

**QUARTERLY PHYSICAL REPORT OF OPERATION**  
January 1 to March 2015

BAR No. 1

Department: Department of Labor and Employment  
Agency: National Conciliation and Mediation Board, RBXI  
Operating Unit:  
Organization Code (UACs)

Current Year Appropriations  
Supplemental Appropriations  
Continuing Appropriations  
Off-Budget Account

PARTICULARS	UACS CODE	PHYSICAL TARGETS					PHYSICAL ACCOMPLISHMENTS					Variance as of	REMARKS	
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL			
<b>ORGANIZATIONAL OUTCOME 1 LABOR-MANAGEMENT COOPERATION IMPROVED</b>														
Increased plant-level settlement of labor disputes by companies with LMC		At least 80% of companies with LMCs are not involved in labor disputes					97%							Out of the 142 companies with existing LMCs, 138 or 97% are not involved in NS/L, PM and VA cases.
<b>ORGANIZATIONAL OUTCOME 2 – WORKPLACE CONFLICTS REDUCED</b>														
Increased plant-level settlement of labor disputes by companies with GMs		At least 80% of companies with GMs are not involved in labor disputes					98%							Of the 166 companies with active GMs, 98% or 162 GMs are not involved in NS/L, PM and VA cases.
<b>ORGANIZATIONAL OUTCOME 3 – LABOR DISPUTES REDUCED</b>														
Reduced incidence of work stoppages		Single-digit strike incidence					0							No work stoppage was declared for the first quarter of 2015
<b>ORGANIZATIONAL OUTCOME 4 – LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED</b>														

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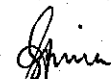
PARTICULARS	UACS CODE	PHYSICAL TARGETS					PHYSICAL ACCOMPLISHMENTS					Variance as of _____	REMARKS
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Increased settlement rate of:													
a. Request for Assistance				88%			33%						Out of the six RFAs filed, two were settled.
b. Preventive Mediation Cases				90%			50%						Out of the total 14 PM handled cases, seven were settled.
c. Notice of Strike/Lockout				75%			50%						Out of the total two NS/L cases handled, one case was settled.
Percentage of voluntary arbitration case decisions upheld by a higher court													No VA case decision was upheld by CA/SC as of March 2015.
MFO 1: TECHNICAL ADVISORY SERVICES													
Number of advisory requests acted upon							56						The branch extended advisory assistance to 56 companies through promotional activities on LMC and GM.
Percentage of technical advisory services provided that resulted in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs)				20%			30%						30% or 89 of 296 companies resulted in the following: LMCs Facilitated – 2 LMCs LMCs Enhanced – 43; GMs Institutionalized/Operationalized – 2 GMs Enhanced -42

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Percentage of clients who rate the timeliness of delivery of advisory services as good or better				70%			100%							A citizen's feedback mechanism was devised and implemented by the Board to determine the level of service satisfaction of the clients. During the period, 56 out of 56 respondents said they were very satisfied with the Branch's services.
MFO2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES														
Number of cases resolved/settled out of the Branch's total caseload							11							
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals				20%										For the first quarter of 2015, none were appealed to the Supreme Court/Court of Appeals.
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time				85%			47%							As of March 2015, seven cases were resolved/settled within the PCT out of the 15 cases disposed during the period.

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 OIC-Director

**QUARTERLY PHYSICAL REPORT OF OPERATION**  
**January 1 to June 2015**

BAR No. 1

Department: Department of Labor and Employment  
 Agency: National Conciliation and Mediation Board  
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Current Year Appropriations  
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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		
<b>ORGANIZATIONAL OUTCOME 1 LABOR-MANAGEMENT COOPERATION IMPROVED</b>													
Increased plant-level settlement of labor disputes by companies with LMC		At least 80% of companies with LMCs are not involved in labor disputes					97%	92%			94.5%		97% of companies with LMCs are not involved in labor disputes in the first quarter and in the second quarter, 92% of companies are not involved in labor disputes. From January to June 2015, an average of 94.5% of companies with LMCs are not involved in labor disputes.
<b>ORGANIZATIONAL OUTCOME 2 – WORKPLACE CONFLICTS REDUCED</b>													
Increased plant-level settlement of labor disputes by companies with GMs		At least 80% of companies with GMs are not involved in labor disputes					98%	93%			95.5%		98% of companies with GMs were not involved in NS/L, PM and VA cases for the first quarter while 93% of companies with GMs are not involved in labor disputes for the second quarter. An average of 95.5% of companies with GMs were not involved in labor disputes from January to June 2015.
<b>ORGANIZATIONAL OUTCOME 3 – LABOR DISPUTES REDUCED</b>													
Reduced incidence of work stoppages							0	0					No work stoppage was declared for the first and second quarter of 2015
<b>ORGANIZATIONAL OUTCOME 4 – LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED</b>													

