

NATIONAL CONCILIATION AND MEDIATION BOARD

**Department of Labor and Employment
2005 ANNUAL REPORT**

The National Conciliation and Mediation Board have continually sustained the efforts toward maintaining a stable and peaceful industrial relations climate in the country. It has managed to maintain the number of work stoppages within manageable level through the provision of timely, efficient and effective conciliation and mediation services. This year, the Board has attended to twenty-seven work stoppages during the year, of which 26 are newly declared. The new strike cases comprise 4.8% of the 538 total notices of strike/lockouts handled during the period.

In terms of disposition, this year's rate is registered at 96% the same as last year's rate. A higher settlement rate, however is recorded this year at 70% compared to 44% a year ago.

Monetary benefits and CBA economic packages facilitated for workers in settled strike cases amounted to P4.4 million benefiting 239 workers.

The NCMB handled a total of 465 new notices of strike/lockout from January to December 2005. The new cases are 17% fewer than the 558 cases filed during the same period in 2004. The new cases involved 109,724 workers, fewer than the 124,605 workers covered by strike notices the year before.

Strike prevention rate is registered at 96% for both 2005 and 2004. Settlement rate on the other hand, is 75% this year benefiting 76,553 workers compared to 70% last year with 80,883 workers beneficiaries.

The settlement of 406 notices of strike/lockout cases in 2005 resulted in the facilitation of P1.5 billion in CBA economic packages benefiting 14,649 worker while P128 million were restituted to 6,778 workers.

The Board also handled some 699 new preventive mediation cases docketed in 2005. This is 28 cases higher than the 671 cases received during the same period in 2004.

The new preventive mediation cases covered 141,669 workers compared to 137,036 workers during the same period in 2004.

The NCMB's corps of conciliator-mediators disposed 699 of the 751 preventive mediation cases handled, in 2005. This translates to a 93% disposition rate. The Board settled a total of 652 preventive mediation cases for a settlement rate of 87%.

As a result of the settlement of the 652 preventive mediation cases, some 7,646 workers benefited from the P131 million CBA economic packages while P43 million were granted to 11,857 in the form of separation compensation package.

In relation to the implementation of the conciliation-mediation program, various seminars were conducted by the Board. These include the labor seminar and dialogue facilitated by the Board on March 10, 2005 in coordination with the Japanese Chamber of Commerce and Industry of the Philippines, Inc. (JCCIFI) and the labor education seminar conducted for GMA-7 employees, among others.

VOLUNTARY ARBITRATION

The Board has likewise facilitated the submission of voluntary arbitration cases. From January to December of this year, the Board have facilitated and monitored 149 voluntary arbitration cases. Including carry-over cases, a total of 242 cases have been handled by the Board this year.

Case disposition by the voluntary arbitrators resulted in the resolution of 134 cases this year representing a 55% disposition rate. This resulted in the award of P51 million in monetary benefits to 7,754 workers. In 2004, a total of P23 million were awarded to some 2,661 workers.

The Board also embarked on the utilization of grievance machinery as a voluntary mode of settling disputes. This year, 251 grievance machineries were operationalized while 410 were strengthened.

Under the Free Legal Aid and Voluntary Arbitration Services or FLAVAS program, the Board provided technical assistance in 518 cases involving unorganized and small and medium enterprises this year and 384 cases in 2004. This resulted in the facilitation of P8 million in monetary benefits to 614 workers in 269 settled FLAVAS cases this year. Some P3 million monetary benefits and restitution packages for 515 workers in 224 settled FLAVAS cases were facilitated last year.

During the year, the Board has facilitated the approval of the Revised Procedural Guidelines in the Conduct of VA Proceedings. It has also provided support to the National Association of Voluntary Arbitrators (NAVA) and Philippine Association of Voluntary Arbitration (PAVA) in the various seminars conducted on issues relating to voluntary arbitration.

The Board, in coordination with PAVA, has also conducted the First General Retooling Seminar for Voluntary Arbitrators in December 2005. This seminar was the first of its kind conceived through TVAAC Resolution No. 1 series of 2005, amending the 1999 Revised Guidelines in the Accreditation and Delisting of Voluntary Arbitrators to address the need on the availability of a committed, professional and competent voluntary arbitrator crucial to the

success of the voluntary arbitration program. This is also the first activity of NCMB after having been accredited by the Supreme Court as Mandatory Continuing Legal Education (MCLE) provider.

LABOR-MANAGEMENT COOPERATION

Promotional activities on cooperative and non-adversarial programs were also strengthened through the promotion of Labor Management Cooperation Program. In 2005, 99 LMCs covering an estimated number of 5,626 employees were either reactivated or facilitated, bringing the total number of LMCs to 944. Last year, the Board facilitated the setting up of 152 LMCs.

About 41 new LMCs covering some 672 employees were facilitated in the unorganized establishments, bringing the total number of LMCs in the unorganized establishments to 110.

The Board also assisted in strengthening and enhancement of 404 LMCs through skills training this year as against 397 LMCs in 2004.

