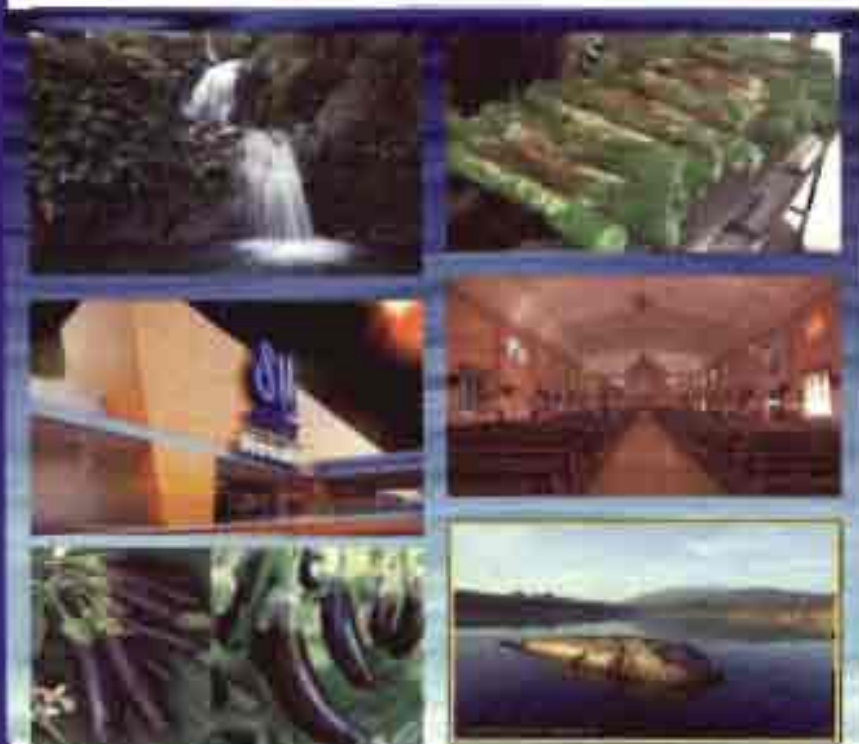




ITC HOTEL AND RESTAURANT INDUSTRY

EASTERN PANGASINAN

**VOLUNTARY
CODE
OF GOOD
PRACTICES**



INDUSTRY TRIPARTITE COUNCIL, HOTEL AND RESTAURANT INDUSTRY- EASTERN PANGASINAN

INTRODUCTION

Pangasinan is one of the country's most diverse province where you find an abundance of marvelous landscapes, and natural wonders, with warm, polite and hospitable people with cultural roots in centuries of glorious history, and a way of life that is a delightful combination of tradition, innovation and creativity.

Eastern Pangasinan, in particular, comprises the 5th and 6th district of the province of Pangasinan, and consists of 18 municipalities and 1 city. To the entire country, Eastern Pangasinan is known for its Bagsakan City (Urdaneta), and rich ecotourism haven like Manleluag Springs Protected Landscape (Mangatarem), Acop Dam-Eco Park (Rosales), and the Mt. Balungao Hot and Cold Springs (Balungao).

As gateway to Northern Philippines, Eastern Pangasinan is the most strategic and logical place for travelers to base themselves to explore entire region 1, which will be made more accessible through the TPLEX (Tarlac-Pangasinan-La Union Expressway). It is the gateway to the famous City of Pines of Benguet; to San Carlos City in Central Pangasinan; the Provincial Capitol of Lingayen and Dagupan City in Western Pangasinan; and the northern Luzon provinces, beginning with the city of San Fernando, La Union. Eastern Pangasinan could take advantage of its strategic location and its vast natural attractions to boost tourism industry of the province.

The Industry Tripartite Council-Hotel and Restaurant Industry of Eastern Pangasinan was organized on May 24, 2011, in response to the government's call of organizing/strengthening industries considered as key employment generators. The organization is expected to harness the potentials of the hotel and restaurant industry in boosting tourism in the province. The organization of

the ITC is primarily aimed at ensuring harmonious labor management relations while addressing the need to promote employment in the industry.

Recognizing the indispensable role that the Industry Tripartite Council for the Hotel and Restaurant Industry of Eastern Pangasinan could play in the promotion and enhancement of tourism in the province, the members have agreed to adopt and formulate, a Code of Good Practices that shall address the basic need of ensuring labor management cooperation and achieving higher employee productivity. These goals could best be achieved through adoption of programs that shall focus on equipping the members and their employees basic information on labor relations and labor standards, at the same time embarking on productivity improvement programs to mitigate low employee productivity.