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Increased settlement rate of:														
a. Request for Assistance							33%	60%				62%		For the first quarter, out of the six RFAs handled, two were settled. For the second quarter, out of the ten RFAs handled, six were settled. For the period January to June 2015, out of the 13 RFAs handled, eight were settled.
b. Preventive Mediation Cases							50%	94%				74%		Out of the total 31 PM handled cases, 23 were settled or 74% from January to June 2015. For the first quarter, seven cases were settled out of the 14 cases handled while for the second quarter, 16 cases were settled out of the 17 cases handled.
c. Notice of Strike/Lockout							50%	83%				86%		Out of the total seven NS/L cases handled, six cases were settled or 86% from January to June 2015. For the first quarter, one out two cases handled was settled while for the second quarter, five cases were settled out of the six cases handled.
Percentage of voluntary arbitration case decisions upheld by a higher court														For the first quarter of 2015, none were upheld by a higher court. For the second quarter of 2015, none were upheld by a higher court.
<b>MFO 1: TECHNICAL ADVISORY SERVICES</b>														
Number of advisory requests acted upon							56	46						The branch extended advisory assistance to 102 companies through promotional activities on LMC and GM.

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Percentage of technical advisory services provided that resulted in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs)				20%			30%	3%			32%		For the first six months of 2015, 32% or 99 of 310 companies reached resulted in the following: LMCs facilitated – 4 LMCs; LMCs Enhanced – 46; GMs Institutionalized/Operationalized – 4 GMs Enhanced - 45
Percentage of clients who rate the timeliness of delivery of advisory services as good or better				70%			100%	100%					A citizen's feedback mechanism was devised and implemented by the Board to determine the level of service satisfaction of the clients. During the first quarter, 56 out of 56 respondents said they were very satisfied with the Branch's services while for the second quarter 46 out of 46 respondents said they were very satisfied with Branch's services.
<b>MFO2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES</b>													
Number of cases resolved/settled out of the Branch's total caseload							11	26					
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals				20%									For the first quarter of 2015, none were appealed to the Supreme Court/CA. For the 2 <sup>nd</sup> quarter, none were appealed to the SC/CA.
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time				85%			47%	88%			57%		As of June 2015, 29 cases were resolved/settled within the PCT out of the 51 cases disposed during the period.

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**QUARTERLY PHYSICAL REPORT OF OPERATION**  
January 1 to September 2015

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PARTICULARS	UACS CODE	PHYSICAL TARGETS					PHYSICAL ACCOMPLISHMENTS					Variance as of	REMARKS
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		
<b>ORGANIZATIONAL OUTCOME 1 LABOR-MANAGEMENT COOPERATION IMPROVED</b>													
Increased plant-level settlement of labor disputes by companies with LMC		At least 80% of companies with LMCs are not involved in labor disputes					97%	92%	97%		86.9%		Out of 142 companies with LMCs, 138 companies with LMCs are not involved in labor disputes or 97% in the first quarter while in the second quarter, 132 out of 144 companies are not involved in labor disputes and for the third quarter, there were 142 companies out of 146 LMCs not involved in labor disputes. From January to September 2015, 87.5% or 133 companies with LMCs out of 153 are not involved in labor disputes.
<b>ORGANIZATIONAL OUTCOME 2 – WORKPLACE CONFLICTS REDUCED</b>													
Increased plant-level settlement of labor disputes by companies with GMs		At least 80% of companies with GMs are not involved in labor disputes					98%	93%	98%		87.8%		Out of 166 companies with GMs, 162 companies with GMs are not involved in labor disputes for the first quarter of 2015, for the second quarter, 162 companies out of 174 companies with GMs are not involved in labor disputes and for the third quarter, 161 companies out of 165 companies with GMs are not involved in labor disputes. From January to September 2015, 88.5% or 145 companies with GMs out 165 are not involved in labor disputes.
<b>ORGANIZATIONAL OUTCOME 3 – LABOR DISPUTES REDUCED</b>													
Reduced incidence of work stoppages							-	-	-				No work stoppage was declared for the first, second and third quarter of 2015.
<b>ORGANIZATIONAL OUTCOME 4 – LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED</b>													

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Increased settlement rate of:													
a. Request for Assistance							33%	60%	33%		54%		For the first quarter, out of the six RFAs handled, two were settled. For the second quarter, out of the ten RFAs handled, six were settled. For the third quarter, out of the 15 RFAs handled, five were settled.
b. Preventive Mediation Cases							50%	94%	88%		88%		Out of the total 40 PM handled cases, 35 were settled or 88% from January to September 2015. For the first quarter, seven cases were settled out of the 14 cases handled while for the second quarter, 16 cases were settled out of the 17 cases handled and for the third quarter, 14 out of 16 cases were settled.
c. Notice of Strike/Lockout							50%	83%	77%		86%		Out of the total 13 NS/L cases handled, eight cases were settled or 86% from January to September 2015. For the first quarter, one out two cases handled was settled while for the second quarter, five cases were settled out of the six cases handled and for the third quarter, seven out of nine cases were settled.
Percentage of voluntary arbitration case decisions upheld by a higher court													For the first quarter of 2015, none were upheld by a higher court. For the second quarter of 2015, none were upheld by a higher court. For the third quarter of 2015, none were upheld by a higher court.
<b>MFO 1: TECHNICAL ADVISORY SERVICES</b>													
Number of advisory requests acted upon							56	46	19				The branch extended advisory assistance to 121 companies through promotional

