



LMC@WORK

NATIONAL CONCILIATION and MEDIATION BOARD
Department of Labor and Employment

Issue No. 4

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Big Things in Small ways...

*Mabuhay ang FEU-NRMF
Kapatiran!*



In 2009, the FEU-NRMF KAPATIRAN was a recipient of the Outstanding LMC Award for Industrial Peace, Organized Category. But with or without the award, the initiatives, strategies and activities of KAPATIRAN are continuously being implemented, cognizant of LMC's role in maintaining industrial peace and the attainment of FEU-NRMF's Organizational goals.

Learning from their past experiences, and through the initiative of the HR Head, the LMRC was revitalized. The employees were slowly integrated and got involved in running the affairs of the Foundation through LMRC.



HRD meeting with FEU-NHRMF employees

Labor Management Cooperation...



Mr. Cielito R. Legarda, MBA
HRD Manager



Dr. Policarpio B. Joves, Jr.
Asst. Dean



Mr. Dante F. Sugcang
President



Mr. Morman A. Grecia
Vice-Pres.



Dr. Deane Campo Cruz
Chief of Clinics



Mrs. Mercedes E. Legarda
Chief Nurse



Mrs. Lorna M. Melecio
Treasurer



Mr. John R. Norcio
Auditor

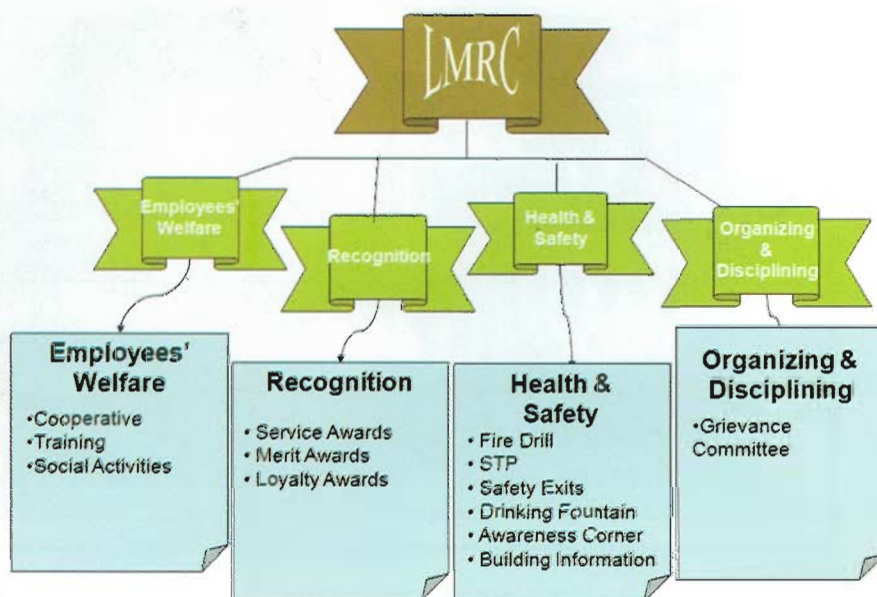


Mrs. Raquel C. Talag
Employee Relations

FEU-NRMF KAPATIRAN Representatives

The administration is represented in the LMRC by the HR Head, Mr. Cielito Legarda; Assistant Dean of the Institute of Medicine, Dr. Policarpio Joves; Chief of Clinics, Dr. Deane Campo Cruz; Chief Nurse, Ms. Mercy Legarda; and Ms. Raquel Talag, Employee Relations. The Union is represented by its President, Mr. Dante Sugcang, Vice President, Mr. Norman Grecia, Treasurer, Ms. Lorna Melecio and Mr. John Norcio, Auditor.

The LMRC structure allows for a cross section of the stakeholders to input, discuss as well as give feedbacks. Issues and concerns of the school and hospital are initially discussed with the staff at the Department level and are further deliberated in the monthly meetings of the Academic Council presided by the Dean, Dr. Remedios Habacon, as well as in the monthly Clinical Heads' meeting conducted by the Medical Director, Dr. Reynaldo de Vega. Issues and concerns related to employees' welfare, health and safety, recognition, organizing and disciplining are referred to the various FEU-NRMF KAPATIRAN Subcommittees. Unresolved issues are elevated to the Chairman of the Board, Dr. Josephine Cojuangco-Reyes and are tackled during the monthly MANCOM meetings.



FEU-NRMF KAPATIRAN Subcommittees

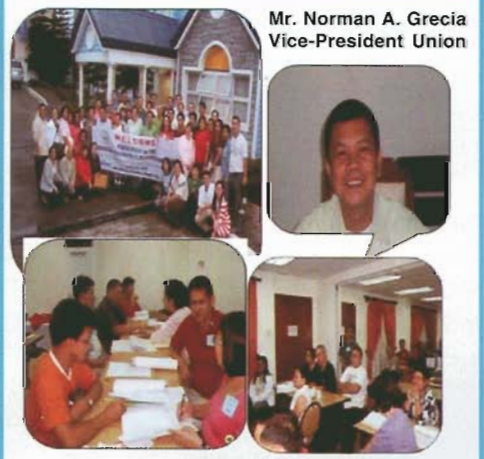
STRATEGIC PARTNERSHIP



Enhancing mutual trust, respect, & commitment...

KAPATIRAN meeting with the Vice Chairman, Mr. Nicanor C. Reyes III

To enhance mutual trust, respect and commitment, management maintains an open door policy, encourages candor and openness, and practices maximum tolerance on labor-management disputes.

