

WOOD-BASED INDUSTRY TRIPARTITE PEACE COUNCIL

RESOLUTION NO. 2
Series of 2011

"Adopting the Wood-Based Industry Voluntary Code of Good Practice on Dispute Settlement and other Industry concerns."

WHEREAS, the National Tripartite Industrial Peace Council Issued Resolution No. 3, Series of 2010 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 and RTIPCD, the Wood-based Industry Tripartite Council (WBTC) concurs and support the reforms and specifically, the implementation of item 6 of TIPC Resolution No. 3 to develop responsible and mature engagement of social partners through industry self-regulation and Voluntary Code of Good Practices, the tripartite partners hereby agree to adopt a Wood-based Voluntary Code of Good Practice to enhance the enterprise level bipartite and provide and afford industry venue for any industry issue such as the newly enacted Executive Order No. 23, "Declaring A Moratorium on the Cutting and Harvesting of Timber in the Natural and Residual Forests..."

NOW THEREFORE, BE IT RESOLVED, AS WE HEREBY RESOLVE TO adopt and abide without force or compulsion, with the following terms of the Wood-Based Voluntary Code of Good Practice:

1. Dispute Settlement

The parties agree to adopt a 30-day mandatory conciliation –mediation wherein both labor and management will voluntarily settle any labor dispute in the DOLE through the Single Entry Approach to ensure fast, fair and inexpensive resolution of said disputes;

2. FLEXIBLE WORK ARRANGEMENT

The Flexible Work Arrangement will be considered by the parties in order to prevent closures especially in the light of the passage of EO 23;

3. DISPLACED WORKERS

The Wood-based Companies that retrenched workers because of EO 23 will give priority to the said workers when they resume operation;

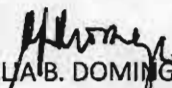
4. LABOR RELATIONS, HUMAN RELATIONS AND PRODUCTIVITY SEMINAR (LHP)


The Wood-Based Industry agrees to conduct LHP Seminar in all the member companies and it shall be held at least twice a year. It shall submit to DOLE on how to tailor fit the LHP module in the Wood-Based Industry.


This Voluntary Code of Good Practice shall be revisited every year and the parties agree to submit to DOLE's Monitoring and Evaluation System.

Unanimously adopted this 9th day of March 2011, in Butuan City, Philippines

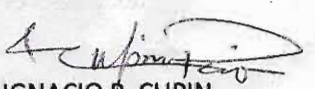
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OFELIA B. DOMINGO, CSEE
Chairman
OIC, Regional Director
DOLE Caraga Region


MR. DANILLO SILAGAN
Vice Chairman, Labor Sector
Emco Plywood Corp.

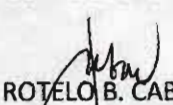

MR. ROLDAN ESPIRITU
Vice-Chairman, Mgt. Sector
Talacogon Woodworks, Inc.

Labor Sector:

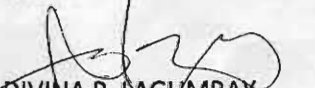

IGNACIO P. CUPIN
RICHELA



FORTUNATO H. TRUZA, JR.
Agusan Plywood Labor Union

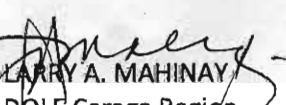
GOV'T. SECTOR:


ROTELO B. CABUGSA
PRC


BRAULIO P. DELA PENIA, JR.
TESDA


DIVINA P. LAGUMBAY
PESO ADS

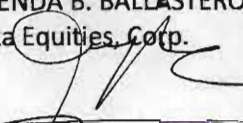

NAOMI LYN C. ABELLANA
DOLE ADS



LARRY A. MAHINAY
DOLE Caraga Region


ARHEIM P. RAVELO
DOLE Caraga Region

Mngt. Sector:


ANDY BONROSTRO
SUDECOR

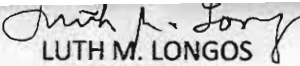

BRENDA B. BALLASTEROS
Jaka Equities Corp.

