



REPUBLIKA NG PILIPINAS
PAMAHALAANG LUNGSOD NG MUNTINLUPA
KALAKHANG MAYNILA

Sangguniang Panlungsod

ORDINANCE NO. 99 – 038

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

Sponsored by: Coun. Patricio L. Boncayao, Jr.
Coun. Bal Niefes
Coun. Jo Jason T. Alcaraz
Coun. Nicanor L. Echavez, MD
Coun. Aldrin L. San Pedro
Coun. Raul R. Corro
Coun. Victor L. Ulanday
Coun. Dante S. Almario
Coun. Elmer S. Espeleta
Coun. Reynaldo A. Abas, Jr.
Coun. Lucio B. Constantino
Coun. Mario E. Bulay, Jr.
Coun. Allan Rey A. Camilon
Coun. Artemio A. Simundac

WHEREAS, under the *Article 211 of the Labor Code of the Philippines*, it is 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 disputes; and
3. To ensure the participation of workers in decision and policy making process affecting their rights, duties and welfare.

WHEREAS, it is the policy of the City Government *to provide a conducive atmosphere in labor relations and affairs* so as to invite further investments that will lead to more employment and better living standards of the workers/employees;

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

WHEREAS, *there is also a need for better mutual communication and understanding between labor and management* in order to have industrial peace and social progress;

WHEREAS, the creation of the **WORKERS AFFAIRS OFFICE (WAO)** will help and contribute to the attainment of the above policies, objectives and plans.



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NOW, THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED that:

Section 1. The **WORKERS AFFAIRS OFFICE (WAO)** is hereby created to serve as mediator/conciliator in improving the relations of labor and management.

Section 2. COMPOSITION. The Workers Affairs Office shall be composed of:

- a. Director
- b. Assistant Director
- c. Two (2) Field Coordinators
- d. One (1) Clerk IV

Section 3. POWERS AND FUNCTIONS. The Workers Affairs Office shall be under the Office of the Mayor and shall have the following powers and functions:

- a. To monitor the labor-management situations/relations/problems in the City and to prepare reports and recommendations to the City Mayor and City Council for appropriate action and legislation.
- b. To provide assistance for the speedy resolution of the labor-management disputes either through its own initiative or at the instance of the workers or management.
- c. To serve as the service arm of the City Government to help the workers in their problems with the employers.
- d. To help the workers in the promotion of their welfare and in raising their standard of living.
- e. To provide the workers/employees with information regarding laws on labor standards, wages and other laws affecting labor-management relations.
- f. To perform such other powers and functions that may be issued/ordered by the City Mayor.

Section 4. The Director shall be the head of the Department. He shall make plans and programs to implement the aims/purposes provided for in this ordinance.

Section 5. The Assistant Director shall assist the Director in the plans and programs to implement this ordinance.



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Section 6. The two (2) Field Coordinators and one (1) Clerk shall perform their duties assigned by the Director or, in the absence of the Director, by the Assistant Director.

Section 7. SALARIES. The Director, Assistant Director, two (2) Field Coordinators and one (1) Clerk shall receive their salaries according to law.

Section 8. BUDGET.

- a. The budget for the salaries, allowances, 13th month pay and other benefits of the personnel, as well as the required expenses for the operation/administration of the Workers Affairs Office shall be included in the Executive Budget for the year 2000 and every year thereafter.
- b. The City Budget Office is instructed to prepare the budget for the Workers Affairs Office immediately after the approval of this ordinance.

Section 9. OFFICE. *The Workers Affairs Office* shall hold office at the City Hall Annex Building or in any other place that may be designated by the City Mayor.

Section 10. This ordinance *shall take effect fifteen (15) days upon its approval.* Within this year, the City Mayor shall appoint personnel in an acting capacity from any existing office and their salaries shall be paid from the office where they come from. From January, 2000, the regular personnel who shall compose the Workers Affairs Office shall be appointed by the City Mayor.

ENACTED by the *Sangguniang Panlungsod of Muntinlupa* this 18th day of August 1999 on its 51st Regular Session.

CONCURRED:

Atty. RAUL R. CORRO
Councilor

VICTOR L. ULANDAY
Councilor

Atty. JO JASON T. ALCARAZ
Councilor

DANTE S. ALMARIO
Councilor



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Atty. PATRICIO L. BONCAYAO, JR.
Councilor

ELMER S. ESPELETA
Councilor

BAL NIEFES
Councilor

REYNALDO A. ABAS, JR.
Councilor

LUCIO B. CONSTANTINO
Councilor

MARIO E. BULAY, JR.
Councilor

ALLAN REYA A. CAMILON
Sectoral Representative
President
Federation of Sangguniang Kabataan

ARTEMIO A. SIMUNDAC
Sectoral Representative
President
Association of Barangay Captain

ABSENT:

ALDRIN L. SAN PEDRO
Councilor

Dr. NICANOR L. ECHAVEZ
Councilor

I HEREBY CERTIFY, as to the correctness of the foregoing ordinance.

CECILIA C. LAZARTE
Secretary
SANGGUNIANG PANLUNGSOD



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ATTESTED:

VICENTE Y. CHUA
Vice Mayor/Presiding Officer

APPROVED:

Atty. JAIMÉ R. FRESNEDI
City Mayor

Date: _____

Victor L. Manday