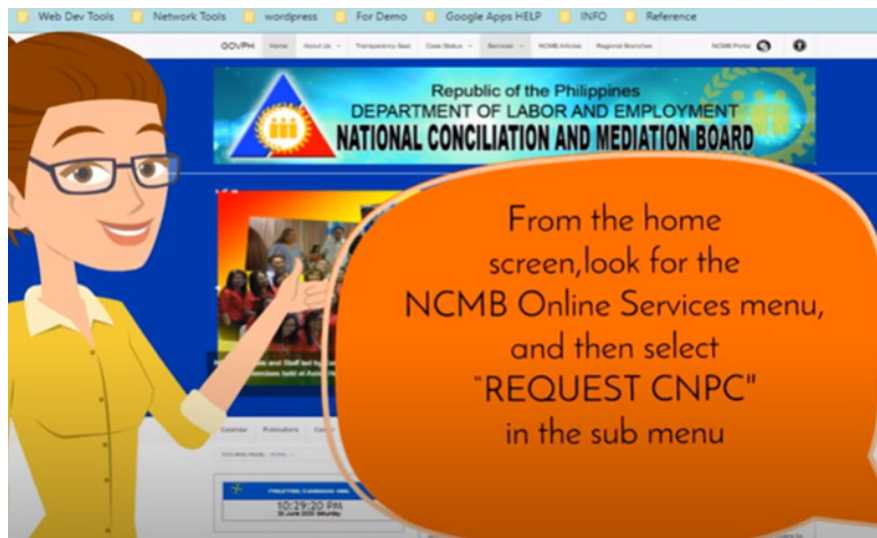


## NCMB MIGRATES SERVICES ONLINE



Services of the National Conciliation and Mediation Board are now available online through its official website [ncmb.gov.ph](http://ncmb.gov.ph).

The Regional Branches of the Board migrated its advocacy and promotional

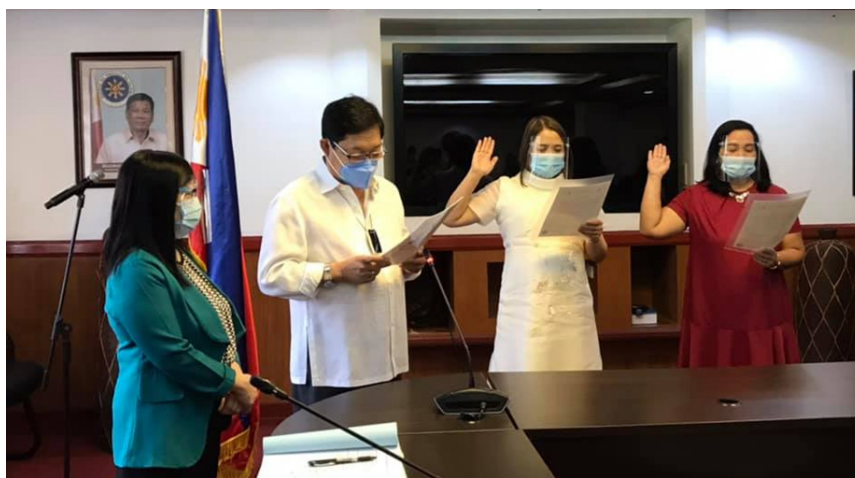
activities online to comply with operational restrictions imposed by the National Government to mitigate the spread of coronavirus in public spaces by reducing physical contact.

"The results of promotional and promotional turn to page 8

### SECRETARY BELLO CONFIRMS

## DEPUTY EXECUTIVE DIRECTORS' APPOINTMENT

NCMB October 8, 2020. Executive Director Audea has been the Officer-In-Charge of the Office of Deputy Executive Director of the Technical Services, a post vacated by former Deputy Executive Director Edmundo T. Mirasol, since January 3, 2018 while Mangaliman was designated as OIC Deputy Executive Director of the National Conciliation and Mediation Board on



(Left to Right) NCMB Executive Director Teresita D. Lacsamana-Cancio, DOLE Secretary Silvestre H. Bello, III, Deputy Executive Director Teresita E. Audea, and Deputy Executive Director Maria Cristina O. Mangaliman

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NCMB CHRONICLE enjoins NCMB officials and staff to send in their contributions, suggestions and/or comments to the Research and Information Division, NCMB, 6<sup>th</sup> Flr., Arcadia Bldg., 860 Quezon Ave., Quezon City, Philippines or through email at [ncmbchronicle@gmail.com](mailto:ncmbchronicle@gmail.com). All contributions are subject to the editing policies of the Editorial Board.