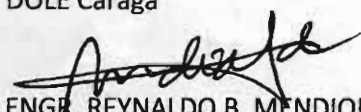

EUSEBIO S. BALLARES
PSPI

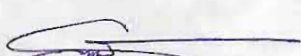
LEG MO-IL
ELMO CORP.


ALBERT YEE
AGUSAN PLYWOOD CORP.

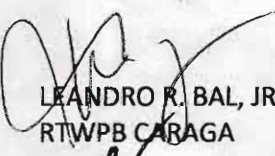
HAZEL TIU
EMCC Plywood Corp.

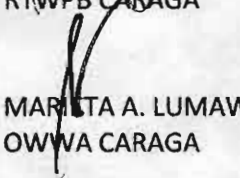

LUTH M. LONGOS
DOLE Caraga


ENGR. REYNALDO B. MENDIOLA
DOLE AD N


MAY C. VELONTA
DOLE AD N

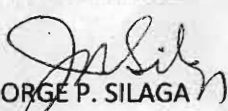

MIRAFIOR E. PASA
RTWPB


LEANDRO R. BAL, JR.
RTWPB CARAGA


MARIETA A. LUMAWAG
OWWA CARAGA

RONNIE AZURA
OWWA CARAGA

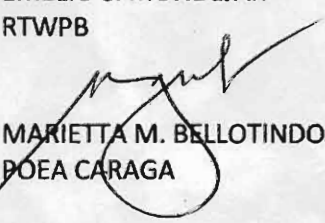

HERGIA DIANNE R. LONGOS
RTWPB CARAGA


JORGE P. SILAGA
DTI - 13

MA. CRISTINA V. SOBERANO
TESDA CARAGA

DIVINA P. LAGUMBAY
PESO - ADS

EMELIO S. MONDEJAR
RTWPB


MARIETTA M. BELLOTINDOS
POEA CARAGA

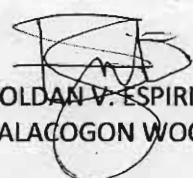
GLENN S. SADICON
RTWPB CARAGA

EARL DELA VICTORIA
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GWEN GUMAPAC
ELMO CORP.


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ROGELIO DUMADAG
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LORIEVIC BACTAN
MW FACTORY

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TEDDY M. OLOLOCISINO
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MERCEDITA G. GINGO
PTFI

DANILO S. ARONG
CLARO CORTEZ BAYUGAN

JESRYL E. MASENO

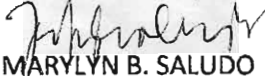
EXPEDITO GUJILDE
NLRC RAB 13


HERMINIGILDO L. DAYTOC
DOLE SDS

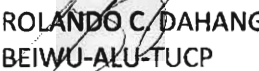
ANNIE C. TANGPOS
DOLE CARAGA

DOMINIQUE NAZARIO
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DANILO A. ESTACION
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DOBERT DAQUIPIL
CHIBBA FURNITURE

NORA T. DELA CRUZ
C. JAPITANA WOODCRAFT

LOLITA C. MALUENDA
L&R MINISAWMILL


MARIOL ZAPANTA
RICHMOND PLYWOOD CORP.

ANALIZA M. PATIC
INDUSTRIAL TIMBER CORP.

LEAH FE G. BIONG
PACIFIC TIMBER & WOOD RESOURCES, INC.

JULIMAR G. CURAN

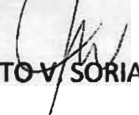
P. YAO
HANTEX

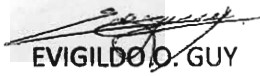
RUCIO CEPEDRE
ORGON WOOD WORKS

KIRBY GO
BUTUAN WIN-WIN TIMBER

DIVINO ANQUINO
BUTUAN WIN-WIN TIMBER

ZELMA M. YAMET
ZELMA AGNO FOREST


JOSELITO V. SORIANO
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PSPI

MANOLITA G. GORINE
RMG MINI SAWMILL

JAMES PICHAY
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ALONA S. CABETTE
VENPLY WOOD TECH

ELMO M. POLAN
FROTIER WOOD

MARIA FLOR N. LIBRES
VAN JEWEL WOODCRAFT