute Management Rate **	99.81%	100.00%	-0.2%	-			-		
Pending, end of period	0	0		39	45		47	66	

***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 Strikes/Lockouts by Month, Philippines: 2011 and 2012
As of September 30, 2014

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
TOTAL	0	0	0	0			0	0	0	0
January	0	0	0	0	0	0	0	0	0	0
February	0	0	0	0	0	0	0	0	0	0
March	0	0	0	0	0	0	0	0	0	0
April	0	0	0	0	0	0	0	0	0	0
May	1	0	1	0	0	0	400	0	1,200	0
June	0	0	0	0	0	0	0	0	0	0
July	0	0	0	0	0	0	0	0	0	0
August	0	0	0	0	0	0	0	0	0	0
September	0	0	0	0	0	0	0	0	0	0
October	0	0	0	0	0	0	0	0	0	0
November	0	0	0	0	0	0	0	0	0	0
December	0	0	0	0	0	0	0	0	0	0
TOTAL	1		1				400		1,200	
Pending Beginning (2013)		0								
Pending Beginning (2014)		0								

Table 5. Statistics on Notices of Strikes/Lockouts Cases by Month, Philippines: 2011 and 2012
As of September 30, 2014
(Preliminary)

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
TOTAL	114	130	103	117			23,416	36,807
January	15	15	20	8	23	39	3,113	7,010
February	11	11	10	21	34	29	905	9,742
March	13	14	13	11	34	32	1,441	1,399
April	12	15	7	13	39	34	2,593	5,240
May	13	11	8	9	44	36	3,862	2,356
June	15	18	11	19	48	35	3,297	4,194
July	11	12	17	15	39	32	1,132	1,849
August	12	14	10	8	45	38	4,908	3,294
September	12	20	7	13	50	45	2,165	1,723
October	12	0	12	0	50	0	3,052	0
November	10	0	17	0	43	0	2,982	0
December	13	0	13	0	32	0	2,076	0
TOTAL	149		145				31,526	
Pending Beginning (2013)								28
Pending Beginning (2014)								32

Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines
As of September 30, 2014
(Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	32	32	39	29	32	34	36	35	32	44	44	45	44
New Notices of Strike/Lockout filed	130	15	11	14	15	11	18	12	20	14	0	0	0
Total Cases Handled	162	47	50	43	47	45	54	47	52	58	44	45	44
Workers involved in notices of strikes/ lockouts filed during the period	36,807	7,010	9,742	1,399	5,240	2,356	4,194	1,849	3,294	1,723	0	0	0
Cases Disposed	117	8	21	11	13	9	19	15	8	13	0	0	0
Settled	116	7	21	11	13	9	19	15	8	13	0	0	0
Assumed Jurisdiction	1	1	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
Materialized into Actual Strike/Lockout	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
Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	45	39	29	32	34	36	35	32	44	45	44	45	44
Disposition Rate	72%	17%	42%	26%	28%	20%	35%	32%	15%	22%	0%	0%	0%
Settlement Rate	72%	15%	42%	26%	28%	20%	35%	32%	15%	22%	0%	0%	0%
Success Rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Duration to Settle	47	85	44	44	58	61	40	32	61	32	0	0	0

Table 7. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines
As of September 30, 2014
(Preliminary)

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
Pending, beginning of period	32	7	0	1	1	3	8	0	2	2	4	1	0	0	2	1	0
New Notices of Strike/Lockout filed	130	52	0	1	1	24	24	0	0	2	16	0	0	3	5	0	2
Total Cases Handled	162	59	0	2	2	27	32	0	2	4	20	1	0	3	7	1	2
Workers involved in notices of strikes/ lockouts filed during the period	36,807	14,754	0	65	14	3,655	6,941	0	0	450	9,355	0	0	1,090	229	0	254
Cases Disposed	117	47	0	1	2	22	19	0	2	2	12	1	0	3	6	0	0
Settled	116	47	0	1	2	22	19	0	1	2	12	1	0	3	6	0	0
Assumed Jurisdiction	1	0	0	0	0	0	0	0	1	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	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
Pending, end of period	45	12	0	1	0	5	13	0	0	2	8	0	0	0	1	1	2
Disposition Rate	72%	80%	#DIV/0!	50%	100%	81%	59%	#DIV/0!	100%	50%	60%	100%	#DIV/0!	100%	86%	0%	0%
Settlement Rate	72%	80%	#DIV/0!	50%	100%	81%	59%	#DIV/0!	50%	50%	60%	100%	#DIV/0!	100%	86%	0%	0%
Success Rate	100%	100%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	100%	100%	100%	100%
Duration to Settle	47	39	0	297	33	33	38	0	329	29	95	156	0	156	9	0	0

