

# BICOL LABOR



## Sub-contractors of Filminera Mining in Masbate, Voluntarily Pays P1.1M to 592 Workers

Masbate, Masbate- A testament that companies here in Bicol have 'high regards' to the Department of Labor and Employment after two (2) sub-contractors of Filminera Mining Resources, one of the biggest mining firm in the region, voluntarily pays a total of P1.1M to 592 workers on April 10 right in the mining site of Brgy. Puro, Aroroy, Masbate after having been found with violations during a routine labor inspection of DOLE-Bicol just weeks ago.

DOLE Bicol regional director Nathaniel V. Lacambra said that the owners of the 2 sub-contractors have voluntarily signified their intention and willingness to pay their employees after a routine inspection conducted by DOLE-Bicol listed several violations such as non-payment of holiday pay, premium pay, overtime pay, night shift differential and non-payment of service incentive leave (SIL). Labor violations found during inspection, if not settled or corrected immediately, would ripen into a labor case.

"Upon receipt of the notice of violations they (sub-

contractors) voluntarily paid their workers and the best part of it is that no worker was terminated.," DOLE Bicol regional director Nathaniel V. Lacambra shared to members of the tri-media yesterday during the Batas Kasambahay Press Briefing in Camarines Sur.

The sub-contractors which effected the voluntary payment were NC Lanting Security Specialist Agency which made a total payment of P1,036,874.28 to 516 employees and Galeo Equipment and Mining Company, Inc. which paid some P117,491.66 to 76 of its employees.

"Masaya po kami kesa kahit papano nakita namin na yung kumpanya namin eh sila na mismo ang nagkuskang loob na maibigay sa amin yung kakulangan nila. Eh yung ibang kumpanya kailangan pang may mag reklamo muna para lang magbayad" an employee of one of the sub-contractors told DOLE-Bicol during the payment.

It can be recalled that DOLE-Bicol had initiated a massive inspection of sub-

contractors in mining firms early this year after some employees of sub-contractors in Good Found Cement factory came to DOLE to air their complaint for underpayment of wages and related benefits. "It was a wake up call. We need not wait for any other complaints to come. The reason why I ordered the inspection sweep on sub-contractors," Lacambra added.

The payment of wages was personally witnessed by DOLE regional director Nathaniel V. Lacambra, Masbate Provincial Field Officer Carlos Onding ,Sr. LEO Lynete Heat Dela Fuente of the inspection section and Sr. LEO Chito Atibagos of DOLE Masbate. -fin.



RD Nat Lacambra (center with cap), with EDC Gen. Mgr. and members of OSHNET Bicol, before the start of the 2013 Labor Day Fun Run "Obrerong Bicolano, Oragun Ka! Dalagan para sa Salud Asin Kaligtasan"

## HUNTING, IN A MODERN DAY WORLD



DOLE-Bicol RD Nat Lacambra tips job seekers that "If you hunt for job in this modern day world, have an unquenchable thirst in developing and improving your skills to spike up your instincts: Hawk-eye, Monkey hands and Tiger Claws."

Legazpi City- "It's a jungle out there and in a jungle one must learn how to hunt." said DOLE-Bicol Regional Director Nathaniel V. Lacambra, an intense man with fine lines around his eyes and a cheerful-contagious smile, to hundreds of job seekers waiting for their turn in one of the dozen 'job hunting' opportunities slated by DOLE-Bicol in the 1<sup>st</sup> quarter of this year.

Based on actual Jobs Fair experiences, DOLE-Bicol noted that the 'chances' a job seeker have in landing a job in any job search facility, like in a Jobs Fair, Phil-JobNet or in PESO, is more than 90% if only the jobseeker knows the basic instincts in "job hunting".

"Finding a job is, in fact, a modern day hunting adventure! Before we hunt for wildlife but now we hunt for jobs. To us (DOLE) it's basically the same - it's hunting. Ang nagbago lang e yung hinaanap," RD Lacambra added.

go to page 2- "Hunting..."

### At Center Fold

**2013 Labor Day  
Mega JOBS FAIR In  
Bicol Produced 394  
New Workers**

**Bank Employees  
Get P1.4M in  
Only 31-days of  
SENA in Bicol**

Legazpi City- In thirty one (31) days only, six employees of a local bank here received a total of P1,402,495.71 claim thru the Single Entry Approach (SENA) program of DOLE-Bicol on February 1 at the DOLE-V conference room which was presided by DOLE asst. reg. dir. and hearing officer Exequiel Ronnie A. Guzman and assisted by Atty. Ma. Karen P. Trayvilla, Med-Arbitr.