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RCMB IVA SETTLES SAN MIGUEL YAMAMURA

## CBA NEGO THROUGH ONLINE CONCILIATION



RCMB IV - A announced that San Miguel Yamamura Packaging Corporation and its union, Samahan ng Malayang Manggagawang BPSI have agreed to a three-year Collective Bargaining Agreement after settling their labor dispute.

The settlement was made possible despite challenges in conducting conciliation conferences due to social distancing measures imposed to combat the COVID-19 pandemic.

"The successful

conclusion of CBA negotiations was facilitated through the efforts of Conciliator-Mediator Ma. Delia Yu," RCMB IV-A Director Jay Jasper B. Javines said.

The union filed a preventive mediation case with the Branch to encourage management to negotiate.

The conference was scheduled through video conferencing Zoom app as a counter measure against the spread of corona virus.

On 29 July 2020, the parties reiterated their last

offers before they sought intervention with the Branch.

"Parties reached a deadlock on the provisions of their CBA particularly wage increase, union bonus, and effectivity date of the agreement," Javines said.

"We saw a ray of hope when union and management expressed their willingness to conclude negotiations amicably at the start of the negotiations," Javines added.

After four separate conferences held within the same day, parties agreed to

settle the preventive mediation case and sign the CBA.

Parties agreed to a wage increase of P1,100 per month per person on the first year, P1,000 per month per person on the second year, and P1,050 per month per person on the third year.

They also agreed to a cash bonus of P40,000 per union member to be paid in three installments; P20,000 per person in the first year, P10,000 per person in the second year and P10,000 per person in the third year.

The CBA shall

be effected retroactively on 01 January 2020 until December 31, 2022.

The total economic package of the CBA is estimated at P3,063,750.00 benefitting 25 employees.

San Miguel Yamamura Packaging Corp. (SMYPC) - Canlubang PET & CAPS Plant is located in Canlubang Industrial Estate, Brgy. Canlubang, Calamba City, Laguna. The plant has a total of 108 employees.

Samahan ng Malayang Manggagawang BPSI (Beverages Packaging Specialist, Inc.) is affiliated with the Federation of Philippine Transport and General Workers Organization (PTGWO). It has 25 union members.





## RCMB-I HOLDS GRIEVANCE HANDLING SKILLS TRAINING FOR UNIVERSAL LEAF PHILIPPINES INC.

The willingness to embrace the ideals of harmonious labor relations is self-evident in the efforts put into by Universal Leaf Philippines, Inc. in the LMC and GM enhancement seminar conducted by the Regional Conciliation and Mediation Branch-I. The seminar is the third in a series of four enrichment activities.

Universal Leaf Philippines, Inc. Timpuyog leaders underwent skills training in grievance handling on 11 September 2020 through the online Zoom platform.

Key points discussed include the acknowledgement of the fact that conflicts are but natural occurrences in the workplace, even as differences in perspective that cause the same are also inherent in an organization. Validation of complaints as being grievance or not is key in the



procedures, was another learning emphasized to the participants.

Participants were presented with The steps in managing grievances which include interview, investigation, and research and documentation, were presented and discussed extensively as these are all crucial in handling grievances in the most objective and factual way.

Additionally, grievance handlers were highly encouraged to be well-versed in their

own personnel policies and rules and regulations, as well as to be knowledgeable with the minimum terms and conditions of employment embodied in the Labor Code.

Also discussed with equal importance are the personal qualities of grievance officers like good interpersonal skills, good communication skills, including being a good listener, temper and anger management, perceptiveness,

sincerity, objectivity, and generosity.

“We thank RCMB-I for having given us a meaningful learning opportunity that will surely help us in building harmonious labor relations,” Juan Paolo Espiritu, HR Staff said.

“The Branch is more than willing to provide assistance to companies that are also willing to lay the foundation of a harmonious working environment through mechanisms such as the LMC and

the Grievance Machinery,” RCMB Director Brenda Rose C. Odsey replied.

“The technical staff of the Branch is highly commended for continually giving the service and support to ULPI as necessary,” Director Odsey added.

Previous learning sessions with the company include basic leadership, workplace communication, and management prerogatives and workers’ rights.



# A Virtual Send-off to a Retiring Boss

National Conciliation and Mediation Board gathered together virtually on 30 October 2020 to witness the send-off ceremony to Director Edmundo T. Mirasol, Branch Head of Regional Conciliation Mediation Branch-VII. The RCMB-VII staff organized the tribute for Director Mirasol in Cebu in coordination with the Central Office and RCMBs officials and employees. It was the first time that the Board sent off an official virtually via zoom application.

