National Conciliation and Mediation Board
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2017 Search for Outstanding LMC for Industrial Peace

The Outstanding LMC for Industrial Peace Award, which is carried out by the National Conciliation and Mediation Board (NCMB), started in 1998 in recognition of the significant role of Labor-Management Cooperation (LMC) program in the maintenance of industrial peace. Since then, it has continued to benchmark best practices and success stories among companies proving that labor-management committees/councils or other similar mechanisms at the workplace level can serve as valuable channels for communication, information-sharing, consultation, collaboration, employee involvement, and joint-problem solving. These mechanisms have greatly contributed in enhancing labor-management relations towards company efficiency, productivity, and competitiveness.

As in the past, this year’s Search aims to highlight the contributions of LMCs in company productivity and competitiveness, improvement of workers’ welfare, and maintenance of harmonious labor-management relations.

OBJECTIVES:

1. Intensify awareness on the LMC best practices among organized and unorganized establishments;
2. Showcase LMC innovations that can serve as models of best practices; and
3. Encourage the labor and management partners to further explore and benchmark innovative approaches in improving their workplace relations.

MECHANICS:

1. Coverage

The Search for Outstanding LMC for Industrial Peace is open to both organized and unorganized establishments.

2. Eligibility to Participate

In order to qualify as nominee or applicant in the Search, the company must be:

a. Duly registered with the appropriate government agency (DTI, SEC, etc);

b. Implementing a Labor-Management Cooperation program under its workplace mechanism for communication and workers’ participation (LMC or its equivalent) for at least three (3) years;

c. Not a party to pending labor standards case at any of the DOLE Regional Offices; and

d. Not a respondent to a pending case at NCMB.

3. Nomination/Application Entries

Any LMC of an organized/unorganized company which had been in existence for at least three (3) years may apply or be nominated by the LMC association in the region.

The nominee or applicant shall fill-up and submit the Nomination/Application Form, together with the supporting documentary requirements, to the nearest Regional Conciliation and Mediation Branch (RCMB) of the Board on or before April 30, 2017.

The Regional LMC Association shall assist in the information-dissemination and shall invite companies and unions with best LMCs to join the Search.

4. Screening and Selection of Winners

Screening Committees at the regional and national levels and a National Board of Judges shall be constituted for the screening, selection and judging processes. The awards shall be for two (2) categories:

a. Organized Establishments; and

b. Unorganized Establishments.
A. Regional Screening Committee (RSC)

The Regional Screening Committee (RSC) constituted at the 16 Regional Conciliation and Mediation Branches (RCMBs) of the Board shall manage the screening and selection at the regional level among applicants and nominees to the Search. Evaluation of entries shall be completed by June 23, 2017.

**Composition of the RSC:**

Chairperson: RCMB Director

Members:
- Regional Coordinating Council (RCC) Chairman or RCC Representative
- Labor Representative from Regional LMC Association
- Management Representative from Regional LMC Association

**Functions of the RSC:**

1. Disseminate and promote the Search in the region;

2. Screen, validate and evaluate entries, together with all documents submitted by the applicants or nominees, based on the criteria established for the purpose. Validation and evaluation may include interviews, and plant visits, if necessary;

3. There should be at least two (2) entries per category from which the RSC would choose the regional winner/s. However, a lone entry can still be proclaimed as regional winner, provided it passed the standards of the pre-screening committee; and

4. The regional winner/s per category shall be recognized and proclaimed as the Regional Outstanding LMC and shall be pre-qualified to the national screening process.

The regional winners shall be required to submit the following documentary requirements showcasing their LMC best practices in the different areas: information sharing, problem solving and consensus-building, safety and health, employee and family welfare, employee involvement, productivity and quality, human resource development, and labor laws compliance system:

- Nomination/Application Form, both in soft and hard copies (6 sets);
- Brief narrative summary/highlights of LMC accomplishments for the past three (3) years (3-5 pages only); and
- 10-minute audio-video presentation (6 copies)

The above-cited documents and their supporting papers shall be submitted to the NCMB-Central Office, through the Search Secretariat-Workplace Relations Enhancement Division (WRED), on or before June 30, 2017.

