



## COVENANT FOR INDUSTRIAL PEACE AND STABILITY

WE, the officers and members of the **SORSOGON TOURISM INDUSTRY TRIPARTITE COUNCIL (STITC)** comprising the owners of tourism-related establishments operating in the Province of Sorsogon, together with our duly authorized workers'/employees' representatives, recognizing the fact that we are social partners sharing common interests in the success and growth of the local tourism industry and the economy, have this **15<sup>th</sup> day of November 2012** forged this **COVENANT FOR INDUSTRIAL PEACE AND STABILITY** and hereby declare as follows:

- That the parties hereby recognize the various adjustment measures the government is pushing to ensure more effective economic & social reforms and policies for the benefit of every Filipino;
- That the parties agree to make mutual adjustments and sharing of sacrifice for the common objectives of sustaining the viability of business and at the same time ensuring the stability of the employees;
- That the employers' organizations hereby commit themselves to prevail upon its members and other unaffiliated employers to exercise maximum restraint in the termination, suspension of business operations and lockout of its business to be availed of only as a last resort;
- That on the other hand the worker's group or organized labor shall, likewise, commit themselves to prevail upon their members to exercise utmost restraint in declaring or going on strikes, work-slowdowns and other forms of concerted activities, which should be availed of only after exhaustion of administrative remedies, grievance machineries and as a last resort;
- That the parties agree to submit first their issues and grievances to Conciliation and Mediation approach of **STITC** as a primary and voluntary mode of settling disputes;
- That the parties shall take all necessary steps to inform their respective members of this covenant and monitor its implementation towards forging mutual agreements under terms and conditions acceptable to both parties and consistent with the spirit and letters of this covenant;
- That the parties shall provide and make accessible to each other such information as may be necessary or relevant particularly on approved wage orders, recent labor relations trends and policies and such other economic and social policies;
- That the parties to this covenant shall report to the **DOLE** any information related to trafficking in persons/human trafficking, illegal recruitment for employment and anti-child labor activities for proper disposition;
- That the parties shall support the creation of Labor-Management Committee in **STITC** and other Labor-Management Cooperation scheme at the enterprise level;
- That this covenant shall be effective immediately upon its signing subject to periodic review and amendment upon agreement and mutual consent of the parties;
- That the members of Sorsogon Tourism Industry Tripartite Council (**STITC**) shall convene every year preferably within the month of December and discuss the terms and conditions of this covenant, developments arising from its implementation and election of the new set of officers;

IN WITNESS WHEREOF, we have hereunto affixed our signatures this 15<sup>TH</sup> day of November 2012 at Sorsogon City.

## MEMBERS

<u>Name</u>	<u>Establishment</u>
<i>Alaqui</i> CLAIRE T. BALAQUIAO	TENTYARD HOTEL
<i>Alan</i> ALAN A. ABLES	TENTYARD HOTEL
<i>Merlinda</i> MERLINDA G. DESACULA	DOPOL'S RESTAURANT
<i>Janice</i> JANICE A. ESPERIDA	UNA PIZZERIA
GRACE M. TEODOCIO	RIZAL BEACH RESORT
<i>Amie</i> AMIE M. CARAIS	VILLA ISABEL HOTEL RESORT & RESTAURANT
<i>Fernando</i> FERNANDO G. HITOSIS	BONG SHELL VIDEOKE BAR
<i>Natividad</i> NATIVIDAD Z. PESONILA	HIGHWAY 25 VIDEOKE
<i>Shirly</i> SHIRLY L. RELLORA	HIGHWAY 25 VIDEOKE
<i>Victoria</i> VICTORIA V. LEGASPI	SANTA CLARA PARK HOTEL
<i>Mateo</i> MATEO D. BONCAN	RANCHO BAR & VIDEOKE
<i>Daniilo</i> DANILO G. ANONUEVO	BAR NUEVO
<i>Eugene</i> EUGENE DOMINIC M. MATEO	CASA DOMINGA BAR & RESTAURANT
<i>Rochelle</i> ROCHELLE B. DOCTOR	CASA DOMINGA BAR & RESTAURANT
<i>Mylah</i> MYLAH E. BAÑARES	SILVER NOOPS KTV BAR & CATERING SERVICES
<i>Cecilia</i> CECILIA B. FORTUITO	KRIECELZ VIDEOKE BAR
<i>Jocelyn</i> JOCELYN PIKAL	FRITZ HOMESTAY
JOSIE G. THOMPSON	TERESITA VIDEOKE BAR
<i>Frank</i> FRANK E. ESPINOCILLA	Z4 BAR & RESTAURANT
<i>Angela</i> ANGELA G. DELIMA	AYADEN BAR
JOCELYN P. OLIVA	JCC VIDEOKE BAR
<i>Joy</i> JOY LESLIE L. ARAGON	AZY'S BAR
<i>Maria</i> MARIA LORINA E. OFALSA	JOE CANTEEN & KTV
<i>Jocelyn</i> JOCELYN A. GAIAROSA	GSAC HOSTEL