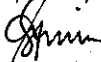


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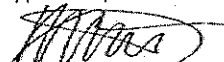
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Percentage of technical advisory services provided that resulted in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs)				20%			30%	3%	9%		41%		activities on LMC and GM. From January to September 2015, 41% or 127 of 309 companies reached resulted in the following: LMCs facilitated – 10 LMCs; LMCs Enhanced – 54; GMs Institutionalized/Operationalized – 10 GMs Enhanced - 53
Percentage of clients who rate the timeliness of delivery of advisory services as good or better				70%			100%	100%	100%		100%		A citizen's feedback mechanism was devised and implemented by the Board to determine the level of service satisfaction of the clients. During the period, 121 out of 121 respondents said they were very satisfied with the Branch's services.
MFO2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES													
Number of cases resolved/settled out of the Branch's total caseload							11	26	21				
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals				20%			0%	0%	25%		25%		For the nine months of 2015, two were appealed to the Supreme Court/Court of Appeals out of the four (4) VA case decisions.
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time				85%			47%	88%	45%		56%		As of September 2015, 43 cases were resolved/settled within the PCT out of the 77 cases disposed during the period.

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<b>ORGANIZATIONAL OUTCOME 1 LABOR-MANAGEMENT COOPERATION IMPROVED</b>													
Increased plant-level settlement of labor disputes by companies with LMC		At least 80% of companies with LMCs are not involved in labor disputes					97%	92%	97%	99%	86%		Out of the 153 companies with existing LMCs, 132 are not involved in NS/L, PM and VA Cases.
<b>ORGANIZATIONAL OUTCOME 2 – WORKPLACE CONFLICTS REDUCED</b>													
Increased plant-level settlement of labor disputes by companies with GMs		At least 80% of companies with GMs are not involved in labor disputes					98%	93%	98%	99%	88%		Out of 169 companies with active GMs, 148 GMs are not involved in NS/L, PM and VA cases.
<b>ORGANIZATIONAL OUTCOME 3 – LABOR DISPUTES REDUCED</b>													
Reduced incidence of work stoppages						-	-	-	-	-		No work stoppage was declared for 2015.	
<b>ORGANIZATIONAL OUTCOME 4 – LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED</b>													

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Increased settlement rate of:													
a. Request for Assistance							33%	60%	33%	87%	80%		Out of the 25 RFAs handled, 20 were settled.
b. Preventive Mediation Cases							50%	100%	78%	78%	88%		Out 46 PM cases handled, 43 cases were settled or 93% settlement rate.
c. Notice of Strike/Lockout							50%	83%	77%	14%	60%		Out of 15 NS cases handled, nine cases were settled or 60% settlement rate.
Percentage of voluntary arbitration case decisions upheld by a higher court							-	-	-	2	50%		For 2015, 2 VA case decisions were affirmed by CA/SC out of the four appealed cases.
<b>MFO 1: TECHNICAL ADVISORY SERVICES</b>													
Number of advisory requests acted upon							56	46	19	22	143		The branch extended advisory assistance to 143 companies through promotional activities on LMC and GM.
Percentage of technical advisory services provided that resulted in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs)							30%	3%	9%	27%	66%		From January to December 2015, 66% or 214 of 323 companies reached resulted in the following: LMCs facilitated – 21 LMCs; LMCs Enhanced – 85; GMs Institutionalized/Operationalized – 21 GMs Enhanced - 87

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Percentage of clients who rate the timeliness of delivery of advisory services as good or better				70%			100%	100%	100%	100%	100%		A citizen's feedback mechanism was devised and implemented by the Board to determine the level of service satisfaction of the clients. During the period, 121 out of 143 respondents said they were very satisfied with the Branch's services.
MFO2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES													
Number of cases resolved/settled out of the Branch's total caseload							11	26	21	15	73		
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals				20%			-	-	-	25%	12.5%		For 2015, one (1) VA case was appealed to the Supreme Court/Court of Appeals out of eight VA case decisions.
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time				85%			47%	88%	45%	71%	65%		As of December 2015, 55 cases were resolved/settled within the PCT out of the 85 cases disposed during the period.

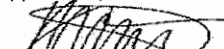
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