

QUARTERLY PHYSICAL REPORT OF OPERATION
January 1 to March 2017

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			
ORGANIZATIONAL OUTCOME 1 LABOR-MANAGEMENT COOPERATION IMPROVED														
Increased plant-level settlement of labor disputes by companies with LMC.		At least 90% of companies with LMCs are not involved in labor disputes					96.1%							Out of the 154 companies with existing LMCs, 96.1% OR 148 are not involved in NS/L, PM and VA cases.
ORGANIZATIONAL OUTCOME 2 – WORKPLACE CONFLICTS REDUCED														
Increased plant-level settlement of labor disputes by companies with GMs		At least 90% of companies with GMs are not involved in labor disputes					96.1%							Out of the 153 companies with active GMs, 147 GMs are not involved in NS/L, PM and VA cases.
ORGANIZATIONAL OUTCOME 3 – LABOR DISPUTES REDUCED														
Reduced incidence of work stoppages		Single-digit strike incidence												No work stoppage was declared for the first quarter of 2017.
ORGANIZATIONAL OUTCOME 4 – LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED														

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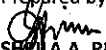
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Increased settlement rate of:													
a. Request for Assistance				88%			57.7%						Handled – 26; Settled - 15
b. Preventive Mediation Cases				90%			58.8%						Handled – 17; Settled - 10
c. Notice of Strike/Lockout				75%			50%						Handled – 4; Settled - 2
Percentage of voluntary arbitration case decisions upheld by a higher court													No VA case decision was upheld by a higher court.
MFO 1: TECHNICAL ADVISORY SERVICES													
Number of advisory requests acted upon							17						The branch extended advisory assistance to 17 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%			5.6%						For the 1 st quarter of 2017, 5.6% or 17 of 305 companies resulted in the following: LMCs Facilitated – 2 LMCs Enhanced – 10; GMs Institutionalized/Operationalized – 2 GMs Enhanced - 3

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Percentage of clients with LMCs/GMs that are not involved in NS/L or PM cases		94%					98.2%							Out of the 327 companies with LMCs and GMs, 98.2% or 321 companies are not involved in NS/L, PM and VA cases.
Percentage of clients who rate the timeliness of delivery of advisory services as good or better		70%					100%							Out of the five respondents, five respondents said they were very satisfied with the services of the branch.
MFO2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES														
Number of cases resolved/settled out of the Branch's total caseload							23						There are 23 cases/RFAs that were resolved/settled out of the Branch's total caseload SENA – 11 Preventive Mediation – 10 Notices of Strike/Lockout – 2 Actual Strikes – 0 Voluntary Arbitration - 0	
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals		Not more than 20%					66.7%						The branch monitored four (4) out of six (6) appealed VA case decisions.	
Percentage of VA case decisions that are overturned by higher authority		Not more than 25%					-						No VA case decision was overturned by higher court for the period.	
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time							63.2%						24 cases were resolved/settled within the PCT out of the total 38 cases disposed.	

Prepared by:

SHEILA A. RIVERA
LEO III

Approved by:

AERRINE MARIE R. REYES
OIC-Director

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January 1 to June 2017

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ORGANIZATIONAL OUTCOME 1 LABOR-MANAGEMENT COOPERATION IMPROVED													
Increased plant-level settlement of labor disputes by companies with LMC		At least 90% of companies with LMCs are not involved in labor disputes					96.1%	95%			90.7%		Out of the 140 companies with LMCs, 90.7% or 127 LMCs are not involved in NS/L, PM and VA cases.
ORGANIZATIONAL OUTCOME 2 – WORKPLACE CONFLICTS REDUCED													
Increased plant-level settlement of labor disputes by companies with GMs		At least 90% of companies with GMs are not involved in labor disputes					96.1%	94.9%			90.6%		Out of 139 companies with active GMs, 90.6% or 126 GMs are not involved in NS/L, PM and VA cases.
ORGANIZATIONAL OUTCOME 3 – LABOR DISPUTES REDUCED													
Reduced incidence of work stoppages							0	3					The branch monitored three work stoppages.
ORGANIZATIONAL OUTCOME 4 – LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED													