The official report on the said claim was released by DOLE-Bicol to the media yesterday after several individuals came to DOLE nosing on the legalities of the matter and according to them, to check whether or not the cash claim was actually released.

"Yes it's very legal and it is DOLE's major program to promote conciliation and mediation in re-

Bank ... p3

## Hunting, in Modern Day... from page 1

Job hunting, in DOLE-Bicol's perse', is nothing different from the old days of hunting. As RD Lacambra explained, like our distant relatives from the Jurassic era, a job seeker must possess appropriate 'killer instinct' of a hunter to successfully catch his prey or in this era to land a job.

### Hawk Eye, Monkey Hands & Tiger Claws, needed by a Job Seeker

The instincts that DOLE-Bicol would want a job seeker to possess is a 'hawk like eye' to successfully identify a target, 'monkey hands' to properly calculate chances and identify tools needed and lastly 'tiger claws' for the ultimate catch.

Possessing a 'hawk eye' means willingness and determination of the job seeker. Monkey hands would mean the skills and qualifications while 'Tiger claws' means readiness, pro-activeness and positive outlook of the job seeker.

In a job fair for example, there are thousands of job seekers probably eyeing the same job. To improve one's hawk-eye, DOLE-Bicol has laid-down seven (7) Career Guidance Networks (CGNs) and implemented the Skills Registration System (SRS) in over thirty (30) LGUs with active Public Employment Service Offices (PESO). This DOLE programs are set to give career coaching and relevant market information. One must know this to become a better hunter. Even the International Labor Studies (ILS) data on labor projections would show that familiarity with the trend in employment would provide the job seeker a better chance.

*"If a job seeker knows the in-demand jobs in Bicol or elsewhere the skills of fellow job seekers in the area, then he would have an edge in his hunting. Para bang alam mo na kung saan tatakbo yung target at ready kang sibatin ito."* DOLE-Bicol asst. reg. dir. Exequiel Ronnie A. Guzman explained. DOLE-Bicol's job search assistance, Guzman added, is to increase the employability of an

individual to avail the various programs and services of DOLE particularly in 'honing' the individuals 'hunting instincts'. Individual's can avail of TESDA's skills enhancement trainings or even avail of PRC's licensure examination—all with the end view of increasing employability.

Meanwhile, increasing a job seekers monkey hands and tiger claws is easy. It's just knowing and possessing the right skills needed for available job opportunities. DOLE-Bicol's solution to improve the monkey hands and tiger claws instincts of an individual is by providing 62 training-seminars on Labor Education for Graduating Students (LEGS), 15 Anti-Illegal Recruitment (AIR) Campaign, and conducting at least 20 Jobs Fit trainings-seminars region wide.

*"You see, as what RD Nat said that job hunting is actually not difficult if only, no. 1- you possess the qualities of a good hunter and no. 2- you access the programs and services of DOLE-Bicol to improve your skills."* ARD Guzman stressed.

Indeed, in this modern times, the labor market jungle exists. It exists in the commercial area in Legazpi and Naga City, in the financial districts of Makati and Metro Manila and the export zones in Laguna or in all other areas where a 'baboy ramo prey', which is now in the guise of job, exists.

*"If you want to hunt effectively you must be prepared. Who knows, through our jobs fair, the baboy-ramo aka the job, may just be available in a municipality near you."* RD Lacambra said cheerfully.

For jobseekers region wide, watch out, there are dozen (12) Jobs Fair slated by DOLE-Bicol throughout the region to help in your job hunt in this quarter alone.

Bicol's tip to job seekers is "If you hunt for job in this modern day world, have an unquenchable thirst in developing and improving your skills to spike up your instincts: Hawk-eye, Monkey hands and Tiger Claws. Roooar! - fin

## PESO Ligao, Institutionalized

Ligao City- Residents of this city were happy and excited after DOLE-Bicol regional director Nathaniel V. Lacambra announced during the Batas Kasambahay Press Briefing in Naga City yesterday, that the Public Employment Services Office (PESO) here, in Ligao City, is already institutionalized.

