

Power Industry Tripartite Council

RESOLUTION NO. 1

Series of 2011

"Adopting the Power 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 indorsing 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 Power Industry Tripartite Council(PITC) concurs and supports the reforms specifically, in implementation of item 6 of TIPC Resolution No. 3 to develop responsible and mature engagement of the social partners through self-regulation and Voluntary Code of Good Practices, the tripartite partners hereby agree to adopt a Manufacturing Industry Code of Good Practice to enhance the enterprise level bipartite dialogue and provide and 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 Manufacturing industry Voluntary Code of Good Practice:

ON OCCUPATIONAL SAFETY, SECURITY AND HEALTH

1. We shall observe proper waste segregation and disposal of our hazardous waste (e.g., used UPS or car batteries, busted fluorescent lamps, used automotive/ACU/X'mer oil and other waste material) as we adopt green environment programs in our workplaces and among our employees;

[Handwritten signature]

[Handwritten signature]

[Handwritten notes]

[Vertical handwritten notes]

2. We shall promote drug free workplace program by advocating good health and happy life. We will monitor illegal activities within our premises and shall report them to the proper government authorities for appropriate action.
3. We shall ensure the management of health and safety hazards, conduct regular inspection on application of office ergonomics, provision of indoor air quality and observance of good work practices to prevent:
 - a. Computer related health disorders ensuring that our employees use low radiation equipment
 - b. Guidance of Electrician
 - c. Stress at work
 - d. Other work related hazards and accidents
4. We shall provide a wholesome, safe and healthy environment and ensure that all employees have sufficient information, instruction and supervision as to the culture of safety and health as integral part of their discipline as persons thru continuing health and safety education and training relevant to the emerging risks in the changing environment.
5. We shall work toward Zero Accidents and lay down procedures to be followed in case of accidents and emergencies.
6. We shall provide health/medical services to employees.

ON PRODUCTIVITY

1. To prevent absenteeism on critical work days (after paydays/holidays, weekends) where absenteeism is high (even if correspondingly paid), we shall institute productivity incentive schemes and perfect attendance awards and inculcate to our employees the impact of productivity to the nation's economy and growth where an individual's contribution is a social and moral obligation to himself and to the nation. We shall adopt the programs and services of the RTWPB for productivity enhancement.

2. On training Education & Welfare-Related Benefits:

- a. We shall grant flexi-time employees taking up post-graduate education.
- b. We shall provide Livelihood Bridging Program as alternative support to separated/retired employees.
- c. We shall allow labor representatives to attend Board and Staff meetings for purposes of transparency.
- d. We shall provide Educational Assistance and Health Care Insurance to regular employees,
- e. We shall allow labor representatives to participate in accomplishing the company's Score Cards as prescribed by NEA .

INDUSTRIAL PEACE ADVOCACY

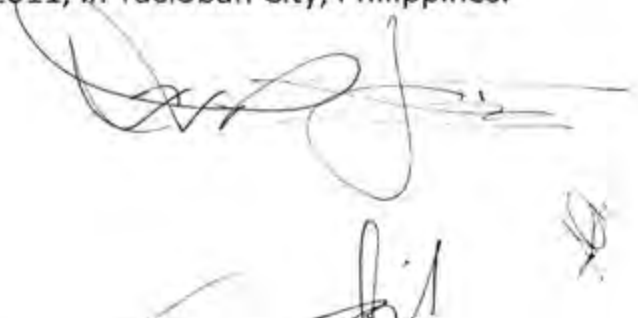
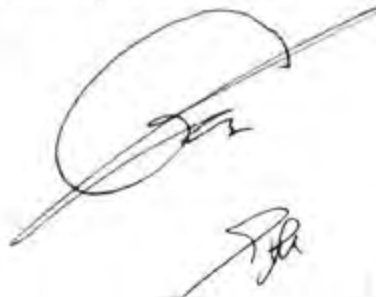
We shall endeavour to consistently utilize peace initiatives mostly by practicing labor-management cooperation, which has given Eastern Visayas an industrially-friendly environment with the absence of labor strikes for the last 8 years.

ON MONITORING OF THE CODE

The Power Industrial Tripartite Council (PITC) shall institutionalize monitoring mechanisms to include best practice recognition and awards, benchmarking, and self-regulating strategies in keeping up with this code. We shall continue to upgrade this code to keep its dynamism and relevance to the industry.


We, members of the Board of Trustees of PITC in behalf of our members extend our full support to achieve the noble objectives of this code.

Unanimously adopted this 7th day of October 2011, in Tacloban City, Philippines.

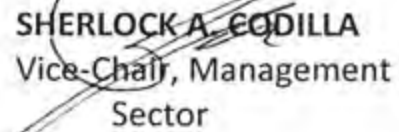




FORTER G. PUGUON
Regional Director




RENE V. DELOS REYES
Vice-Chair, Labor Sector

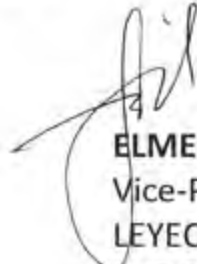


SHERLOCK A. CODILLA
Vice-Chair, Management
Sector


LABOR SECTOR



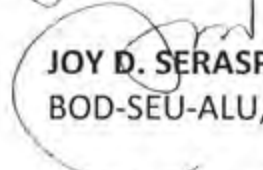
WINELITO G. GREGORIO
Union President, NORSAMELCO-EU



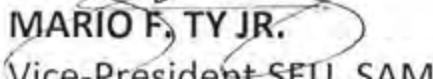
ELMER D. FIEL
Vice-President, LEU-ALU,
LEYECO V



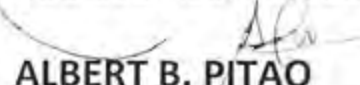
DOMINADOR F. MONTAJES
Vice-President, LEU-LEYECO IV



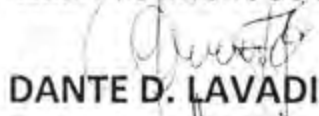
JOY D. SERASPE
BOD-SEU-ALU, SOLECO



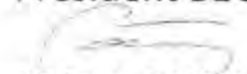
MARIO F. TY JR.
Vice-President SEU, SAMELCO II



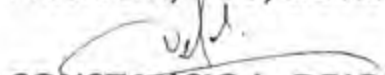
ALBERT B. PITAO
President BEU, BILECO



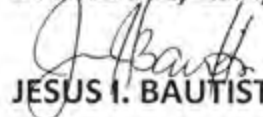
DANTE D. LAVADIA
President, DSU, DORELCO



JOSE J. SACAY
President, LSA, LEYECO V



CONSTANCIO L. DEJON JR.
President LEU-ALU, LEYECO V




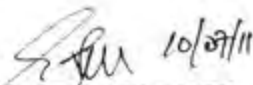
JESUS I. BAUTISTA
President, DEU-DORELCO





MANAGEMENT SECTOR

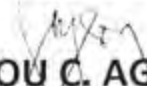
NIKKOS RHET V. ASTORGA
HR Officer, EDC


TEODOMIRO M. PAULO
Chief Sub-Office, LEYECO IV

 10/27/11
EDSEL JUDE C. YBANEZ
Acting HRD Chief, LEYECO V


GARY G. LIMAS, REE
Head Planning and System
Design, SOLECO


OLIVIA D. CABALIZA
OIC-General Manager,
SAMELCO II


MARILOU C. AGBON
Personnel Officer, SAMELCO II