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Increased settlement rate of:													
a. Request for Assistance							57.7%	100%			77.4%		Out of the nine RFAs handled, nine were settled.
b. Preventive Mediation Cases							64.7%	75%			82.1%		Out of the 28 PM cases handled, 23 cases were settled.
c. Notice of Strike/Lockout							50%	33.3%			60.0%		Out of the five NS/L cases handled, three cases were settled.
Percentage of voluntary arbitration case decisions upheld by a higher court							-	50%					One VA case was affirmed out of the 2 VA cases decided by CA/SC.
MFO 1: TECHNICAL ADVISORY SERVICES													
Number of advisory requests acted upon							17	208					The branch extended advisory assistance to 225 through promotional activities on LMC and GM.

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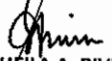
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Percentage of technical advisory services provided that resulted in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs)				20%			5.6%	75.1%			81.2%		For the first six months of 2017, 69.6% or 225 out of 277 resulted in the following: LMCs Facilitated – 6; LMCs Enhanced – 109; GMs Institutionalized/Operationalized – 6; GMs Enhanced - 104
Percentage of clients with LMCs/GMs that are not involved in NS/L or PM cases				94%			98.2%	97.6%			95.6%		95.6% or 286 out of 299 companies with LMCs/GMs are not involved in NS/L or PM cases.
Percentage of clients who rate the timeliness of delivery of advisory services as good or better				70%			100%	100%			100%		During the period, out of the 46 respondents who accomplished the citizen's feedback form, 46 said they were very satisfied with the services of the branch.
MFO2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES													
Number of cases resolved/settled out of the Branch's total caseload							23	24					There are 23 cases that were resolved/settled out of the Board's total caseload SENA – 6 Preventive Mediation - 12 Notices of Strike/Lockout - 2 Actual Strike/Lockout - 3 Voluntary Arbitration - 1
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals							66.67%	50%			60%		Out of the ten (10) decided VA cases, six (6) were appealed to the SC/CA.

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Percentage of VA case decisions that are overturned by higher authority							-	-					No VA case decision was overturned by SC/CA during the period.
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time							63.2%	80%			68.7%		44 cases were resolved/settled within PCT out of the 64 cases disposed during the period.

Prepared by:


SHEILA A. RIVERA
 LEO III

Approved by:


AERRINE MARIE R. REYES
 OIC-Director

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ORGANIZATIONAL OUTCOME 1 LABOR-MANAGEMENT COOPERATION IMPROVED													
Increased plant-level settlement of labor disputes by companies with LMC		At least 90% of companies with LMCs are not involved in labor disputes					96.1%	95%	98.6%		89.7%		Out of the 146 companies with LMCs, 89.7% or 131 are not involved in NS/L or PM cases.
ORGANIZATIONAL OUTCOME 2 – WORKPLACE CONFLICTS REDUCED													
Increased plant-level settlement of labor disputes by companies with GMs		At least 90% of companies with GMs are not involved in labor disputes					96.1%	94.9%	98.6%		89.6%		Out of the 145 companies with LMCs, 89.6% or 130 are not involved in NS/L or PM cases.
ORGANIZATIONAL OUTCOME 3 – LABOR DISPUTES REDUCED													
Reduced incidence of work stoppages							0	3	0				The branch monitored three work stoppages.

