

FISHING INDUSTRY AND ALLIED SERVICES TRIPARTITE COUNCIL

RESOLUTION NO. 1

Series of 2011

*“Adopting the Fishing Industry and Allied Services
Voluntary Code of Good Practices in SOCCSKSARGEN Area”*

WHEREAS, the National Tripartite Industrial Peace Council issued Resolution No. 3, series of 2010,¹ endorsing and extending tripartite support to the DOLE initiated reforms in labor arbitration and adjudication system and in strengthening tripartism and social dialogue;

WHEREAS, being an integral part of the NTIPC, the Fishing Industry Tripartite Council concurs and supports the reforms and specifically, in implementation of item 6 of TIPC Resolution No. 3 to develop responsible and mature engagement of the social partners through industry self-regulation and Voluntary Code of Good Practices, the tripartite partners hereby agree to adopt a Fishing Industry Voluntary Code of Good Practice to enhance the enterprise level bipartite dialogue and provide/afford an industry venue for any industry issues.

NOW THEREFORE, BE IT RESOLVED, AS WE HEREBY RESOLVE TO adopt and abide, without force or compulsion, with the following terms of the Fishing Industry and Allied Services Voluntary Code of Good Practices:

1. Occupational Safety and Health

Spearhead the campaign for the strict observance and maintenance of the standards on occupational safety and health in the workplaces and all covered fishing vessels to make it free from work hazards that are likely to cause physical harm or poses imminent danger to life of the workers or damage to property and environment.

Adopt administrative policies in accordance with the provisions of the Occupational Safety and Health [OSH] standards.

Ensure that all covered personnel and workers follow and abide with the set safety and health policies at the workplaces and in all covered fishing vessels.

¹ The creation of Industry Tripartite Councils (ITCs) is provided under Executive Order No. 25, series of 1992.

Organize and maintain Safety and Health Committee in the workplaces and all covered fishing vessels that plans and makes policies in all matters pertaining to safety and health in the workplaces and practice of basic safety and health procedures.

2. Continuing Education and Skills Upgrading.

Plan and devise appropriate and suitable labor and management educational programs and projects geared towards continuing provision and upgrading of knowledge, skills and attitudes of all sector towards higher productivity and global competitiveness.

Tap the company in-house skill training programs for its operations and administrative concerns.

Ensure compliance to maritime standards and policies that focuses on seafarers' rights to decent conditions of work and fair competition for ship owners.

3. Utilize Alternative Dispute Resolution Mechanisms, including Single Entry Approach [SENA] to Resolve Worker and Management Grievances.

Plan and devise appropriate and suitable labor and management conciliation-mediation program through SENA procedure for the covered companies and observance of existing company policies and mechanism for grievance and settlement procedure.

4. Compliance with the Labor Standards.

Encourage the culture of voluntary compliance with general labor standards and participate in a process of self-assessment.

Commit to observe and implement anti-child labor program.


5. Displacement Program.

Utilize retrenchment as a last recourse in case of economic reverses suffered by our companies.

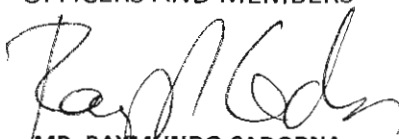
Prepare Action Plan and identify activity components for displaced / would be displaced workers to cushion the impact on retrenchment.

Unanimously adopted this 20th day of September 2011, in General Santos City, Region XII, Philippines.

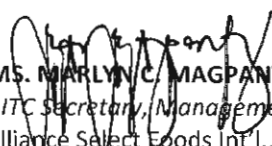
FISHING INDUSTRY AND ALLIED SERVICES TRIPARTITE COUNCIL
OFFICERS AND MEMBERS



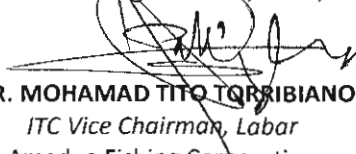
MR. FRANCO B. METING
ITC Vice-Chairman, Management
South Sea Fishing Ventures, Phils., Inc.



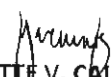
MR. RAYMUNDO CADORNA
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San Andres Fishing Industries, Inc.




MS. MARLYN C. MAGPANTAY
ITC Secretary, Management
Alliance Select Foods Int'l., Inc.



MR. MOHAMAD TITO TORRIBIANO
ITC Vice Chairman, Labor
Amadeo Fishing Corporation



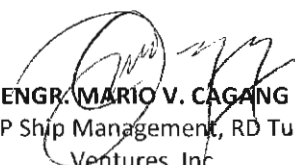
MS. JEANETTE V. CANOY
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DFC Tuna Ventures



MS. ANNIE B. CANETE
ITC Secretary, Labor
TSPMI/DTFI

MR. RICHIE RICH T. TAN
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San Andres Fishing Industries, Inc.

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SVP Finance and Administration
RD Fishing Industry, Inc.



ENGR. MARIO V. CAGANG
AVP Ship Management, RD Tuna
Ventures, Inc.