B. National Screening Committee (NSC)

The National Screening Committee (NSC) shall manage the screening, selection, and shortlisting at the national level from July 01 to September 15, 2017.

**Composition** – The NSC shall be composed of the following NCMB-Central Office officials:

Chairperson: Deputy Executive Director for Technical Services

Members:
- Director for Internal Services
- Representatives from two (2) Divisions, preferably Chief LEO

**Functions of the NSC:**

1. Screen the regional winners and thoroughly validate and evaluate the submissions; and

2. Select national finalists and endorse them to the National Board of Judges.
C. National Board of Judges (NBoJ)

**Composition** – The National Board of Judges (NBoJ) shall be composed of:

Chairperson: NCMB Executive Director

Members:
- ILO Country Director/ILO Representative
- One (1) representative from the academe
- One (1) representative of national labor organization
- One (1) representative of national employer organization

The national finalists shall be required to present their LMC best practices entries before the NBoJ on a date to be advised later. Panel interviews shall also follow.

The NBoJ shall select a maximum of three (3) national winners from each category. Special awards shall also be given based on the LMC innovations achieved. The selection of winners shall be conducted by the NBoJ from September 21 to October 12, 2017.

The presentation and awarding of winners shall be the highlight of the 11th National LMC Convention to be held on November 23-24, 2017.

The 2017 Search for Outstanding LMC for Industrial Peace shall be formally/officially launched on March 03, 2017.

**PROJECT TEAM**

NCMB’s WRED shall serve as over-all coordinator and secretariat, with the Technical Services Director as the overseer. The Deputy Executive Director for Technical Services shall be the over-all Chairperson of the project.

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## TIMELINES

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## NCMB DIRECTORY

- **RCMB-NCR**
  - Ground Floor, DOLE Building
  - Intramuros, Manila
  - (02) 310-0441/527-7216

- **RCMB-CAR**
  - 3/F Manongdo Bldg., Benitez Court
  - Magsaysay Ave., Baguio City
  - (074) 442-7292

- **RCMB I**
  - 5/F Juanita Bldg., Quezon Avenue
  - San Fernando City, La Union
  - (072) 888-4610

- **RCMB II**
  - 3F CRADDOCK Bldg.
  - Diversion Road, San Gabriel Village
  - Tuguegarao City
  - (078) 844-1356

- **RCMB III**
  - 2/F PSP Bldg., Gapang Olompo Rd., Dolores
  - San Fernando, Pampanga
  - (045) 961-4264

- **RCMB IV-A**
  - 2/F Regon & Sun Bldg.
  - National Rd., Paciano Rizal
  - Calamba City, Laguna
  - (049) 531-4271

- **RCMB IV-B**
  - Ground Floor, DOLE Building
  - Intramuros, Manila
  - (02) 400-2520

- **RCMB V**
  - 2/F ANST Bldg., Washington Drive
  - Legazpi City
  - (052) 480-8467

- **RCMB VI**
  - No. 610th Lacson St.
  - Milagros Bldg., Bacolod City
  - (034) 333-0901

- **RCMB VII**
  - 6/F DOLE Bldg.
  - Gen. Maxilom or Gorordo Aves.
  - Cebu City
  - (032) 415-7046

- **RCMB VIII**
  - Trece Martirez St.
  - Tacloban City
  - (053) 832-0659

- **RCMB IX**
  - 3/F Agno Bldg., Veterans Ave.
  - Zambonga City
  - (062) 991-2644

- **RCMB X**
  - Maguitandano Masonic Temple Bldg.,
  - Capitolino cor. Palanca St.,
  - Cagayan de Oro City
  - (088) 856-6123

- **RCMB XI**
  - DCPI Bldg., Quoizel Boulevard
  - Bgy 31, Davao City
  - (082) 226-3465

- **RCMB XII**
  - Door 1, Mazzanine Floor
  - Duremdes Bldg, Zone 1
  - Gensan Drive, Kornadal City
  - (083) 228-3438

- **RCMB XIII**
  - 2F Nimfa Tu Bldg.,
  - J P Rosales Street, Butuan City
  - (085) 342-5871