The tribute started with a mass officiated by RCMB-VII spiritual adviser Father Vic Donceras.

During the momentous event, the RCMB VII staff shared their thoughts and experiences while working with Director Edmund. Each Branch also conveyed their wishes and messages to Director Edmund.

The Central



*(Above) RCMB VII Director Edmund T. Mirasol waving at the virtual participants of the send off ceremony.*

Office personnel, whom Sir Ed got a chance to work with for almost two years as Deputy Executive Director, also shared some unforgettable experiences and memories during his stay in the Central Office. Everyone is in unison in expressing their love and admiration for Boss Ed. They are likewise reluctant to see him go and bid him goodbye.

Director Mirasol is one of the pioneer employees of NCMB. He started his stint with

NCMB as Senior Labor Employment Officer in 1987 at RCMB-VII. He was promoted as Supervising LEO in 1992 and later as Conciliator-Mediator in 2002. He became the Officer-in-Charge of RCMB VII in 2006 and eventually the Branch Director in 2007. In August 2016 former Executive Director Shirley M. Pascual requested Director Edmund to join her in the central office and support her endeavors. He

became the Deputy Executive Director in 2016 to 2017.

Due to health reasons and physical distance from his family, Director Ed signified his intention to retire early. However, upon the request of then Executive Director Shirley M. Pascual to put on hold his retirement, his commitment to public service and love for NCMB once again prevailed on the condition that he be demoted and allowed to return to his original branch.

Director Edmund is such a good fellow to work with, a good mentor. He is one of the coolest officials of the Board but stands for what he believes in. He is tough on his decisions but soft in his heart to whoever needs his advice. He is a gentleman and a decent man. He is very open to share his thoughts with everyone but can be relied on for every secret you can share.

His retirement from the Board is a loss

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# RCMB VIII Aids in Voluntary Arbitration Proceeding

*Staying connected amid pandemic*



(Above) AVA Atty. Enerio Sabulao conducting a Voluntary Arbitration hearing at the RCMB VIII office.

In light of the COVID-19 pandemic and precautionary measures being implemented throughout the country, it should come as no surprise that judicial and quasi-judicial bodies have begun to explore and use video and teleconferencing as a way to keep pending cases moving during the COVID-19 pandemic.

This is particularly true for Atty. Enerio Sabulao, an Accredited Voluntary Arbitrator (AVA) in Regional Conciliation and

Mediation Branch-VIII, as he conducted his first voluntary arbitration (VA) video conference via Zoom on 23 June 2020 with the assistance of RCMB-VIII.

"We have no choice but to catch up with technology and the new normal," Atty. Sabulao said.

He explained that the pandemic has suspended conference hearings long enough and with the easing of the quarantine measures, he hopes to resolve the arbitration cases pending before him.

"We must not delay the resolution of the cases any further because it is a burden to the injured party," he added.

Earlier, Department of Labor and Employment Secretary Silvestre H. Bello III ordered the suspension of cases pending before the department, including cases handled by AVAs in line with the declaration of the state of emergency due to the COVID-19 pandemic.

While Atty. Sabulao is aware of the order, it did

not prevent him from exploring other means in contacting the parties.

"I contacted the opposing counsels to suggest conducting a clarificatory conference online, and both agreed to it," Atty. Sabulao said.

Regional Vice-President for ALU-CVR Atty. Nora Analyn Diego commended the Branch for its innovations in adapting to the challenges of the new normal.

"We commend the initiative of RCMB-VIII and Atty.

Sabulao's openness to facilitate the virtual hearing," she said.

"Kudos to all of you," she added.

RCMB - VIII Director Rogen S. Cumba, for his part, agrees that this is a welcome development for all parties.

"Because we cannot conduct conferences in a physical office environment, we can now take matters remotely and virtually in order to ensure access to our services," he said.

"We should remain available to our clients, despite the ongoing pandemic," he added.

Voluntary arbitration is a procedure whereby parties involved in a labor dispute mutually agree to submit their differences to a third party, the accredited voluntary arbitrator, for a final and binding decision.





# JOINT LMC FACILITATION FOR SECURITY, MANPOWER AGENCY



*(Above) Participants from the Security and Manpower agencies with RCMB X.*

## CAGAYAN DE ORO CITY –

There is no letup in the implementation of the Labor-Management Cooperation (LMC) and Grievance Machinery (GM) Programs for the technical staff of the Regional Conciliation and Mediation Branch-X. Even during these trying times of the pandemic, the Branch continues to engage with its clients and share the good news of cooperation and partnership and immediate attention to irritants to bring about harmonious relations in the workplace.