MR. NEIL G. DEL ROSARIO
General Manager
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MS. ROSEMARIE P. GUIRIBA
Resident Manager
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MR. ERIC DU
General Manager
NH Agro Industrial Corporation



MS. GRACE D. GUEVARRA
HR Manager
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MR. BRYAN G. TENG
Human Resource Development &
Administration Manager
TSP Marine Industries/DTFI

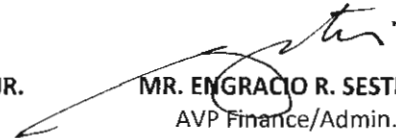
MR. GILMOORE O. ALIAN
Operations Manager
Amadeo Fishing Corporation

MS. ELIZABETH D. GORRA
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Gladery Fishing, Inc.

Tuna Cannery:

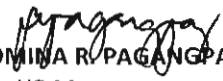

MR. ROGELIO R. ESPINA
General Manager
Celebes Canning Corporation

MR. RICARDO B. MAGNAYON, JR.
Plant Manager
General Tuna Corporation

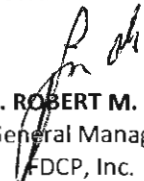

MR. ENGRACIO R. SESTINA
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MS. NELSA A. QUE
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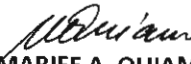

MS. FELOMINA R. PAGANGPANG
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ENGR. ROBERT M. CANDA
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FDCP, Inc.



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MS. MARIFE A. QUIAM
HR and Admin Manager
Phil Cimic Industrial Corporation



MS. EDITH C. GATINAO
HR Manager
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Workers' Group & Service Providers:


MR. EDGAR CULE
President
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MS. AMELYN ASTORGA
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MR. RENATO BALDEOVAR
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Employee's Union

MR. FELIX A. GARAY
Manager
Human Resources Multi-
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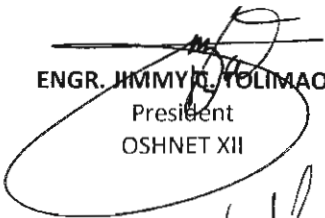
MR. ARIEL LIM
President
Tenpoint Manufacturing Corp.
Employees Union


MS. FELY D. ISANAN
General Manager
Tuna Exporter's Multi-Purpose Coop.

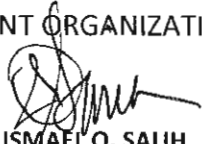
MR. ROMMEL KINTANAR
General Manager
RAK and ACO General Services, Inc.


MS. JENIFE D. MERCADO
Manager
GA Diamond Services Cooperative

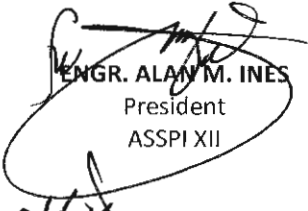
NON – GOVERNMENT ORGANIZATIONS/DOLE INTERMEDIARIES




ENGR. JIMMY L. TOLIMAO
President
OSHNET XII



MR. ISMAEL O. SALIH, JR.
Executive Director
Philexport




ENGR. ALAN M. INES
President
ASSPI XII



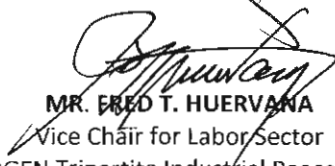
MR. CARLITO UY
Vice Chair for Management
Regional Tripartite Industrial Peace Council



ENGR. EMMANUEL MARTINEZ
Vice Chair for Labor Sector
Regional Tripartite Industrial Peace Council




MR. ROGEL G. BITOON
Vice Chair for Management
SARGEN Tripartite Industrial Peace Council




MR. FRED T. HUERVANA
Vice Chair for Labor Sector
SARGEN Tripartite Industrial Peace Council

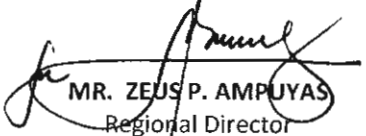
GOVERNMENT AGENCIES



ATTY. MA. GLORIA A. TANGO
Regional Director
Department of Labor and
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HON. VIRGINIA T. LLIDO
Chairman, Committee on Labor and
Employment
General Santos City

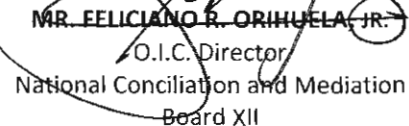


MR. ZEUS P. AMPUYAS
Regional Director
Technical Education and Skills
Development Authority XII

MR. SANI D. MACABALANG
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Bureau of Fisheries and Aquatic
Resources XII

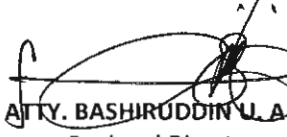


ATTY. ARTURO P. APONESTO
Executive Labor Arbiter
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Commission XII



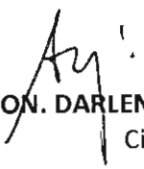
MR. FELICIANO R. ORIHUELA, JR.
O.I.C. Director
National Conciliation and Mediation
Board XII

MR. IBRAHIM K. GUIAMADEL
Regional Director
Department of Trade and Industry XII

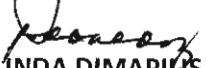


ATTY. BASHIRUDDIN U. ADIL
Regional Director
MARINA XII

WITNESSED BY:



HON. DARLENE MAGNOLIA R. ANTONINO – CUSTODIO
City Mayor/RDC XII Chairperson



HON. ROSALINDA DIMAPIELIS – BALDOZ
Secretary
Department of Labor and Employment