The code will work on the premise that knowledge of labor laws and application of the various programs geared toward harmonizing the relationship between labor and employer, will, in the long run, ensure voluntary compliance to labor laws.

With our commitment to the principle of voluntary compliance, we hope that the hotel and restaurant industry will achieve the following:

1. Enhanced labor management relations arising from the implementation of labor management relations program;
2. Sustained employment generation and security through adoption of programs that shall increase productivity, enhance skills of our workers and harness competitiveness of the industry;
3. Improved compliance to labor standards and working conditions as well as occupational safety and health provisions of the Labor Code through effective training programs and partnering with safety organizations;

Specifically, the following are the expected outcomes of the adoption of the Code, viz:

1. Increase number of establishment with Code of Conduct/Company Policy;
2. Increase number of organized Labor Management Committee (LMC)

3. Reduce incidence of complaints/labor dispute through plant level Labor Management Committees;
4. Increase compliance to core labor standards laws;
5. Increase number of establishment implementing HIV-AIDS, Drug Free, TB Free Programs;
6. Increase number of establishment implementing Productivity Gain-Sharing Mechanisms;

AREAS OF VOLUNTARY COMPLIANCE

ENHANCEMENT OF LABOR MANAGEMENT RELATIONS THROUGH PROMOTION OF LABOR MANAGEMENT COOPERATION

We believe in the principle of labor management cooperation as the backbone of a sound labor management relations. We believe that the success of other programs would depend much on the existence of a harmonious labor management relations. Anchoring on such belief, and pursuant to thrust of the government on the adoption of social dialogue, as an indispensable requirement for the maintenance of industrial peace, we shall:

1. We shall organize Labor Management Committees in our respective establishment as forum for development of programs that shall promote employee's welfare;
2. We shall adopt Conciliation and Mediation approach as primary mode of settling disputes and ensure that strikes and lock-outs shall not be resorted to in any case;
3. We shall promote and respect right of employees to security of tenure, and shall exercise utmost restraint in termination of employees, taking into consideration compliance to substantive and procedural due process of termination.

IMPROVEMENT OF COMPLIANCE THROUGH ADVOCACY/LABOR EDUCATION

We believe that armed with proper information, we could be able to comply with labor standards, basic safety and health requirements, and other related labor laws and issuances.

Toward this end:

1. We shall conduct labor education seminar focusing on compliance with labor standards, basic occupational safety and health standard, social welfare legislations, and other related labor laws and issuances.
2. We commit to partner with and welcome the assistance of Occupational Safety and Health Network of Region I in the conduct of activities that will promote safety and health in the workplace;
3. We commit to provide reasonable working conditions to make our workplace safe and healthy;
4. We shall ensure that our establishment shall remain TB, HIV-AIDS and drug-free workplaces; and
5. We shall ensure that our establishment should be child labor free, accident/hazard free and a conducive workplace.

INCREASE EMPLOYEE PRODUCTIVITY

To make our industries competitive with similar industries in other provinces/regions, we commit to work for the achievement of higher productivity through adoption of programs that will increase productivity of our people.

We recognize the need to pursue human resource development program that shall build and enhance the capabilities of our workers.

Toward this end:

1. We shall develop and implement Productivity Improvement Programs/Productivity Gain-Sharing Program where incentives arising from the implementation of Productivity Improvement measures will be equally shared among our employees participating in the programs; and
2. We shall collaborate with TESDA in enhancing the skills and competitiveness of our workers.

IMPLEMENTING STRATEGIES:

With the continuing support and assistance of the program partners, we believe that we could achieve the desired objectives of this Code through the following strategies:

ENHANCEMENT OF LABOR MANAGEMENT RELATIONS THROUGH PROMOTION OF LABOR MANAGEMENT COOPERATION

- Conduct of continuing labor education on labor management relations, particularly on the rights and obligation of workers and employers, management prerogatives, effective Labor-Management Cooperation and Alternative Dispute Resolution mechanisms;
- The adoption of conciliation mediation as primary mode of settling disputes;
- The formulation/adoption/enhancement of Company Policy/Code of Conduct and Discipline.