GEMMA C. GAYON

EUGENIO C. GOYAL

JOMAR R. VELASCO

NORBERTO BERGINA III


LORNA A. FRAYNA

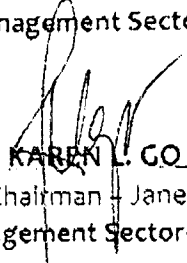
EDWIN G. TAN

EDWIN G. TAN

ROSIE C. CEÑO

JOSEPHINE RAVANILLA

  
**FRANCES MARIE L. BOTIN**  
Vice Chairman - FMB HOMESTAY  
Management Sector

  
**KAREN L. GO**  
Vice Chairman - Jane's Fastfood  
Management Sector-Alternate

GAYON VIDEOKE BAR

EUGENE VIDEOKE BAR

SURVIVOR RESTO

NEXUS KTV & DISCO & MUSIC BAR


CLM VIDEOKE BAR

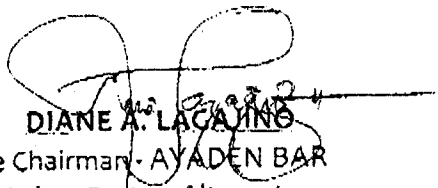
ONE BURGOS RESTO

MIKE & GERRY FASTFOOD

WAY SHADEL VIDEOKE BAR

VILLA ISABEL HOTEL RESORT & RESTO.

  
**RUEL T. REYES**  
Vice Chairman - PITOGO BEACH RESORT  
Labor Sector

  
**DIANE A. LAGAYNO**  
Vice Chairman - AYADEN BAR  
Labor Sector -Alternate

**JOSE B. BANDA**  
Provincial Field Officer  
DOLE-Sorsogon Provincial Field Office  
Chairman

## VOLUNTARY CODE OF GOOD PRACTICES

We, the members of the Sorsogon Tourism Industry Tripartite Council (STITC), cognizant of the indispensable role in the achievement of the ideals of this Code commit ourselves to the following:

- Enhancement of labor-management relations through the conduct of effective labor-management relations program;
- Promotion of employment generation and security through adoptions of programs that shall increase productivity and harness competitiveness of local tourism industry;
- Improvement in rate of compliance labor standards and occupational safety and health standards as provided for in the Labor Code, as amended, through appropriate training programs;
- Ensuring the full coverage of all workers to social welfare benefits.

### ENHANCEMENT OF LABOR-MANAGEMENT RELATIONS

We value the importance of social dialogue and effective labor-management relations program as indispensable requirements for the maintenance of industrial peace, and recognize the importance of conciliation – mediation approach in disputes resolution and prevention.

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

Toward this end:

- We shall organize Labor-Management Committee (LMC) in our respective establishment as a forum for discussing and receiving issues, complaints or grievances;
- We shall adopt, Conciliation and Mediation approach as a primary mode for settling disputes or preventing issues from becoming full-blown labor disputes;
- We shall adopt a Policy on Sexual Harassment and establish a Committee on Decorum and Investigation (CODI) to ensure a sexual harassment –free workplace.

### EMPLOYMENT PROMOTION AND SECURITY

We believe that we have obligations to promote employment in the Province. We therefore commit for the adoption of programs that will increase productivity and harness the competitiveness of local tourism industry.

Toward this end:

- We shall develop and implement Productivity Improvement Program that will generate incentives for our workers;
- We shall adopt Productivity Gain-Sharing scheme where incentives arising from the implementation of productivity improvement measure will be equally shared among our employees participating in the program;
- We shall build capacities of our workers to enhance their skills and competitiveness.

## **IMPROVEMENT OF RATE OF COMPLIANCE WITH GENERAL LABOR STANDARDS AND OCCUPATIONAL SAFETY AND HEALTH STANDARDS.**

We commit to comply voluntarily with general labor standards.

Toward this end:

- We shall abide with existing labor standards such as:
  - ❖ Minimum Wage
  - ❖ Holiday Pay (for those employing 10 workers and above)
  - ❖ 13<sup>th</sup> Month Pay
  - ❖ Overtime Pay
  - ❖ Premium/Rest Day Pay
  - ❖ Service Incentive Laws (SIL) Pay (for those employing 10 workers and above)
  - ❖ Separation Pay
- We shall endeavor to submit periodic reports as prescribed
- We commit to continue providing non-wage benefits already enjoyed by our workers.

We value our employees/workers as the most important resources. We therefore commit to ensure their health and safety and shall remain to be our priority.