*"We have a new ally! Actually, bagong-luma kasi dati ng may PESO Ligao. But now it is institutionalized,"* Lacambra added.

PESO Ligao by virtue of City Ordinance No. 2012-032 is now an official office with an official permanent personnel and a PESO Manager.

*"We would like also to commend the leadership of Mayor Linda Gonzales and the Sanggunian for passing Resolution No. 2012-079 – Formalizing the Institutionalization of PESO Ligao City. I believe that this will give Ligaoños a new horizon in terms of employment and employability,"* Lacambra stressed.

The institutionalization of PESO Ligao was announced earlier during the opening ceremonies of the two (2) day Jobs Fair last March 21-22 on the 12<sup>th</sup> Cityhood Celebration of the city.

*"We just want to reiterate that if Ligao City can push for the institutionalization of its PESO, then perhaps other municipalities can also do it. Besides, I do believe that our mayors all over the region have already realized the importance of having an institutionalized PESO Office in their area."* Lacambra added.

This 2013, DOLE-Bicol aims to have at least five (5) PESOs in the region to be institutionalized. -fin.

## First Kasambahay Case Settled in Camarines Norte

Daet, Cam. Norte- Perhaps testing the effectiveness of Batas Kasambahay or Domestic Workers Act (RA 10361), a kasambahay here, filed a request for assistance under the Single Entry Approach (SENA) Program on April 24, 2013 even before the Implementing Rules and Regulations (IRR) of said law was approved.

*"This is our first taste of the Batas Kasambahay. We want the public to know that DOLE-Bicol is not just focus on advocacy about the law but is actually already solving problems in connection with the new law"* DOLE Bicol regional director Nathaniel V. Lacambra said.

Records of the DOLE Camarines Norte Provincial Office shows that complainant Aira Marie Abrigo was hired by an Indian national as "labandera" or washer woman sometime in May 2012 as a replacement to her mother-in-law. Aira was paid a salary of P1,500.00 month and is obliged to work by the employer alternately every other day.

*"In Batas Kasambahay, the rate in Daet is supposedly P2,000.00 per month,"* PFO Cam. Norte Field Officer and hearing officer Ruben Romanillos, said.

During interview by DOLE Cam. Norte, Aira recounts that in April 11, 2013, she was dismissed by her employer on suspicion for the loss of some P15,000.00. Allegedly, her employer said that there is no other suspect for said loss.

*"Naku hindi po yun totoo sir. Andun po sila nung araw nay un kase hindi po sila nag rota. Patuloy lang po ako sa paggawa ng trabaho ko kase hindi ko alam na may ganung kwento nap ala."* Aira said in local dialect.

However, despite her denial and the facts she presented, Aira was dismissed from work on April 16, 2013. To retain her job, she pleaded repeatedly but her pleas fell on deaf ears.

Having heard from a friend of the recent Batas Kasambahay, Aira took courage to proceed to DOLECam. Norte Provincial Field Office to file a complaint for underpayment of wages and non-payment of indemnity pay.

*"Actually it was not a case, because it was lodged in SENA and SENA is amicable settlement"*

## 25 Masbateños Get P177k Grant From DOLE

Milagros, Masbate- Twenty five (25) beneficiaries from the far-flung municipality of Milagros, Masbate received a total of P177,332.00 livelihood grant from DOLE-Bicol as part of its DOLE Kabuhayan Starter Kits Program (DK-SK) on March 20 at the Municipal Hall, of LGU Milagros, Masbate.

The 25 beneficiaries received small hand tools and equipment depending on their skills on specific livelihood trades such as vulcanizing, welding, carpentry/ furniture making, cosmetology, hair cut and manicure and food vending.

*“Some people in the mainland (Legazpi) were asking us (DOLE) why we have prioritized the livelihood grants here in Masbate. Well, we all know the economic status of this province and that is the main reason why they needed more help than any other province. If we can overturn the economic situation here thru our programs then surely, the well being of Masbateños will rise,”* RD Lacambra said.

The turn-over ceremony was



attended by Engr. Rolando Tuyan, Municipal Administrator, representing Hon. Mayor Natividad Isabel R. Magbalon, Ms. Imelda R. Mahinay, PESO Manager/Project Coordinator, Mr. Carlos P. Onding, Provincial Field Officer of DOLE Masbate with Anne Versario C. Nadal, Sr. LEO and Dante J. Apring, LEO I.