Just recently, the Branch conducted a webinar on the two

programs to workers and management representatives of Empre Security Investigation Agency, Inc. (EMPREG) and the Northpoint Manpower Services, Inc. (NORTHPOINT). During the one-day webinar conducted on September 4, 2020, the Branch emphasized that workers and management should come together to support each other not only for the workers' well being but of the company as well.

In what seems to be a sales pitch for the LMC and the GM, the Branch highlighted the programs' benefits and

importance, stating that concerns and complaints are aired and immediately addressed through the two programs in a friendly atmosphere without fear of retribution. Aside from being avenues to clear the air of misunderstanding, LMC and GM also serve as tools to motivate and enhance the skills of the workers through different activities tailored fit for the organization.

The Branch's technical staff took turns discussing the topics to the participants through engaging presentations.

Senior Labor Employment Officer Junaliza Aragon,

discussed the general concept and principles of LMC while LEO III Gwyneth T. Abella presented the functions and responsibilities of the subcommittees.

Supervising LEO, Jocelyn L. Saa, on the other hand, discussed grievance handling where participants took the chance of clarifying workplace issues.

Mr. Aldie N. Nieva, Labor Relations Officer of EMPREG, shared his painful experience as a responding party on the Request for Assistance filed thru the Single Entry Approach Program. "We manage to process our issues on

personnel policies and other labor standards well but we never expected our workers to look for third party assistance. Now with this awareness, I am optimistic that through our LMC Committee and Grievance Procedure, our relationship will be transformed from traditional to an open and improved one".

The webinar turned out to be a successful one, finishing off with the establishment of the LMC Committees of both Empre, and its subsidiary, the NORTHPOINT.



# NCMB Migrates Services Online

Continuation from page 1



*(Above) Participants from the Central Office and Regional Branches attended the seminar on GSuite and GOVMAIL with speakers from the DICT.*

advocacy works conducted online have been encouraging to the Board,” NCMB Executive Director Maria Teresita D. Lacsamana-Cancio said during the Board’s Mid-Year Performance Assessment.

As of June 2020, the Board has facilitated 100 Labor and Management Committees (LMCs) with seven (7) LMCs facilitated through webinar, while 562 were enhanced with 209 enhanced online.

“In the same period, the Regional Branches were able to operationalized 99 Grievance Machineries (GMs) and enhanced a total of 562 GMs. Out of the operationalized and enhanced GMs, seven (7) were operationalized and 209 GMs were enhanced through the conduct of webinars,” Lacsamana-Cancio said.

Lacsamana-Cancio said that the Board is continuously improving its

materials to make it more suitable for online learning.

Since January of 2020, the NCMB has been improving its IT capabilities.

Migrating to DICT hosted GOVMAIL made transition to cloud-based office easier.

NCMB started migrating its official email address to DICT hosted GOVMAIL.

The move of the Board to GOVMAIL accounts proved to be helpful in setting up an online workspace for its personnel during

the community lockdown. The online workspace helped the Board’s personnel to stay connected with each other through cloud-based applications.

In May 2020, the Board started looking at video communications platform Google Meet and Zoom to stay in touch with its clients while under community quarantine.

The Board, through the Research and Information Division, held a series of webinars

with the Regional Branches to train the personnel of the branches with the tools and usage of the online platforms.

“The Regional Branches have risen up to the challenge and on their own, enhanced and enriched their knowledge and skills using the online platforms,” Lacsamana-Cancio said.

Clients need not go to NCMB offices to request for Certificate of No Pending Case.

Clients may





now request for a Certificate of No Pending Case (CNPC) through the websites of the National Conciliation and Mediation Board (NCMB) or Regional Conciliation and Mediation Branches (RCMBs).

NCMB, through the Research and Information Division, held a two-day orientation seminar on 11-12 August 2020 to brief the Regional

Branches on the Certificate of No Pending Case (CNPC) System.

The CNPC system allows clients to submit their requests for CNPC online through [ncmb.gov.ph](http://ncmb.gov.ph) or through the websites of the RCMBs.

The system notifies the client of the Board's receipt of their request for certification. It also automatically prompts all the

personnel involved in the validation and approval process.

If the request has been granted, the system shall send an electronic copy of the CNPC through the e-mail of the requesting client. If there is a pending case, it will generate a letter reply informing the requester of the case pending before the Board.