Table 8. Statistics on Preventive Mediation Cases by Month, Philippines: 2011 and 2012
As of September 30, 2014
(Preliminary)

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
TOTAL	347	361	332	329			109,858	105,428
January	35	41	27	23	40	66	4,705	8,100
February	31	40	34	44	37	62	14,017	21,642
March	42	54	34	51	45	65	9,659	11,202
April	43	34	39	37	47	62	17,808	9,688
May	39	30	41	29	47	63	15,489	2,876
June	33	37	35	29	47	71	17,191	7,072
July	59	37	46	45	58	63	13,989	11,850
August	32	40	42	35	48	68	6,420	13,187
September	33	48	34	36	47	66	10,580	19,811
October	38	0	39	0	45	0	8,404	0
November	40	0	38	0	48	0	15,630	0
December	27	0	41	0	34	0	5,052	0
TOTAL	452		450				138,944	
Pending Beginning (2013)		32						
Pending Beginning (2014)		34						

Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines
As of September 30, 2014
(Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	34	34	52	48	51	48	49	57	49	54	0	0	0
Original Preventive Mediation Cases Filed	361	41	40	54	34	30	37	37	40	48	0	0	0
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	395	75	92	102	85	78	86	94	89	102	0	0	0
Workers involved in PM cases filed during the period	105,428	8,100	21,642	11,202	9,688	2,876	7,072	11,850	13,187	19,811	-	-	-
Cases Disposed	329	23	44	51	37	29	29	45	35	36	0	0	0
Settled	314	22	43	49	34	28	28	43	33	34	0	0	0
Assumed Jurisdiction	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
Materialized into Actual S/L	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	14	1	1	2	3	1	1	2	2	1	0	0	0
Subsume/Consolidated to AJ/CCA	1	0	0	0	0	0	0	0	0	1	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	66	52	48	51	48	49	57	49	54	66	0	0	0
Disposition Rate	83%	31%	48%	50%	44%	37%	34%	48%	39%	35%	#DIV/0!	#DIV/0!	#DIV/0!
Settlement Rate	79%	29%	47%	48%	40%	36%	33%	46%	37%	33%	#DIV/0!	#DIV/0!	#DIV/0!
Success Rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	#DIV/0!	#DIV/0!	#DIV/0!
Duration to Settle	41	36	45	25	24	45	29	29	30	0	0	0	0

Table 10. Preventive Mediation Cases Handled, By Manner of Disposition and Region: Philippines
As of September 30, 2014
(Preliminary)

Indicator	REGION/p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
Pending, beginning of period	34	10	0	0	0	3	8	0	1	0	1	4	0	3	4	0	0
Original Preventive Mediation Cases Filed	361	115	5	11	2	32	74	0	3	20	18	3	5	25	33	9	6
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	395	125	5	11	2	35	82	0	4	20	19	7	5	28	37	9	6
Workers involved in PM cases filed during the period	105,428	32,675	2,649	608	386	13,226	21,349	0	177	6,681	4,884	270	26	6,457	4,016	10,996	1,028
Cases Disposed	329	106	5	11	0	31	56	0	4	20	16	6	5	27	29	8	5
Settled	314	101	5	11	0	28	52	0	3	20	16	6	5	26	28	8	5
Settled Amicably	184	42	1	7	0	13	34	0	0	16	9	6	5	19	21	7	4
Agreed to submit to VA	34	11	3	0	0	3	4	0	2	2	3	0	0	2	4	0	0
Agreed to submit to GM	23	13	0	4	0	0	0	0	0	1	0	0	0	2	3	0	0
Agreed to be discussed at LMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Agreed to submit for Compulsory Arbitration	3	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0
Agreed to be referred to Regional Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Withdrawn by Filer	66	32	1	0	0	12	12	0	1	1	4	0	0	2	0	0	1
Lack of Interest	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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 S/L	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	14	5	0	0	0	3	4	0	0	0	0	0	0	1	1	0	0
Subsume/Consolidated to AJ/CCA	1	0	0	0	0	0	0	0	1	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
Pending, end of period	66	19	0	0	2	4	26	0	0	0	3	1	0	1	8	1	1
Disposition Rate	83%	85%	100%	100%	0%	89%	68%	#DIV/0!	100%	100%	84%	86%	100%	96%	78%	89%	83%
Settlement Rate	79%	81%	100%	100%	0%	80%	63%	#DIV/0!	75%	100%	84%	86%	100%	93%	76%	89%	83%
Success Rate	100%	100%	100%	100%	100%	100%	100%	#DIV/0!	100%	100%	100%	100%	100%	100%	100%	100%	100%
Duration to Settle	33	37	8	22	0	42	34	0	65	14	45	60	39	33	22	19	27