Ms. Jona Cortes, beneficiary from Poblacion West, burst into tears saying, “Nagtirindog an barahibo ko pagkakita ko sa mga gamit na dara san taga DOLE, adi na gaud an ginahulat ko. Makatuna na dayon ako san akong dyutay na bisnis! Damo damo gaud na salamat!” *(I had goose bumps when I saw the equipments brought by DOLE staff being carried to the hall, my waiting has ended. I can now start my small business! Thank you so much!)*

Engr. Rolando Tuyan, in behalf of Hon. Mayor Magbalon and the constituents of Milagros, expressed deep gratitude to DOLE for including the municipality in its livelihood program. He promised DOLE-Bicol that the LGU will strictly monitor the beneficiaries and see to it that the tools and equipment that were awarded will be used properly.

*“Salamat po! May sadiri na ako na gamit. Makabulig ini sin damo sa akon na pangabuhay, dili nako mahuram sa katakin namon,”* as blurted out by Ms. Erlinda Cagadas, a manicurist from Titong St., Milagros, also nearly in tears. *(Thank you! I have my own equipments now.*

*This is a big help for my daily earnings, I will not borrow the manicure set of my neighbor anymore.)*

DOLE-Bicol has earmarked some P16.3M for its DOLE Integrated Livelihood Program and some P26.9 for the Bottoms Up-Budgeting (BuB) for this year. – fin. *With reports from Ms. Anne Colina-Nadal, DOLE Masbate.*

### Kasambahay from page 7

*sa Bikolnon at pilipinong salita – areglo.”* DOLE Bicol asst. reg. dir. Exequiel Ronie A. Guzman explained.

In just two (2) days, DOLE Cam. Norte forged an amicable settlement between Aira and her employer for the sum of P2,000.00 which is the very first recorded ‘kasambahay’ settlement in Bicol after the issuance of Batas Kasambahay.

*“Although the amount may seem minimal, but you could have seen the convinced and happy expression of Aira ng malaman niya na protektado nap ala ang mga kasambahay ng DOLE,”* RD Nat Lacambra said.

*“Maraming salamat po sa Department of Labor and Employment, kasi kahit pala katulong ay tinutulungan na nila.”* Aira said happily. –fin (with reports from Ricky A. Hernandez, LEO III, Cam. Norte PFO). –end

## Bank...from page 1

*solving labor dispute. We were present during the release of the checks and have also monitored if they have already cashed it to be sure”* ARD Guzman said.

The employees with their actual claims are: Eduardo L. Mendoza P621,970.34; Ronald Acuña, P319,191.86; Ara Romano, P32,222.48; Nica Basilla, P 24,211.50; Ms. Jenibeth Jasahero, P68,211.09; and Rico Duka, P336,688.44.

ARD Guzman said that the settlement of said claim was ‘faster than usual’ since the employer and affected employees are was also more than willing to cooperate on the settlement of claims before the DOLE thru its SENA Program to avoid expensive cost of litigation.

*“When the employees came to us in December, I already prepared to have this solved as fast as possible.”* ARD Guzman added.

Guzman also said that based on SENA records in the region, this was the fastest million worth claim that ever transpired with only 31-days of resolution.

DOLE-Bicol officially received the request for SENA assistance on 19 December last year after said employees were terminated as a result of a buy-out between Robinsons Bank in Manila and Legazpi Savings Bank here. The employees are part of Legazpi Savings Bank in Albay.

DOLE-Bicol regional director Nathaniel V. Lacambra lauded the settlement being the first

million pesos claim this year that did not ripen into a labor case.

*“I believed that our SENA program is the best solution for any labor issue. It’s not intimidating for both parties and avoids expensive litigations and settlement can be forged in a matter of minutes. I am happy for this Buena Mano accomplishment in our SENA.”* RD Lacambra ended. - fin.



ARD Quiel (red, black white shirt) at the **“Kapehan sa Embarcadero”** Press Conference. DOLE-V listed **9-Free PressCon** last year.