The briefing introduced the interface of the

system to the participants and the processes assigned to all the personnel involved.

It was held through video conferencing application Zoom and was attended by the IT focal persons and Technical personnel in charge of case validation in their respective branches.

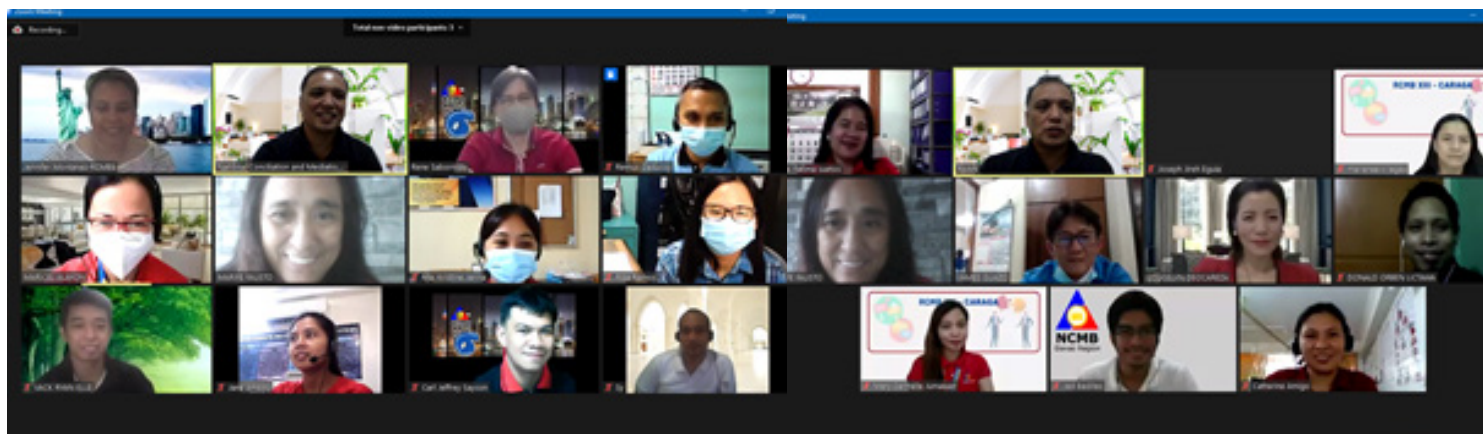
It was conducted in four batches to allow participants to have a full grasp of

the system.

The CNPC Users' Training was facilitated by RID Chief Marife E. Fausto and Information Systems Analyst II Ramir D. Peleo.

The CNPC system is now deployed nationwide on the Board's websites.

The CNPC system is one of the initiatives of the Board to improve its operations and delivery of services to its clients in adapting to the new normal.



(Above) Zoom Orientation seminar on CNPC system with the RID staff as facilitator together with the participants from the Regional Branches.



## A Virtual Send-Off

Continuation from page 5



*Dir. Mirasol with the RCMB VII during his send-off mass.*

for NCMB, but as Director Edmund always says, “Nothing is permanent in this world”. Since it has been a while that Director Mirasol served the Board with utmost commitment and sincerity, the time has come for him to once again consider retiring while still at the peak of his health to spend more time with his family and loved ones.

Hence, in the message delivered

by Director Edmund during the occasion of his send-off, he said, “Parting at the end of a journey is not the most important part. It is the journey itself that fills the hearts. It is now time to part, but not goodbye, for you will always be in my heart, FOREVER. Good night instead, and see you tomorrow. Good night because it is not the end, it simply means I’ll miss The NCMB family... until we meet again”.

## FPF Corporation, Union Opted for Peaceful Negotiations

The notice of strike filed by the union of FPF Corporation which was subsequently downgraded to a Request for Technical Assistance was amicably settled on 7 August 2020.

Regional Conciliation and Mediation Branch-III OIC Director Cynthia C. Foncardas said the move to downgrade the case into a technical assistance encouraged peaceful negotiations between the parties.

Union requested RCMB-III for technical assistance on the economic provisions, specifically salary increase, rice subsidy, and leave benefits of the Collective Bargaining Agreement.

“Parties were open in weighing the options in resolving

differences to their proposals and counter-proposals,” OIC Director Foncardas added.

Due to the COVID-19 pandemic, the union decided to revise its proposals on economic deadlocked issues, specifically wage increase, rice subsidy and leave benefits.

The parties signed a Memorandum of Agreement (MOA) as proof that their Collective Bargaining Agreement (CBA) covering the period July 1, 2020 to June 30, 2023 was concluded.