In line with the strengthening of the LMC Network, the Board coordinated with the Philippine League of Labor Management Cooperation Practitioners, Inc. (PHILAMCOP) and its associations in its various activities. Early this year, it has launched the Search for Outstanding LMC Awards for Industrial Peace that culminated in the LMC National Convention held on November 16, 2005. From among the 13 nominees, the 3 Outstanding LMCs which were awarded are Central Azucarera Don Pedro, Inc., Energizer Phils., Inc., and Del Monte Phils. Inc. (Cannery Div.)

Aside from these Outstanding LMCs, the Board in coordination with the DOLE gave the first ever Outstanding LMC Hall of Fame Award to "Tapatan II" LMC of Asian Transmission Corp. (ATC) in Laguna for having won 3 times in the Search.

The Board also conducted the oath-taking of the first batch of Accredited LMC Trainers.

The Board and the PHILAMCOP jointly held the 5th National Convention on LMC on November 15-16, 2005 at the Manila Hotel which drew about 500 LMC advocates and practitioners nationwide from the PHILAMCOP's regional LMC associations. During the occasion, the vision-mission of PHILAMCOP was formally presented. A new set of officers was likewise elected while a renewal of commitment to the LMC advocacy was manifested by the members/participants, as a result of the learning sessions in the convention. Resource persons invited discussed on the best practices in their respective fields, while finalist LMCs shared success stories on LMCs.

The regional branches likewise conducted regional LMC conventions in joint undertakings with the regional LMC practitioners associations.

The Board participated in the regular board meetings and technical working group meetings of the three industrial tripartite councils - the Banking Industry Tripartite Council (BITC), the newly revived Clothing and Textile Industry Tripartite Council (CTITC) and the Hotel Restaurant Tripartite Consultative Body, Inc. (HRTCB), along with the Dept. of Tourism.

The Board also strengthened its linkages and networking with other agencies including the forging of agreements with the local government units and ecozones.

Personnel Administration Administrative Division

- As of 31 December 2005, 212 plantilla positions remained filled up out of a total of 248 plantilla positions.
- The appointment of one (1) casual employee assigned at the Financial and Management Division was renewed for the whole year.
- A total of 54 appointments were issued for the period January to December 2005, broken down as follows:

New Appointment/s	-	17
Promotion	-	35
Renewal	-	1
Casual	-	1

- Four (4) employees were separated from the service, as follows:

Retirement (Compulsory & Voluntary)	-	3
Transfer	-	1
Resignation	-	0
Dropped from the rolls	-	0

STAFF DEVELOPMENT

1. Local Scholarship seminars/training

The Board also made possible the realization of 30 training programs for its personnel which benefited a total of 205 employees, as follows:

a) In-house Training

TITLE/DURATION/ VENUE	DATE/VENUE	CONDUCTING AGENCY	NO. OF PARTICIPANTS BENEFITED
Seminar Workshop on Gender Mainstreaming and Institutionalization in the Budgeting Process	December 1-2, 2005 Monte Del Rosario Resort, Rosario, La Union	ROGFP-CAR	1
5th DOLE Research Conference	December 13-14, 2005	DOLE	3
Attendance Training on Strengthening the Capabilities of GAD and TWG Towards Enhancing Gender Mainstreaming in DOLE	November 28-29, 2005	DOLE-GAD & TWG	2
Training on Appointments and Other Personnel Actions	November 22, 2005 Kimberly Hotel, Pedro Gil, Manila	CSC-NCR	1
Seminar on Expanded Value Added Tax Law	November 16, 2005 11/F BIR Bldg., Manila	BIR	1
PHILHEALTH Orientation	November 21, 2005 CO Conference Room	PHILHEALTH & NCMB	45
Training on Total Customer Satisfaction for DOLE Officials and Employees	November 15-16, 2005 DOLE Multi Purpose Hall, DOLE Executive Building	DOLE-HRDS	2
TITLE/DURATION/ VENUE	DATE/VENUE	CONDUCTING AGENCY	NO. OF PARTICIPANTS BENEFITED
Training Internet Essentials and Basic Web Page Development	October 18, 2005 – November 29, 2005, Informatics Computer Institute, Manila	Informatics Computer Institute	1
Training on Total Customer Satisfaction for DOLE Officials and Employees	October 4-5, 2005 DOLE Multi Purpose Hall, DOLE Executive Building	DOLE-HRDS	2
2005 National Public Sector Labor Management Congress	September 22, 2005 Ramon Magsaysay Hall, SSS, Quezon City	CSC-NCR	3

