

From: DOLE-RO -

To: TIPC FOCAL PERSON,  
BLR

## **VOLUNTARY CODE OF GOOD PRACTICES**

We, the members of the Industry *Tripartite Council for the Hotel, Restaurant and Resort of Sta. Ana - Cagayan*, cognizant of our indispensable role in the achievement of the ideals of this Code, commit ourselves to the following ideals:

1. Improvement of compliance to labor standards and working conditions as well as occupational safety and health provisions of the Labor Code through labor education seminars;
2. Enhancement of labor management relations through the conduct of effective labor management relations programs;
3. Promotion of employment generation and security through adoption of programs that shall increase productivity and harness competitiveness of the industry;
4. To ensure full coverage of all workers to Social Welfare Benefits.

### **IMPROVEMENT OF COMPLIANCE ON LABOR STANDARDS**

We commit to voluntarily comply with labor standard laws, and institute measures to improve the working conditions of our workers.

Toward this end:

1. We shall abide with the existing core labor standards such as:
  - . Minimum Wage
  - . Holiday Pay
  - . 13th Month Pay
  - . Overtime Pay
  - . Service Incentive Leave
  - . Rest Day Pay
  - . Night Shift Differential Pay
2. We commit to continue providing non-wage benefits already enjoyed by our workers and provide other non-wage benefits as a result of mutual agreements.

### **PROMOTION OF SAFETY AND HEALTH**

We value our people as our most important resource. We commit to ensure that the safety and health of our workers shall remain to be our priority.

Toward this end:

1. We shall organize plant level Safety and Health Committee's to undertake programs for the promotion of safety and health in the workplace;
2. We shall utilize the Safety and Health Committee's as venues for advocacy on basic occupational safety and health; and
3. We shall ensure that our establishment should be child labor free, accident/hazard free and a conducive workplace.

### **ENHANCEMENT OF LABOR MANAGEMENT RELATIONS**

We value the importance of social dialogue and effective labor-management relations programs as an indispensable requirement for the maintenance of industrial peace, and recognize the importance of conciliation-mediation in dispute resolution.

We therefore commit to help in the enhancement of labor-management relations through the establishment of an effective labor management relations program.

Toward this end:

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-out shall not be resorted to in any case;
3. We shall adopt policy on Sexual Harassment to ensure that our establishment remain to be sexual harassment free workplaces.

#### **FULL COVERAGE TO SOCIAL PROTECTION**

Our goal is to ensure that our workers become committed and focused on their work, knowing fully well that they are protected in any eventualities.

Toward this end:

1. We shall collaborate with SSS, Philhealth and Pag-ibig to provide continuing awareness on their specific programs;
2. We shall ensure that ALL our employees are enrolled with SSS, Philhealth and Pag-ibig

#### **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:

##### ***On Improvement of Labor-Management relations:***

1. Conduct of continuing labor education on the rights and obligations of workers and employers;
2. the adoption of conciliation mediation as primary mode of settling disputes;
3. the formulation/adoption of Company Policy/Code of Conduct and Discipline of member-establishments in cooperation with their respective employees.

##### ***On Compliance to Labor Standards:***

Regular orientation of the following topics shall be conducted:

1. Wage issuances;
2. Pertinent Labor Standards Laws;
3. Facility Evaluation.

##### ***On Occupational Safety & Health:***

To ensure highest regard to safety and health, training/orientations on the following topics shall be conducted:

1. Drug Free Workplace;
2. Sexual Harassment Law
3. Anti-Child Labor



**Social Protection:**

Conduct of orientation on:

- a. SSS, Philhealth and Pag-ibig laws and issuances;
- b. Retirement Law

**IN WITNESS WHEREOF**, we have hereunto affixed our signatures signifying our commitment to this Code this 29th day of December, 2012 at Orquidia Beach Resort, Sta. Ana, Cagayan.

**MANAGEMENT REPRESENTATIVES**

Tom P. Albin  
Tom P. Albin

JITTA RESORT  
Baguwa

STA CARINA BEACH FRONT

Edel Lim  
C. COMPANY RESTAURANT

Orquidia Beach Resort

Jand Restaurant

Costales Lodging

KATKAT LODGING HOUSE

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**WORKER'S REPRESENTATIVE**

Cecille Ann Sison

Maria Peony R. Kinkito

Kate Bunnanglag

OSWALD SINGSON

Ranie C. Villacorte  
Orquidia's Resort

Jand Restaurant

COSTALES LODGING

AY-R Balagait

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