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ORGANIZATIONAL OUTCOME 4 – LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED													
Increased settlement rate of:													
a. Request for Assistance							57.7%	100%	29%		68.4%		Out of the seven RFAs handled, two were settled.
b. Preventive Mediation Cases							64.7%	75%	87.5%		90.9%		Out of the 33 PM cases handled, 30 cases were settled.
c. Notice of Strike/Lockout							50%	33.3%	100%		85.7%		Out of seven NS/L cases handled, six cases were settled.
Percentage of voluntary arbitration case decisions upheld by a higher court						80%	-	50%	-		16.7%		For the first nine months of 2017, one (1) VA case was upheld by SC/CA out of the six (6) appealed VA cases.
MFO 1: TECHNICAL ADVISORY SERVICES													
Number of advisory requests acted upon							17	208	22				The branch extended advisory assistance to 22 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%			5.6%	75.1%	14.9%		92.7%		For the third quarter of 2017, 92.7% or 268 out of 289 resulted in the following: LMCs Facilitated – 17; LMCs Enhanced – 109; GMs Institutionalized/Operationalized – 17; GMs Enhanced - 104
Percentage of clients who rate the timeliness of delivery of advisory services as good or better				70%			100%	100%	100%		100%		During the period, out of the 78 respondents who accomplished the citizen's feedback form, 78 respondents said they were very satisfied with the services of the branch.
MFO2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES													
Number of cases resolved/settled out of the Branch's total caseload							23	24	16				There are 16 cases that were resolved/settled out of the Branch's total caseload SENA – 4 Preventive Mediation – 7 Notices of Strike/Lockout – 3 Actual Strike/Lockout – 0 Voluntary Arbitration - 2
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals				Not more than 20%			66.7%	50%	-		42.8%		The branch monitored six (6) VA case decisions appealed to the SC/CA.
Percentage of VA cases decisions that are overturned by higher authority				Not more than 25%			-	-	100%		16.7%		The branch monitored one (1) VA case decision overturned out of the six (6) appealed VA case decisions.

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Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time							63.2%	80%	58.8%		67.5%		54 cases were resolved within the PCT out of the 80 cases disposed during the period.

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SHEILA A. RIVERA
LEO III

Approved by:


AERRINE MARIE R. REYES
OIC-Director II

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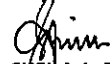
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ORGANIZATIONAL OUTCOME 1 LABOR MANAGEMENT COOPERATION IMPROVED													
Increased plant-level settlement of labor disputes by companies with LMC		At least 90% of companies with LMCs are not involved in labor disputes					96.1%	95%	98.6%	98.7%	88.9%		In 2017, out of the 153 companies with LMCs, 88.9% or 136 LMCs are not involved in NS/L or PM cases.
ORGANIZATIONAL OUTCOME 2 – WORKPLACE CONFLICTS REDUCED													
Increased plant-level settlement of labor disputes by companies with GMs		At least 90% of companies with GMs are not involved in labor disputes					96.1%	94.9%	98.6%	98.7%	88.9%		In 2017, out of the 153 companies with active GMs, 88.9% or 136 GMs are not involved in conciliation-mediation cases.
ORGANIZATIONAL OUTCOME 3- LABOR DISPUTES REDUCED													
Reduced incidence of work stoppages						-	3	-	-	3		In 2017, there were three (3) work stoppages declared.	
ORGANIZATIONAL OUTCOME 4 – LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED													
Increased settlement rate of:													
a. Request for Assistance		80%					57.7%	100%	29%	66.7%	73.2%		Out of the 41 RFAs handled, 30 RFAs were settled.
b. Preventive Mediation Cases		85%					64.7%	75%	87.5%	100%	89%		Out of the 38 PM cases handled, 34 cases were settled. Settled – 34 Materialized into Notice of Strike – 2 Others - 1
c. Notice of Strike/Lockout		75%					50%	33.3%	100%	-	75%		Out of eight (8) NS/L cases handled, seven (7) cases were settled. Settled – 6 Materialized into Actual Strike - 2

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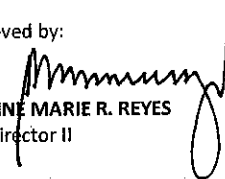
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Court of Appeals		Not more than 20%					66.7%	50%	-	40%	42%		The branch monitored eight (8) VA case decisions appealed to the SC/CA out of the 19 VA case decisions.
Percentage of VA case decisions that are overturned by higher authority		Not more than 25%					-	-	100%	-	14%		Out of the seven (7) appealed VA case decisions, the branch monitored one (1) VA case decision overturned by the SC/CA.
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time		85%					63.2%	80%	58.8%	70%	71.8%		There were 61 cases resolved/settled within the PCT out of the 85 cases disposed during the period.

Prepared by:


SHEILA A. RIVERA
 LEO III

Approved by:


AERRINE MARIE R. REYES
 OIC-Director II