**Contact Info:**  
Tel. #: 480-5830  
480-5831  
Fax #: 481-0768  
480-3058  
Email:  
dolero5@yahoo.com

We're on the WEB!  
[www.ro5.dole.gov.ph](http://www.ro5.dole.gov.ph)

DOLE BICOL is published quarterly. For free subscription cut this portion & mail to: DOLE-RO V Dona Aurora St. Old, Albay, Legazpi City, 4500

**EDITORIAL BOARD** 

**Consultants**

**NATHANIEL V. LACAMBRA**  
Regional Director

**EXEQUIEL RONNIE A. GUZMAN**  
Assistant Regional Director

**NELIA A. OLIVERA**  
IMSD Chief

**IMELDA E. ROMANILLOS**  
TSSD Chief

**RAYMOND P. ESCALANTE**  
Information Officer III

**ALMA V. CORBE**  
Records Officer III

**RODRIGO S. ALCOY**  
Messenger

**Lay-out & Graphics** *rpescalante*

**MAKING KAYO**

**“Aksyon DOLE sa Veritas”**  
Wednesday 11:00 -12:00am  
Radyo Veritas Legazpi  
also live at DCTV Channel 8

**“Ikaw at ang DOLE”**  
Thursday 8:30–9:30am  
DWAS AM & 1-Radio Tabaco

**“DOLE & SSS on Air”**  
Friday 11:00–12:00 am  
DZRC AM

# Mega JOBS FAIR In Bicol Produced 394 New Workers



DOLE Bicol ARD Exequiel Ronnie A. Guzman during 'RADIO HOPPING' on April 30, a day before the jobs fair. ARD Guzman visited at least 4-local radio & TV stations in Naga City.

Bicol Region- Three hundred ninety four (394) families will surely have decent jobs and brighter prospect for the future after the labor day.

This was assured by DOLE-RO V (DOLE-Bicol) regional director Nathaniel V. Lacambra in his report to DOLE Hon. Sec. Rosalinda Dimapilis-Baldos, on the result of the region's simultaneous Mega Jobs Fair held at SM Naga City and Embarcadero De Legazpi last May 1.

The simultaneous jobs fair produced a total of 394 new workers or 'hired-on-the-spot' (HOTS) out of the 3,050 job applicants registered while it listed a total of 2,544 qualified applicants.

"Looking at it closely, 15% of the qualified applicants who applied during the Labor Day simultaneous jobs fair were hired instantly. Meaning they have acquired decent jobs that day" RD Lacambra added.

The jobs fair also recorded a total of 81 employers wherein 12-local employers have participated in Embarcadero, Legazpi and 60-local employers and 9-overseas employers in SM Naga City.

"Considering the economic situation in Bicol, to produce almost 400 workers in one-day is a significant accomplishment," RD Lacambra added.

More than finding jobs, DOLE-Bicol see to it that applicants who were 'not qualified' would still get 'some results' out of the jobs fair. In SM Naga Jobs Fair alone,

some 91 job applicants were referred to TESDA for skills training while 51 applicants have registered for livelihood assistance.

"We do not want anybody going home feeling helpless and frustrated because they did not get any job due to lack of qualifications. That's why we gave intervention to those who were not qualified" DOLE Bicol asst. reg. dir. Exequiel Ronie A. Guzman shared.

The Labor Day Mega Jobs fair also recorded some 4,517 applicants interviewed or almost double the registered applicants. This, DOLE-Bicol said, is an indication that almost all applicants were given the chance to be interviewed or that the applicants have applied from several employers to gain more chances of landing a job.

The Mega Jobs Fair in SM Naga City is in cooperation with SM Naga, Metro Naga PESO, City Government of Naga, ABS-CBN Bicol, Computer Assisted Learning Institute (CAL), Naga Colleges Foundation (NCF), PIA and Phil. Army.

Meanwhile the Jobs Fair in Legazpi City is in partnership with Embarcadero De Legazpi, Sunwest Group of Companies, Misibis Bay Resort and ABS-CBN Bicol. - fin.



DOLE Bicol RD Nathaniel V. Lacambra is being interviewed by members of the tri-media during the 20113 Mega Jobs Fair at SM Naga City.

Down at left, RD Nat Lacambra together with major partners SM Naga Asst. Mall Manager, ABS-CBN Station Manager Amy Villafuerte, DOLE Naga Ana Chirs Soriano, CAL Institute and Naga Colleges Foundations head, joins the ribbon cutting which signifies the start of the jobs fair.

(photo inset right) NLRC Executive Labor Arbiter Atty. Jose Del Valle, Jr. (checked polo shirt) listens intently during the opening program.