IMPROVEMENT OF COMPLIANCE THROUGH ADVOCACY/LABOR EDUCATION

- Conduct of in plant and company initiated orientation and participation to fora initiated by concerned government agencies on the following topics:
 1. Wage Issuances;
 2. Pertinent labor standards laws;
 3. Facility Evaluation;
 4. Basic occupational safety and Health(BOSH);
 5. Drug Free Workplace Program;
 6. TB Free Workplace Program;
 7. HIV-AIDS Program
- Conduct of workplace safety assessments to determine level of compliance to safety requirements ;

INCREASE EMPLOYEE PRODUCTIVITY

- Conduct of Training on:
 - a. Productivity & Quality Concepts;
 - b. Productivity Tools and Techniques;
 - c. ISTIV/Service Quality for Hotel & Restaurant Industry;
 - d. Productivity Gainsharing
- Organization of Plant Level Productivity Committees;
- Adoption of Productivity Improvement Programs

PROGRAM PARTNERS

We believe that the success of the implementation of this Voluntary Code shall depend not only on our voluntarily commitment thereto, but also through the collaboration and assistance of the following agencies:

The Department of Labor and Employment (DOLE), as our program partner in the conduct of advocacy/trainings on labor management relations, labor standards and occupational safety and health, and in the implementation of Workers Income Augmentation Program.

The Regional Tripartite Wages and Productivity Board (RTWBP), as our program partner in Quality and Productivity Advocacy and implementation of Productivity Improvement Programs;

The National Conciliation and Mediation Board (NCMB), as our program partner in the institutionalization of Conciliation-Mediation as an approach to dispute settlement/resolution;

The Technical Education and Skills Development Authority (TESDA), for the skills training/upgrading programs;

The Department of Tourism for the advocacy and trainings on tourism industry.

The Department of Health for the advocacy and orientation on TB, Drug Free workplaces and HIV-AIDS.

The Association of Safety Practitioners of the Phils. (ASSPI)/Region I OSHNET, for workplace safety assessment, advocacy and trainings on occupational safety and health;

MONITORING SYSTEM

While we recognize that the monitoring of compliance should be through self-regulation, we agree to adopt a monitoring mechanism that would document our compliance to the salient provisions of this Code. The monitoring shall be aligned with the set performance measures which hopes to make the members become fully compliant with the agreed indicators. The members commit to submit the following periodic reportorial requirements, such as:

1. Checklist indicating compliance to core labor standards, productivity gainsharing, on a quarterly basis;
2. Accident/Illness Exposure Report, which shall be submitted annually;
3. LMC Organization and Monitoring Report (annual); and
4. Safety Committee Report (annual)

PERFORMANCE MEASURES (2012-2015)

Indicators	2011	2012	2013-15
ENHANCEMENT OF LABOR MGMT. RELATIONS			
Increased number of establishment with Code of Conduct/Company Policy	10	20	27
COMPLIANCE TO LABOR STANDARDS			
Increased compliance to core labor standards	10	20	27
OCCUPATIONAL SAFETY & HEALTH			
Increased no. of plant level Safety & Health Committee	5	20	27
Increased no. of establishment implementing HIV-AIDS, Drug Free, TB Free Programs	5	20	27
EMPLOYMENT PROMOTION/SECURITY			
Increased no. of establishment implementing Productivity GainSharing Mechanisms	0	20	27

IN WITNESS WHEREOF, we have hereunto affixed our signatures signifying our commitment to this Code this 7TH December 2011 at Bistro Garitoni, Rosales, Pangasinan.