“Union agreed to push back the implementation of the wage increase next year rather than immediately to aid the company’s continuous operation and recovery in this time of pandemic,” Foncardas said.

The three-year

CBA between management and union has an estimated economic package of P30 million benefitting 2,787 union members of the rank-and-file employees of FPF Corporation.

The Request for Technical Assistance by FPF Corporation and Union was facilitated by Conciliator-Mediator Onofre H. Bautista.

FPF Corporation Employees Union is the certified sole and exclusive bargaining agent of the rank-and-file employees in the company with 2,787 members. The union is affiliated with the Philippine Trade and General Workers Organization (PTGWO).

FPF Corporation is a manufacturer of leather bags for export. It employs more or less 3,000 employees.



# RCMB9 Attends Online OSHC Seminar for the Public Sector

In line with the 117th Civil Service Commission Celebration, Regional Conciliation Mediation Branch IX staff participated in the Occupational Safety and Health Center (OSHC) online seminar for the public sector on September 30, 2020. The activity was initiated by DOLE Regional Director Roy Buenafe.

The e-seminar focused on the Civil Service Commission (CSC)-Department of Health (DOH)-Department of Labor and Employment (DOLE) Joint Memorandum Circular (JMC) No. 1, s. 2020, or the Guidelines on Occupational Safety and Health (OSH) Standards for the Public Sector which aims to promote the safety and health of workers in the government service.

“Government workers can be assured of their health and safety in their workplace with the issuance of the

joint memorandum circular,” said OSCH Executive Director Noel Binag, as he welcomed participants with a recap of the OSHC programs and services.

The substance of the joint memorandum was explained by OSHC Regional Epidemiology and Surveillance Unit head Dr. Dennis Antonio A. Dacayanan.

According to Dr. Dacayanan, it is important to institutionalize occupational safety and health (OSH) in government workplaces to protect government workers from injury, sickness, or death and to prevent loss or damage of properties through the adoption of safe and healthy working conditions.

“The guidelines provide a long list of workplace standards that agencies should comply with”, Dr. Dacayanan stressed.

Engr. Lawrence

C. Blas, OSHC Safety Control Division delivered a talk on Workplace Good Housekeeping in Response to Covid-19. “We should know how COVID-19 is being transmitted and its mode of transmission,” he shared. “We should practice good housekeeping that could help in preventing the transmission of the virus,” he added.

He stressed that good housekeeping must be maintained at all times through the observance of cleanliness of buildings, yards, machines and equipment, regular waste disposal and orderly processes, operation, filing, and storage materials.

Engr. Raymark Fernandez of OSHC also talked on the Guidelines on OSH Standards which requires government agencies to establish their own OSH Program, create a Safety and Health Committee and/or a Special



Investigation Committee, and appoint or designate a Safety Health Officer, to ensure their compliance with OSH Standards and the promotion and effective implementation of OSH in their workplaces.

The role of the CSC in the Public Sector under CSC-DOLE Memo Circular No. 1, s. 2020 dated 04 March 2020 was discussed by the Regional Director Mario Jose T. Cunting, Director III of Civil Service Commission 9.

“These interim guidelines would ensure that government agencies continue to fulfill their mandate amid the

pandemic, while protecting the health and safety of their workers,” Dir. Cunting said.

The guidelines suggested work-from-home arrangements, such as skeleton workforce, four-day or compressed workweek, and staggered working hours that agencies could adopt during the pandemic.

“An Alternative Work Arrangement may be adopted by agencies until the public health emergency is lifted,” the CSC said, adding that offices could use a combination of two or more of the listed alternative working arrangements to suit their respective needs.





# RCMB V Holds Labor Jurisprudence Webinar



Labor Education Seminars in Region V was made more accessible to social partners and interested individuals for those who would like to know the latest updates on labor law jurisprudence, through a webinar conducted by the Regional Conciliation and Mediation Branch V.

RCMB V held its first ever webinar on labor law jurisprudence on 22 July 2020.

RCMB V Director Reynaldo S. Foncardas said 68 participants from private establishments, government agencies in the

region and even students attended the webinar.

“We are hoping that through this webinar, companies with existing Labor Management Committees will strengthen their partnership with their workers and make better decisions during this global pandemic,” he added.

The webinar aims to help participants make better decisions that are mutually beneficial for labor and management during the pandemic.

“Our advocacy programs are also open to all individuals who are interested,” Foncardas said.