Toward this end:

- We shall endeavor to train our workers on occupation safety and health and undertake programs for the promotion of safety and health in the workplace;
- We shall, as far as practicable, organize and utilize Safety and Health Committee for advocacy on basic occupational safety and health.
- We shall ensure that our establishment shall remain TB, HIV-AIDS and drug-free workplace.
- We shall ensure that our establishment is child labor-free, accident/hazard-free and a conducive workplace

## **FULL COVERAGE TO SOCIAL PROTECTION**

Our goal is to ensure that our workers are committed and focused on their work, knowing full well that they are protected on any eventualities or contingencies.

Toward this end:

- We shall collaborate with SSS, Philhealth and Pag-IBIG to provide our workers continuing awareness on their respective programs;
- We shall ensure that all our workers are enrolled with aboved-mentioned government agencies, and shall likewise ensure full compliance with SSS, Philhealth and Pag-IBIG laws and requirements.

## OBJECTIVE OF THE CODE

The adoption of Voluntary Code of Good Practices for members of Sorsogon Tourism Industry Tripartite Council (**STITC**) is expected to complement the existing mechanism of the government on the areas of labor management relations, labor standards enforcement, social protection, employment security and employment generation and eventually usher an era where member-establishments, as well as future members of the **STITC** would comply voluntarily with labor laws and other allied labor legislations. It shall encourage voluntarily self-regulation of establishment whose workers are assured of their security of tenure and enjoy incentives and benefits arising from productivity improvement programs or undertakings.

Specifically it aims to:

- Increase number of establishment with Code of Conduct/Company Policy;
- Reduce incidence of complaints/labor dispute through plant level Labor Management Committees;
- Decrease turn over/termination rate;
- Increase compliance with core labor standards laws;
- Increase number of establishments providing non-wage benefits;
- Increase number of plant level Safety & Health Committee;
- Decrease incidence of workplace accidents;
- Increase number of establishments implementing HIV-AIDS, Drug Free, TB Free Programs;
- Increase number of establishments implementing Productivity Gain-Sharing Mechanisms;
- Increase number of establishments complying with SSS, Philhealth and Pag-IBIG laws and issuances.

## IMPLEMENTING STRATEGIES

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

On Improvement of Labor-Management relations:

- Conduct of continuing labor education on the rights and obligations of workers and employers, effective Labor-Management Cooperation and Alternative Dispute Resolutions;
- Adoption of conciliation mediation as primary mode of settling disputes;
- Formulation/adoption/enhancement of Company Policy/Code of Conduct and Discipline for member-establishments in cooperation with their respective employees.

On Compliance with Labor Standards

- Regular orientation on the following topics shall be conducted:
  - ❖ Wages Issuances;
  - ❖ Pertinent labor standard laws;
  - ❖ Facility Evaluation

### On Occupational Safety & Health Standards

- To ensure highest regard to safety and health. Trainings/orientations on the following topics shall be concluded:
  - ❖ Basic Occupational Safety and Health (BOSH);
  - ❖ Drug Free Workplace;
  - ❖ TB Free Workplace;
  - ❖ HIV-AIDS
  - ❖ Sexual Harassment Law
  - ❖ Anti-Child Labor
- Accreditation of Safety Practitioners

### Employment Promotion/Security

- Conduct of Training on:
  - ❖ Productivity & Quality Concepts;
  - ❖ Productivity Tools and Techniques;
  - ❖ ISTIV/Service Quality for Hotel & Restaurant Industry;
  - ❖ Productivity Gain-Sharing
- Organization of Plant Level Productivity Committees;
- Adoption of Productivity Improvement Programs

### SOCIAL PROTECTION

- Conduct of Orientation on:
  - ❖ SSS, Philhealth and Pag-IBIG laws and issuances;
  - ❖ Retirement Law

### MONITORING SYSTEM

While we recognize that the monitoring of compliance should be through voluntary compliance, (self-regulation) we agree to adopt a monitoring mechanism that would document our compliance with 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:

- Checklist indicating compliance to core labor standards, productivity gain-sharing, additional non-wage benefits such as, but not limited to, incentives, facilities, rewards and recognitions, which shall be submitted on a quarterly basis;
- Accident/Illness Exposure Report, which shall be submitted annually;
- LMC Organization and Monitoring (annual); and
- Safety Committee Report (annual)

**PERFORMANCE MEASURE (2011-2015)**

INDICATORS	2013	2014	2015
<b>ENHANCEMENT OF LABOR MGMT. RELATIONS</b>			
Increased number of establishment with Code of Conduct/Company Policy			
<b>COMLIANCE TO LABOR STANDARDS</b>			
Increased compliance to core labor standards			
Increase number of establishments providing non-wages benefits			
<b>OCCUPATIONAL SAFETY &amp; HEALTH</b>			
Increased No. of plant level Safety & Health Committee			
Decreased workplace accidents			
Increased No. of establishment implementing HIV-AIDS, Drug Free, TB Free Programs			
<b>EMPLOYMENT PROMOTION/SECURITY</b>			
Increased No. of establishment implementing Productivity Gain sharing Mechanism			
<b>SOCIAL PROTECTION</b>			
Increased No. of establishments complying with SSS, Philhealth and Pag-IBIG laws and issuance			