Members of the Executive Board

Ciudad Ferdinandina
Urdaneta City


CYNTHIA C. ESGUERRA
Employer


RESELYN QUINTO
Employee Representative

Island Resort
Urdaneta City


LITA KALAW
Employer


CARLINA CALLEJO
Employee Representative


Cindy's Bakery & Restaurant
Urdaneta City


BEATRIZ MIANO
Employer

JOSE GUERRERO JR.
Employee Representative

Chowking Urduja
Urdaneta City


KERWIN BRUCE LEE
Employer


ELENA P. SABATER
Employee Representative

Alcala Resort
Alcala, Pangasinan


NICK BORJE
Employer


ARTHURLABIANO
Employee Representative

Pamarang's Kambingan and Seafoods Restaurant
Urdaneta City


CECILIA PAMARANG
Employer


AILEEN PAMARANG
Employee Representative

Urdaneta Garden Resort
Urdaneta City


CESAR MARTINEZ
Employer

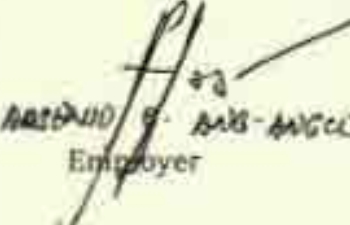

JOJO ECLARE
Employee Representative

WV Countryside Resort Hotel & Restaurant
Urdaneta City


POLEY BAUTISTA
Employer


AGOSTO SALVADOR
Employee Representative

Goldland Spring Resort
Urdaneta City


RONALDO G. BAIS-ANGCO
Employer


IMELDA PINILI
Employee Representative


Ruperto's Inland Resort
Binalonan, Pangasinan


LETLAN NACES
Employer


JULIET DE LA PENA
Employee Representative


LOUIE LAMSEN
Employer

Jollibee Foods Corporation-Urdaneta
Urdaneta City


CHERISH MARASIGAN
Employee Representative


ANITA BANIQUED
Employer

AMB Filipiniana
Rosales, Pangasinan

Mrubungen
Employee Representative


CYNTHIA DE LA CRUZ
Employer

BISTRO Garitoni
Rosales, Pangasinan

Tristan de Guzman
TRISTAN DE GUZMAN
Employee Representative


RAUL S. PANCHO
Employer

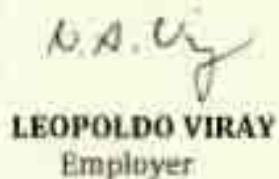
City Drive Inn
Urdaneta City


JOEL REYES
Employee Representative


ANAFEIL CRUZ
Employer

Cozy Place Resort
Rosales, Pangasinan

Ruby Ballesteros
RUBY BALLESTEROS
Employee Representative


LEOPOLDO VIRAY
Employer

Crossroad D. Family Hotel
Urdaneta City


ULYSSES MENOR
Employee Representative


ELAINE BANARIA
Employer

Jollimagic
Urdaneta City


LAREEN BAEU
Employee Representative

KFC-Urdaneta
Urdaneta City


ELIZELI BALIGAD
Employer


CLAIRE ADVINCULA
Employee Representative

Luisito's Restaurant
Urdaneta City


AUREA TAN
Employer


SAMUEL COSTALES
Employee Representative

Maekrisane Garden
Urdaneta City


ROSEMARIE G. GACUTAN
Employer


MARIA E. PAULO
Employee Representative

Majaha Hotel & Restaurant
Urdaneta City


MARITA APOLONIO
Employer


ROSARIO MACAPAGAL
Employee Representative

Mat Square
Urdaneta City


MYRNA TAKAHASHI
Employer


NARISSA ASUNCION
Employee Representative

Matutina Annex I
Urdaneta City


MARLENE LORICA
Employer


AMADO TORIO
Employee Representative

Matutina Annex III
Urdaneta City


GERRY AUSTRIA
Employer


MARLYN LLAVORE
Employee Representative


FRANCIS MERINDO
Employer

Max's Restaurant
Urdaneta City


ARIEL RANTAYO
Employee Representative


JENNIFER AYSON
Employer

Saigon Restaurant
Urdaneta City


JET SORIANO
Employee Representative


RONNIE PANCHO
Employer

Winbase Inn
Urdaneta City


ROBERT MOYANO
Employee Representative


NESTOR MENDOZA
Employer

Jay-J's Inasal
Rosales, Pangasinan


ROGER ANDRES
Employee Representative

PROGRAM PARTNERS


MR. ROBERTO FERRER
President, ASSPI/OSHNET


DIR. VALERIANO LOPEZ
Regional Director, DOH-Center
for Health Development I

ENGR. MANUEL B. WONG, CESO IV
Provincial Director
Technical Education & Skills Development
Authority


DR. ROSA UNTALAN
Administrator
TESDA, LIMSAT/RSTC


DIR. CARMINA ALONZO
Regional Director
National Conciliation & Mediation Board


DIR. MARTIN S. VALERA
Regional Director
Department of Tourism



EXEQUIEL RONNIE A. GUZMAN
Board Secretary, RTWPB I



DIR. HENRY JOHN S. JALBUENA
Chairman, Regional Tripartite Industrial Peace Council
DOLE Regional Office No. 1

Witness:

HON. ROSALINDA DIMAPILIS-BALDOZ
Secretary
Department of Labor and Employment