

# AREAS OF CONCERN FOR THE REGIONAL WORKERS' CONSULTATION

## CONSOLIDATED RESPONSES OF GOCCs in REGION III

AREAS OF CONCERN	CONSOLIDATED OUTPUT
<b>Union Registration and Accreditation</b>	<ul style="list-style-type: none"><li>▪ <b>Leadership</b> Union officers do not perform their functions well</li><li>▪ <b>Benefits</b> Financial assistance; medical &amp; dental; leave privileges; bonuses &amp; incentives</li></ul>



<b>AREA OF CONCERN</b>	<b>CONSOLIDATED OUTPUT</b>
<b>Collective Negotiations</b>	<ul style="list-style-type: none"><li>▪ <b>No Signing Bonus Incentives</b></li></ul>
	<ul style="list-style-type: none"><li>▪ <b>Issues on Savings – Availability and Non – Availability</b> CNA benefits are subject to agency’s availability of funds</li></ul>
	<ul style="list-style-type: none"><li>▪ <b>Selection of General Manager by the Board of Directors</b> The union has no participation in the selection of General Manager</li></ul>



<b>AREA OF CONCERN</b>	<b>CONSOLIDATED OUTPUT</b>
<b>Resolution of Grievance</b>	<ul style="list-style-type: none"><li>▪ <b>Lack of knowledge by the Board of Directors on grant of CAN incentive</b></li></ul>
	<ul style="list-style-type: none"><li>▪ <b>No written grievances</b> The usual practice of some employees' organization is airing their grievances verbally.</li></ul>
	<ul style="list-style-type: none"><li>▪ <b>Non-operational Grievance Machinery ( re: filing of grievances ; grievance procedure )</b></li></ul>



<b>AREA OF CONCERN</b>	<b>CONSOLIDATED OUTPUT</b>
<b>Unfair Labor- Management Practices</b>	<ul style="list-style-type: none"><li>▪ <b>Training opportunities are limited only to the Management and Board of Directors</b></li></ul>



<b>AREA OF CONCERN</b>	<b>CONSOLIDATED OUTPUT</b>
<b>Intra-Employees' Organization Disputes</b>	<ul style="list-style-type: none"><li>▪ <b>Lack of Funds</b></li><li>▪ <b>Grant of financial assistance are limited only to the Board of Directors</b></li></ul>
	<ul style="list-style-type: none"><li>▪ <b>Recruitment of employees (outsiders preferred over insiders)</b></li></ul>



<b>AREA OF CONCERN</b>	<b>CONSOLIDATED OUTPUT</b>
<b>Conciliation and Mediation of Disputes</b>	<b>None</b>
<b>Others</b>	<b>▪ No Salary Adjustment for 10 years</b>