**IN WITNESS WHEREOF**, We have hereunto affixed our signatures signifying our commitment to this Code this \_\_\_\_\_ at \_\_\_\_\_,



FRITZ HOMESTAY  
Name of Establishment

[Signature]  
Employer

\_\_\_\_\_  
Employee Representative

TERESITA VIDEOKE BAR  
Name of Establishment

FOR: TERESITA THOMPSON  
Employer

\_\_\_\_\_  
Employee Representative

Z4 BAR & RESTAURANT  
Name of Establishment

[Signature]  
Employer

\_\_\_\_\_  
Employee Representative

AYADEN BAR  
Name of Establishment

Adelina  
Employer

\_\_\_\_\_  
Employee Representative

JCC VIDEOKE BAR  
Name of Establishment

[Signature]  
Employer

\_\_\_\_\_  
Employee Representative

AZY'S BAR  
Name of Establishment

[Signature]  
Employer

[Signature]  
Employee Representative

DISCOVERY VIDEOK BAR/

Name of Establishment

Antonio  
NATIVIDAD Z. PESONILA  
Employer

Shirley  
Shirley Telloza  
Employee Representative

SANTA CLARA PARK HOTEL  
Name of Establishment

Antonio M. Mangao  
Antonio M. Mangao  
Employer

Employee Representative

RANCHO BAR & VIDEOKE  
Name of Establishment

Mateo D. Boncan  
Mateo D. Boncan  
Employer

Employee Representative

BAR NUEVO  
Name of Establishment

Daniw G. Anonuevo  
Daniw G. Anonuevo  
Employer

Employee Representative

CASA DOMINGA BAR & RESTAURANT  
Name of Establishment

Eugene Dominic M. Matco  
Eugene Dominic M. Matco  
Employer

Rochelle B. Doctor  
Rochelle B. Doctor  
Employee Representative

SILVER NOOPS KTV BAR & CATERING SERVICES  
Name of Establishment

Raul E. Barajas  
Raul E. Barajas  
Employer

Employee Representative

JOY CANTEN & KTV  
Name of Establishment

*Ma. Lorina O. Ofalga*  
MA. LORINA O. OFALGA  
Employer

*Carolina A. Manzanera*  
Carolina A. Manzanera  
Employee Representative

GSAC HOSTEL  
Name of Establishment

*Jocelyn A. Galardo*  
JOCELYN A. GALARDO  
Employer

Employee Representative

GAYON VIDEOKE BAR  
Name of Establishment

Employer

Employee Representative

EUGENE VIDEOKE BAR  
Name of Establishment

*Eugenio Goyal*  
EUGENIO GOYAL  
Employer

Employee Representative

PITOGO BEACH RESORT  
Name of Establishment

Employer

*[Signature]*  
Employee Representative


SURVIVOR RESTO  
Name of Establishment

*[Signature]*  
OMAR R. VELAZCO  
Employer


Employee Representative

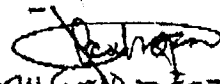
NEXUS KTV & DISCO & MUSIC BAR  
Name of Establishment

\_\_\_\_\_  
Employer

  
\_\_\_\_\_  
Employee Representative

JANE'S FASTFOOD  
Name of Establishment

*LOR*  
  
\_\_\_\_\_  
Employer


  
JOSHUA C. ESTERNO  
\_\_\_\_\_  
Employee Representative

CLM VIDEOKE BAR  
Name of Establishment

  
LORNA B. FERNANDEZ  
\_\_\_\_\_  
Employer

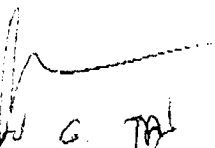
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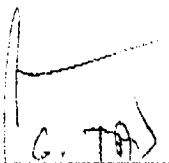
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ONE BURGOS RESTO  
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EDWARD G. TAL  
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EDWARD G. TAL  
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Employer

\_\_\_\_\_  
Employee Representative

WAY SHADEL VIDEOKE BAR  
Name of Establishment

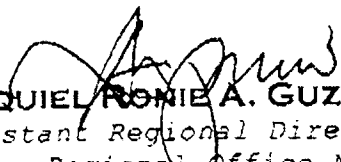
\_\_\_\_\_  
Employer

\_\_\_\_\_  
Employee Representative



**JOSE B. BANDA**  
Chairman, Provincial Sorsogon Tourism Industry Tripartite  
Council  
(STITC)

[Witness]



**EXEQUIEL RONIE A. GUZMAN**  
Assistant Regional Director  
DOLE - Regional Office No. V