

Republic of the Philippines
Department of Labor and Employment
NATIONAL LABOR RELATIONS COMMISSION
Quezon City

MEMORANDUM CIRCULAR NO.09-02
(Series of 2000)

FOR : **ALL PRESIDING/COMMISSIONERS**
EXECUTIVE/LABOR ARBITERS

FROM : **THE CHAIRMAN**

SUBJECT : **Primacy of Voluntary Arbitration**

DATE : **September 22, 2000**

Article 211 of the Labor Code declares that it is a State policy to promote and emphasize the primacy, of VOLUNTARY ARBITRATION, inter alia, as modes of settling labor or industrial dispute.

This law is a reiteration of Section 20 of the Industrial peace Act (R.A. 825) whose underlying philosophy is that real industrial peace cannot be achieved by compulsion of law. And that sound and stable industrial relations must rest, in keeping with the spirit of our democratic institutions, on an essentially VOLUNTARY basis.

In this connection, all concerned, especially the Regional Arbitration Branches, are hereby instructed to inform/educate the public in their respective regions about the advantages of VOLUNTARY ARBITRATION, and to urge parties to labor cases, whether they are covered by a Collective Bargaining Agreement or not, to submit their disputes to voluntary arbitration.

They are further instructed to invite and recommend prominent and capable citizens of their regions, i.e., civic and religious leaders and professionals, et. al. for accreditation as Voluntary Arbitrators in their regions in accordance with the rules of the national Conciliation and mediation Board (NCMB) and of the Philippine Association of Voluntary Arbitrators, (PAVA), Inc.

Furthermore, they shall regularly meet and coordinate with Voluntary Arbitrators in their regions who have been accredited by the NCMB and PAVA for purposes of implementing this directive.

This order shall take effect on October 1, 2000 and reports on compliance hereof should be made every quarter starting January 1, 2001.

For strict compliance.

Quezon City, Philippines.

(Sgd.) ROY V. SEÑERES
Chairman