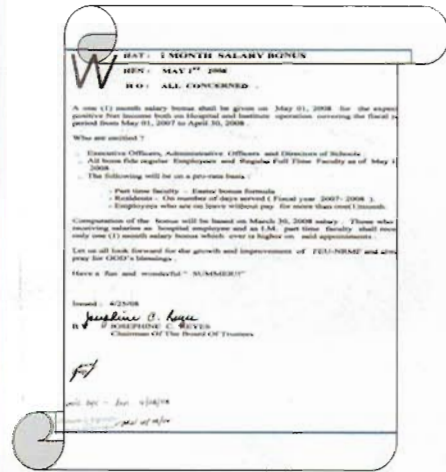


Mr. Norman A. Grecia Vice-President Union

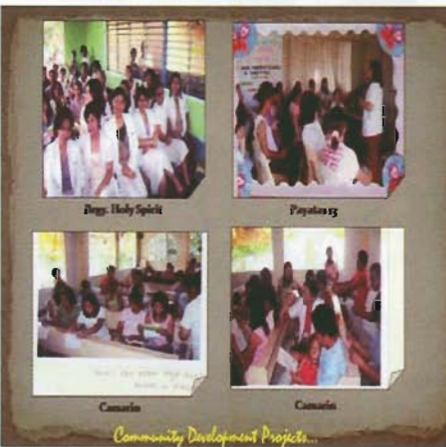
Strategic Planning Workshop in 2008 attended by Management & Union Representatives

Information sharing in the Foundation is a norm. The Foundation's financial standing, market conditions and targets are presented and discussed. Suggestion boxes are situated in strategic places in the Foundation, results of which are cascaded to all stakeholders. The Committee on Quality Assurance, in partnership with LMC Subcommittees, conducts QA projects related to the issues identified.

In May 2008, FEU-NRMF's Chairman, Dr. Josephine Cojuangco-Reyes approved a one-month salary bonus to all employees as part of the Foundation's profit sharing. This is in addition to the half-month salary bonus given in December 2008.



Non-CBA benefits given in 2008 by the Chairman, Dr. Josephine C. Reyes



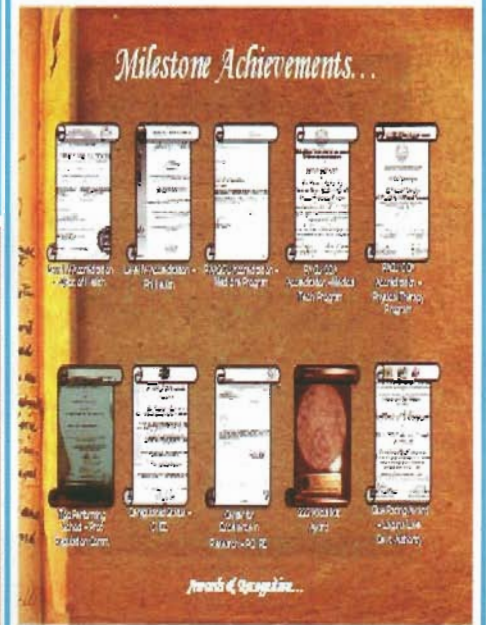
Community Development Projects...

The Foundation, in cooperation with KAPATIRAN conducts outreach projects in 3 adopted Barangays in Quezon City as part of the curricular, co-curricular and corporate social responsibility activities of the school and hospital. Public health lectures, disease prevention activities like immunization, cancer screening, care of acute, emergency and chronic diseases are regularly conducted within and outside

FEU-NRMF premises. Ten percent of the hospital beds have likewise been allotted for service patients.

The Foundation takes care of its employees by providing free doctors' services, use of ancillary procedures and free medications when they get sick.

FEU-NRMF has always been concerned with the health and safety of its staff and clients. With the support of KAPATIRAN, the QA Committee satisfactorily complied with the health and safety standards of the government including waste management program for which the foundation has been awarded the Blue Rating Award by the Laguna Lake Development Authority.



With the good working relationship between management and union, the institution was given recognition by the following agencies: Level IV accreditation by DOH, Level IV accreditation by Philhealth, Kabalikat Award from SSS, PAASCU accreditation of its Medicine program, PACU-COA accreditation of its Med-tech and Physical Therapy programs, Top Performing Schools in Medicine & Medical Technology by PRC.

LMC-initiated capacity building seminars



CLES



IV Therapy Training



Customer Service Training



Area Wide Seminar

The Foundation supports attendance of Union and Management to labor education, NCMB-NCR seminars and TIPC learning sessions. This is in addition to the skills training and capacity-building seminars being conducted in the school and in the hospital. Educational scholarships are available to qualified employees and their children.

To ensure camaraderie among the staff, sports and social activities are regularly undertaken. The Foundation has a basketball team that won in the inter-hospital basketball competition.

In 2009, the FEU-NRMF KAPATIRAN was a recipient of the Outstanding LMC Award for Industrial Peace, Organized Category. But with or without the award, the initiatives,

Other LMC Activities

Hospital Anniversary

Chairman's Birthday

Bingo Social

Christmas Party

Basketball Tournament

Sportsfest

strategies and activities of KAPATIRAN are continuously being implemented,

cognizant of LMC's role in maintaining industrial peace and the attainment of FEU-NRMF's Organizational goals.

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