The Branch invited University of Santo Tomas – Legazpi College of Law Assistant Dean Atty. May Dan S. Jalgalado to discuss the latest issuances of the Department of Labor and Employment as regards work during COVID-19, specifically the Interim Guidelines on Workplace Prevention and Control of COVID-19.

The discussion included guidelines on safe working conditions under the Occupational Safety and Health Standards and the Department of Trade and Industry.

Atty. Jalgalado also discussed Employees

Compensation Benefits for Work-Related Contingencies, wage and wage-related benefits and laws against workplace discrimination and harassment.

Basic principles in labor law such as the four-fold test to determine employer-employee relationship and security of tenure was also presented to lay down foundation in understanding labor law.

Other related issues such as minimum public health standards and mental health awareness were also discussed by Atty. Jalgalado.

Dir. Foncardas discussed Labor Management Cooperation (LMC), a program of the National Conciliation and Mediation Board, as an avenue for management and labor to discuss issues within the workplace and come up with equitable solutions.

The NCMB advocates LMC as

a building block in establishing harmonious relationships in the workplace and in fostering productivity and compliance to safety, health and labor standards.

With the conduct of the webinar, the participants are relieved that they could still attend free labor education seminars conducted by the branch while observing physical distancing.

Foncardas also thanked the staff of the RCMB V for their preparations in the conduct of their very first webinar.

“It took the whole efforts of the Branch to run the webinar smoothly,” he added.

The Branch held a dry run of the registration of the participants, logging in at the video conference application, webinar rules, activity proper, and conduct of open forum in the webinar in preparation for the activity.



SECRETARY BELLO CONFIRMS

# DEPUTY EXECUTIVE DIRECTORS APPOINTMENT

Continuation from front page



Internal Services on September 16, 2019.

Mangaliman replaced ED Cancio when the latter was appointed Executive Director IV of NCMB.

Audea held the position of Director II of RCMB NCR from April 2016 to January 2, 2018 prior to being

the OIC Deputy Executive Director in the Technical Services. She joined the NCMB as Senior Clerk in June 1989.

Audea is a Career Service Professional, and holds the degree Master of Business in Employment Relations from the University

of Technology in Sydney and Master of Arts in Public Administration from the Polytechnic University of the Philippines.

She finished her elementary schooling at Balingasa Elementary School in 1981 as First Honorable Mention

and attended her high school years at Our Lady of Grace Academy from 1981 to 1985.

She pursued a Bachelor of Science in Mathematics at the Philippine Normal University where she graduated Cum Laude in 1989.

Mangaliman on the other hand, joined the Board as Planning Officer III in December 1987, and was promoted as Division Chief of the Research and Information Division in 1994.

Prior to her appointment as Deputy Executive Director IV, Mangaliman was appointed Conciliator-Mediator from August 2005 to September 2013. She was also designated as OIC Director II of the Internal Services from February 2012 to September 5, 2013 and was promoted as full-fledged Director II

on September 6, 2013.

Mangaliman finished AB Economics from the University of the Philippines in 1984. She is also a Career Service Professional and holds a Masteral degree in Public Administration from Bulacan State University.

Mangaliman is one of the pioneer employees of the Board serving for more than 31 years while Audea joined the NCMB a year later. The two ladies are both dedicated and committed in their work. Their passion and enthusiasm in the promotion of industrial peace has greatly contributed to the achievement of the Board's goals and objectives. Their untiring efforts have exceeded the expectations of the Board's clientele in their respective services.





## Service Provider Cooperative Attends NCMB Programs Seminar



RCMB-XII held a plant level orientation seminar on the programs and services of the National Conciliation and Mediation Board on 13 March 2019 at the Unified Engineering Workers Multi-Purpose Cooperative (UEWMPC) at Polomolok, South Cotabato.

RCMB XII Director Gerie D. Lampitco emphasized the function of Labor and Management Cooperation in maintaining harmonious relationship in the workplace.

"We ingrain mutual respect and trust between management and workers," he said.

Lampitco also discussed the fundamental rights and obligation of

both workers and management.

Senior LEO James D. Guazo discussed Republic Act No. 7877 or the Anti-Sexual Harassment Law.

Aside from the topics discussed, all queries on labor concerns were clarified and thoroughly addressed.

"Through this seminar, we aim to improve our dialogue between management and workers," UEWMPC Human Resource Representative Seran said.

"Management would like to use this opportunity to seek what benefits and conditions that needs to be improved," he added. "At the same time, through this seminar our workers can have a deeper

understanding of their responsibilities towards our clients," he said further.

A total of twenty-three (23) participants, composed of management and workers representatives attended the orientation.

