



Republic of the Philippines
MUNICIPALITY OF VALENZUELA
METROPOLITAN MANILA

OFFICE OF THE MUNICIPAL COUNCIL

Excerpts from the minutes of the 52nd Regular Session of the Sangguniang Bayan of Valenzuela held on August 21, 1996 at 9:35 a.m. at the Kalayaan Hall, Municipal Building.

ORDINANCE NO. 96-36
Series of 1996

ORDINANCE CREATING THE WORKER'S
AFFAIRS OFFICE AND PROVIDING ITS
POWERS, FUNCTIONS AND APPROPRIATING
FUNDS THEREFOR AND FOR OTHER
PURPOSES.

AUTHORS: Councillor ANTONIO R. ESPIRITU, Councillor ANTONIO M. DALAG, Councillor ERNESTO A. CARABEO, Councillor EDILBERTO M. LOZADA, Councillor FERNANDO G. PADRINAO, and Councillor MA. CECILIA V. MAYO.

WHEREAS, Section 211 of the Labor Code of the Philippines declares it as the policy of the State:

1. to promote the enlightenment of workers concerning their rights and obligations as union members and as employees;
2. to provide an adequate administration machinery for the expeditious settlement of labor or industrial peace;
3. to ensure that participation of workers in decision and policy-making processes affecting their rights, duties and welfare.

WHEREAS, it is the policy of the Municipality of Valenzuela to provide a conducive atmosphere in labor relations and affairs so as to invite further investment that will lead to more employment and better living standards;

WHEREAS, to further enhance the productivity and creativity of the workers, there is an urgent need to adopt a comprehensive plan that will upgrade and develop the knowledge and skills of the workers;

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WHEREAS, aside from the necessity described above, labor and management understanding can be secured and promoted as early as in the preliminary stage through plant level dialogue;

WHEREAS, the workers are also to promote industrial peace as one of the many ways to attain national industrialization and social progress;

WHEREAS, the creation of the Worker's Affairs Office would be to promote the cause of the workingmen and championing it among the government sector and the business as well.

NOW THEREFORE, be it ORDAINED as it is hereby ORDAINED by the Sangguniang Bayan of Valenzuela, in its regular session, that:

SECTION 1. It is hereby just and appropriate that the Worker's Affairs Office (WAO) to serve as the labor administration and relations department as facilitating body to settle labor-management disputes of the Municipal Government of Valenzuela.

SECTION 2. COMPOSITION. The Worker's Affairs Office shall be composed of six (6) persons such as the Chairman, who is the Municipal Mayor, Co-Chairman, representative from the Committee on Labor of the Sangguniang Bayan and two (2) representatives from the labor sector which shall be designated or nominated from the labor organizations or federations and two (2) other members which shall come from the management sector.

The member representative shall serve for the period of two (2) years.

SECTION 3. FUNCTIONS: The WAO shall be under the Office of the Mayor as the chairman and assisted by the Labor and Management representatives. For this purpose, it shall have the following powers and functions:

a) Effectively monitor compliance of all tripartite agreements;

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- b) To facilitate the implementation of Municipal Ordinance No. 92-007 regarding on the formation of Local Government, Labor and Management Consultative Council, which is composed of the representative from the labor sector, business sector and shall primarily settle labor-management disputes in the Municipality of Valenzuela;
- c) To monitor the general labor situation in the Municipality and prepares regular reports to be submitted to the Municipal Mayor in his capacity as the Chairman, and the Sangguniang Bayan of Valenzuela for appropriate legislation;
- d) To serve as the service arm of the Municipality of Valenzuela to help strengthen labor unity, upgrade the knowledge and skills of the workers, promote their welfare, raise their living standards, and render legal services;
- e) Reports to the Department of Labor and Employment all workers grievances and non-compliance of Labor standard laws;
- f) To coordinate with the Bureau of Labor Relations and the National Mediation and Conciliation Board for policy coordination;
- g) To facilitate the formation of the broad association or alliance of labor organizations in the Municipality of Valenzuela.
- h) Perform such other powers and functions that maybe provided by law, ordinance, or executive order.

SECTION 4. The chairman shall undertake the adoption and implementation of all measures and policies that maybe prescribed by law, ordinance and memorandum of agreements dealing with labor standards and relations.

SECTION 5. A) The Worker's Affairs Office under the Office of the mayor shall be composed of the following personnels:

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- One (1) Labor Affairs Asst. with Salary Grade 8
- One (1) Labor Affairs Officer I with Salary Grade 11
- One (1) Labor Affairs Officer II with Salary Grade 15
- Two (2) Clerks with Salary Grade 3.