Revised Policies on Personnel Inspection and Audit (PIA) and CSC Agency Accreditation Program (CSCAAP)	August 30-31, 2005 CSC, Quezon City	CSC-NCR	1
2 nd Periodic Meeting with GSIS Liaison Officers and Links	August 23, 2005 GSIS Gymnasium, Pasay City	GSIS	5
Seminar on Alternative Approaches to Labor Dispute Settlement	August 3, 2005 Cebu City	Banking Industry Tripartite Council	1
Seminar on 2005 Wage Orders: Addressing Implementation, Exemption and Distortion Issues	July 29, 2005 San Fernando City	National Academy on Voluntary Arbitration	1
Seminar Workshop on Administrative Discipline	July 27-29, 2005 CSC National Museum	CSC-NCR	2
Seminar on Property and Supply Management System	July 26-29, 2005 COA Professional Development Center, Quezon City	COA	2
Seminar in Negotiating a Better Deal for Collective Negotiation in the Public Sector	June 27-28, 2005 Bonifacio Hall, UP Campus, Quezon City	Center for Labor Education Advocacy Research & Development	2
Network Infrastructure Defense Workshop	May 30-June 1, 2005 MISNet Education, 24/F Antel 2000 Corporate Tower Center	National Computer Center	1
HRTCB Cross Cultural Learning Experience Program	May 26, 2005 Shangri-La, Mactan Island Resort	Hotel and Restaurant Tripartite consultative Body	1
World Day for Safety and Health at Work	April 28, 2005 OSHC, Agham Road, Diliman, Quezon City	OSHC	1
ICT Forum sa CICT	April 28, 2005 Seminar Room of NCC Building, Quezon City	National Computer Center	2
Seminar on Securing and Assuring Your Network and	April 25, 2005 HJoliday Inn, Galleria Hotel	NERA Phils., Inc.	2

Applications			
Research conference on "The Philippine Labor Code" 30 years and Beyond	April 14-15, 2005 Ichikawa Hall, OSHC, Quezon City	ILS-DOLE	2
Seminar on the Philippine Labor Relations Law and Latest Jurisprudence	March 29, 2005 – April 2, 2005 Bulan, Sorsogon	LAMIPA, PMAP & BFFWCI	1
"He Says, she Says Forum: Year V, Bata, Bata... Meron Ka Bang Ginagawa	March 30, 2005 6/F DOLE-NCR Conference Hall	ILS-DOLE	2
Attendance in the Women's Day Program	March 8, 2005	CSC	3
TITLE/DURATION/ VENUE	DATE/VENUE	CONDUCTING AGENCY	NO. OF PARTICIPANTS BENEFITED
Seminar on "Cooperative and Other Forms of Labor Contracting, Outsourcing and Hiring: What is permissible and What is Not"	February 8, 2005 Bayview Park Hotel	NAVA and PALSCON	5
Orientation on NCMB Screening and Selection Process with Updates on Pertinent CSC Rules and Regulations	January 25, 2005 (Batch I) & February 3, 2005 (Batch II) NCMB CO Conference Room, Manila	NCMB-CO	11 (Batch I) 11 (Batch II)
Workshop on the Closing of Agency Books of Accounts and Preparation of year End Financial Reports	January 25, 2005 (Batch I) & February 3, 2005 (Batch II) NCMB CO Conference Room, Manila -	NCMB-CO	42 (Batch I) 43 (Batch II)
Pre-Accreditation Orientation Program for Liaison Offices	January 28, 2005 Grand Astoria Hotel Zamboanga City	CSC RO 9	2

WELFARE AND BENEFITS

PROGRAM	OFFICE	NO. OF EMPLOYEES BENEFITED
Provisions of Health Maintenance Services for NCMB officials and employees	Central Office and Regional Branches	212
Grant of Loyalty Cash Awards for qualified DOLE officials and employees (25 years of continuous and satisfactory service)	-do-	2
Grant of Loyalty Cash Awards (10 and 5 years in the service)	-do-	31
Grant of Retirement Awards	-do-	3
Grant of Step Increment	-do-	42
Certificate of Employment and Compensation issued	Central Office	50
Issuance of Service Records	Central Office and Regional Branches	80
Loans Facilitation (Policy, Salary and others)	Central Office	40

FINANCIAL AND MANAGEMENT DIVISION

Total appropriations for 2005 as provided for in the General Appropriations Act (GAA) amounted to P 86,404M, which includes the special Account in the General fund of P 500M. However, the total allotment released by the Department of Budget and management (DBM) amounted to P90.647M. The increase over the appropriations represents the supplemental releases to cover payment of terminal leave and additional benefits in the amount of P5M. likewise, in addition to the total budget released for this year is the 2004 unutilized allotment of P850M, giving a total budget of P91,497M.

A 99% utilization rate or a total of P90.443M utilization was recorded for the year. Of the total utilization, P57.212M was incurred for Personal Services (PS) while P32.534M and P697M was spent for Maintenance and other Operating Expenses (MOOE) and Capital Outlay, respectively.

This year's unexpended allotment of P1.054M will be treated as continuing appropriations for 2006. The said amount is available for obligation until December 31, 2006. The special account in the General Fund released amounting to P.500M was charged against the collection of CBA registration fees as mandated in R.A. 6715. Our income from CBA fees for 2005 amounted P.418M.