Unified Engineering Workers Multi-Purpose Cooperative is a service provider known for its technical services such as engineering, architectural, clerical, skilled and unskilled works.

## Productivity Enhanced Companies goes to LMC, GM Seminar

RCMB-XI, working in partnership relationship with RTWPB-XI, conducted an orientation seminar on a common goal resulting in increased productivity," she added.

"We encourage establishments to avail of our free labor education seminars and we hope to conduct the same at your workplace soon" she said further.

"We collaborated with RTWPB-XI to convene our social partners in the hospitality and food service, retail, and wholesale industries," Dir. Aerrine Marie R. Reyes said.

"With a harmonized

Seven companies who participated in the activity are El Bajada Hotel, Homitori, Orange Grove Hotel, The Madeline Boutique Hotel and Suites, The Pinnacle Hotel and SAGREX Corp.







# NCMB Receives Highest Audit Rating for 2019



administrative and financial teams from the Board's Central Office and its Regional Branches.

"The Board's unqualified rating would never be attained without the commitment and dedication of our staff in the Internal Services Department specifically those in the Financial and Management Division of the Central Office and in the Administrative and Financial Units of the Regional Branches," NCMB Executive Director Teresita L. Cancio said.

The National Conciliation and Mediation Board (NCMB) received an unqualified audit opinion from the Commission on Audit based on the fairness of the presentation of the Board's financial statements for fiscal year 2019, a first in 31 years.

COA's unqualified opinion is the highest commendation that

the Commission may give to a government agency. The audit was conducted in accordance with the International Standards of Supreme Audit Institutions (ISSAIs) to ascertain the level of assurance that may be placed on management's assertions on the financial statements.

The Board

was audited by the Commission to determine the propriety of transactions as well as the extent of compliance with applicable laws, rules, and regulations and to determine the extent of the implementation of prior years' audit recommendation.

In its letter to NCMB, the COA auditors believe that

the audit provided a reasonable basis for rendering an unqualified opinion after the Board has fairly and appropriately presented all pertinent documents, without any identified exceptions.

For her part, the leadership of NCMB lauded all its officials and staff particularly the hardworking

Executive Director Cancio commits to continuously improve its processes to ensure transparency in its financial statements and compliant with generally existing accounting rules and principles.



# NCMB Visayas Cluster Conducts Online Enhancement Activity



The online learning activities among the Regional Branches in the Visayas Cluster were held in lieu of the Team Enhancement Seminar

Cebu City—National Conciliation and Mediation Board Visayas Cluster conducted a series of online workshops to enhance the capabilities of the cluster personnel in various online platforms for virtual meetings and conferences.

The first online conference was held on 19 June 2020. Regional Conciliation and Mediation Branch -VII Director

Edmundo T. Mirasol discussed the conduct of the video conference through the Zoom application.

On 22 June 2020, the discussion centers on the application within the Google Suite. The conference was facilitated by Mr. Papinian Macayan.

The last cluster video conference activity was held on 25 June 2020 wherein different messaging applications such

as Facebook Messenger, Skype, and Lark were discussed. Mr. Carl Jeffrey Sayson facilitated the discussions.

“The online learning activities among the Regional Branches in the Visayas Cluster were held in lieu of the Team Enhancement Seminar that was set aside due to the pandemic,” RCMB-VI Director Gemma R. Poloyapoy said.

“We hope that through the online

activities that we acclimatize the held, we would be able to respond efficiently and adequately to the new normal,” she added.

RCMB-VIII Director Rogen S. Cumba reminded the personnel of the Regional Branches to learn more than just the basics of the online platforms.

NCMB Executive Director Maria Teresita D. Lacsamana-Cancio also attended all three Visayas Cluster online enhancement activities to show her support to the personnel.

“We cannot give to our clients what we do not have. To be more effective, we have to master the applications,” Executive Director Maria Teresita Lacsamana-Cancio said.

“In everything that we do, we have our clients’ needs in mind,” she added.

Exec. Dir. Cancio emphasized the importance of the activities to

personnel of the Regional Branches of the changes and challenges that the branches will be facing in providing services to our clients.

She also shared several lessons from the pandemic particularly on going back to the basics with the family, learning to share and reach out to fellowmen, clinging to faith, hope and love, strengthening faith as well and not to dwell on the negative.

“In every difficulty that we encounter and experience, lumalabas yung galing, lumalabas yung talino, lumalabas yung kakayahan ng mga Pilipino,” she said.

She encouraged everyone not to be daunted with the difficulties but to learn and grow from them because that is what it means to be in NCMB.