B) The following budgetary requirements for the initial operation for the year 1997.

- (1) Labor Affairs Asst. w/Salary Grade 8
P7,540.00 X 12 = P 95,480.00
- (1) Labor Affairs Officer I w/Salary Grade 11
P9,121.00 X 12 = P109,452.00
- (1) Labor Affairs Officer II w/Salary Grade 15
P11,515.00 X 12 = P138,170.00

Total P343,102.00

Salaries	P343,102.00
GSIS	32,595.00
State Insurance	3,432.00
Pag-Ibig	6,862.00
A.C.A.	18,000.00
P.E.R.A.	18,000.00
Clothing	5,400.00
Medicare	1,350.00
Cash Gift	3,000.00
13th Month	<u>28,176.00</u>
	P459,917.00

Lumpsum = 2 clerks (SG 3)

= 2(5,228.00) P10,456.00 x 12 = P125,372.00

Salaries	P125,372.00
State Insurance	1,254.00
Medicare	900.00
A.C.A.	12,000.00
Clothing	3,600.00
13th Month	10,456.00
Cash Gift	<u>2,000.00</u>
Total	P155,582.00

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Total Personal Services	A	P459,917.00
	B	P155,582.00
		<u>P615,499.00</u>

C. Maintenance and Other Operating Expenditures (MOOE)

Travelling Expenses	P	3,000.00
Supplies		3,000.00
Publication		5,000.00
Capital Outlay		<u>50,000.00</u>

P 61,000.00

Personal Services	P615,499.00
MOOE	<u>61,000.00</u>

Grand Total P676,499.00

SECTION 6. The amount of six hundred seventy six thousand four hundred ninety nine pesos (P676,499.00) is hereby appropriated to finance the operation of the Worker's Affairs Office and shall be taken from the general fund for the year 1997;

SECTION 7. Copies of the Ordinance shall furnished business establishments and labor organizations throughout the Municipality of Valenzuela, the Bureau of Labor Relations, The National Labor Relations Commissions, The National Conciliation Board, Office of the Mayor, The Municipal Treasurer, Municipal Budget Office and be posted in three (3) conspicuous places within the territorial jurisdiction of Valenzuela.

SECTION 8. Any Ordinance or Local Executive Order inconsistent with this Ordinance are deemed or modified accordingly.

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SECTION 9. This Ordinance shall take effect on January, 1997.

APPROVED.
AUGUST 21, 1996
VALENZUELA, METRO MANILA

[Handwritten signature]

[Handwritten signature]
HON. ERNESTO A. CARABEO
Councilor
(Majority Floor Leader)

[Handwritten signature]
HON. REYNALDO S. CUADRA
Councilor

[Handwritten signature]
HON. FERNANDO G. PADRINAO
Councilor

[Handwritten signature]
HON. ANTONIO R. ESPIRITU
Councilor

[Handwritten signature]
HON. ERLINDA S. DELA CRUZ
Councilor

[Handwritten signature]
HON. EDILBERTO M. LOZADA
Councilor

[Handwritten signature]
HON. PIO N. CARREON
Councilor

[Handwritten signature]
HON. CORAZON A. CORTEZ
Councilor

[Handwritten signature]
HON. MA. CECILIA V. MAYO
Councilor

[Handwritten signature]
HON. ROMEO P. BULARAN
Councilor

[Handwritten signature]
HON. RAFAEL D. MARCELO
Councilor

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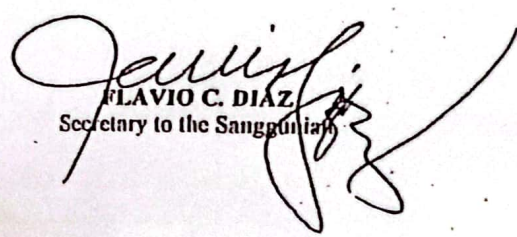
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HON. ERNESTO P. DE GUZMAN
Councillor


HON. RITCHIE D. CUADRA
Councillor

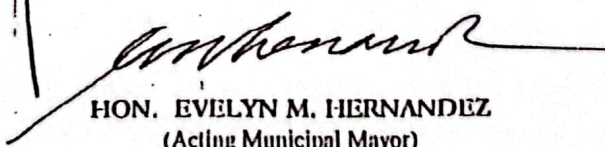
ATTESTED :


FLAVIO C. DIAZ
Secretary to the Sanggunian

CERTIFIED CORRECT:


HON. ANTONIO M. DALAG
(Minority Floor Leader)
(Presiding Officer)

APPROVED:


HON. EVELYN M. HERNANDEZ
(Acting Municipal Mayor)