

1. DISPOSITION RATE.

- **Med-Arbitration** (arbitration, inter-intra union cases): 470 average caseload annually for the last six years (2007-2012) at 85% average disposition rate.

2. WHAT ARE THE PERIODS TO DISPOSE MED-ARBITRATION CASES?

- Grant or Denial of Petition for Certification Election = 35 - 45 days. The proceeding is fact-finding in character.
- Conduct of CE = 45 days from the date of 1st pre-election conference.
- Cancellation proceedings = 45 days from preliminary conference. Cancellation and intra-union dispute requires presentation of evidences and hearings.

3. HOW DOES THE DOLE INTEND TO ENSURE THAT CASES ARE EXPEDITIOUSLY RESOLVED?

A. The DOLE Interconnectivity Plan includes Case Docketing and Monitoring System (CDMS). Cases received and docketed from the district or field offices will be tracked up to the regional and bureau levels. The CDMS Phase I tracks the movement of cases from the field Office up to the OSEC level.

CDMS Phase II which will connect the Bureau of Labor Relations, Bureau of Working Conditions, Legal Service, NLRC, NCMB, POEA and ECC, is in the offing.

B. The DOLE SpeED Committee, constituted through AO 289, S 2009 to carry out the DOLE Project SpeED 6, or the Project Current Dockets for 2013-2016. It includes the Bureau of Labor Relations, Bureau of Working Conditions and its Regional counterparts, Legal Service, NLRC, NCMB and POEA.

C. The DOLE is regularly posting the status of cases in the website.

**4. HOW MANY
MEDIATOR-
ARBITERS DOES
THE DOLE HAVE?**

- As of June 2013, there are 30 Mediator-Arbiters assigned at the BLR and in the regional offices nationwide. We have 3 vacancies (RO1, BLR and NCR).
- The difficulty in filling up the vacancies for Mediator-Arbiter is the DOLE QS which requires membership in the Philippine bar (lawyer) with at least 4 years experience in the field of labor relations. The compensation package however is now competitive with the increase in the salary last year June 2012.

5. WHAT ACTIONS ARE TAKEN TO REFORM MED-ARBITRATION ADJUDICATION SYSTEMS IN ORDER TO STREAMLINE PROCEDURES AND ENSURE INTEGRITY AND FAIRNESS IN THE SYSTEM?

- In connection with the enrollment of union, CBA and workers' associations' registration in the Citizen's Charter and the installation of the CDMS, we have re-issued the process flow charts for adjudication of inter/intra-union, certification election and other labor relations cases to all DOLE regional offices to reflect the decentralization of the approval of union, CBA and workers' associations' registration to DOLE field offices. The same also indicated the process cycle time provided for under the Implementing Rules that are followed strictly by said offices.

- The Bureau also devised a circuiting scheme to enable labor-relations heavy regions to comply with the prescribed period for disposition of cases. Under this scheme, a focal Mediator-Arbitrator is designated in each field office of labor-relations heavy regions, such as DOLE NCR, Region 3 and 4-A, to be rotated every six (6) months with a fixed hearing day per week in each field office.

DISPUTE PREVENTION AND SETTLEMENT

	BLR	NCR	CAR	I	II	III	IV-A	IV-B	V	VI	VII	VIII	IX	X	XI	XII	XIII
No. of Med-Arbiters	4	8	1		1	2	2	0	1	1	1	1	1	1	1	1	1
SALARIES (PS)																	
Php53,730	214,920	429,840	53,730		53,730	107,460	107,460		53,730	53,730	53,730	53,730	53,730	53,730	53,730	53,730	53,730
OPERATING EXP (MOOE)																	
Traveling	230,000	370,000	100,000	83,000	120,000	100,000	400,000	333,000	60,000	771,000	113,000	248,000	220,000	153,000	183,000	200,000	63,000
Communication	69,000	113,000	60,000	59,000	46,000	66,000	175,000	3,000	66,000	145,000	135,000	46,000	34,000	28,000	90,000	80,000	39,000
Repairs & Maintenance					26,000		105,000		18,000				17,000	10,000	50,000	22,000	12,000
Transpo & Delivery											2,000			6,000			
Supplies and Materials	95,000	275,000	90,000	97,000	73,000	35,000	210,000	46,000	88,000	100,000	165,000	210,000	66,000	74,000	200,000	100,000	72,000
Training & Scholarship	80,000	54,000	100,000	9,000	7,000		104,000	23,000	33,000	125,000	33,000	56,000	25,000	15,000	80,000	10,000	15,000
Professional Services		372,000		94,000	45,000	50,000	530,000	69,000	42,000	10,000	110,000		40,000	42,000	90,000	30,000	34,000
Printing and Binding		110,000			1,000		105,000		11,000		7,000		6,000	62,000	5,000	20,000	1,000
Advertising													2,000	3,000			
Representation	261,000	370,000	60,000	68,000	44,000	22,000	100,000	42,000	33,000	59,000	55,000		63,000	40,000	75,000	30,000	29,000
Subscription Expenses					1,000				6,000						2,000		
	949,920	2,093,840	463,730	410,000	416,730	380,460	1,836,460	516,000	410,730	1,263,730	673,730	613,730	526,730	486,730	828,730	545,730	318,730
Factor (365)																	
Cost per day	2,602.52	5,736.55	1,270.49	1,123.28	1,141.73	1,042.36	5,031.40	1,412.70	1,125.29	3,462.27	1,845.84	1,681.45	1,443.10	1,333.51	2,270.49	1,495.15	873.23
Cost per day per Med-Arb	650.63	717.07	1,270.49	1,123.28	1,141.73	521.18	2,515.70	1,412.70	1,125.29	3,462.27	1,845.84	1,681.45	1,443.10	1,333.51	2,270.49	1,495.15	873.23