

# Raimondo assures labor rights will be a US investor priority

LABOR GROUPS said they received assurances from US Commerce Secretary Gina Raimondo that US investors in the Philippines will respect workers' rights and comply with international labor standards.

Public Services Labor Independent Confederation President Annie E. Geron told *BusinessWorld* on the sidelines of a briefing on Thursday that the labor groups raised the issue of contractual workers in the

workforce to Ms. Raimondo in a March 12 meeting.

Ms. Geron said the groups also brought up the practice of "red-tagging," which the security forces use as a pretext for labor crackdowns, alleging union connections with the Communist movement.

"(Ms. Raimondo) told us that she will see to it US companies in the Philippines adhere to the labor rules implemented in our country, such as the International

Labor Organization (ILO) Convention No. 190 or the elimination of violence and harassment in the workplace," Ms. Geron said.

"Ms. Raimondo stated that she is 'very concerned' about the problematic state of the Philippine labor rights situation," the Trade Union Congress of the Philippines (TUCP) said in a press release.

"Ms. Raimondo also promised to raise the issue with US companies operating in the Philippines of alleged anti-union practices,

the TUCP said, citing methods like the transfer of production and orders to non-union operations," TUCP said.

They also brought up the role of the National Task Force to End Local Communist Armed Conflict in red-tagging.

Ms. Geron said 69 labor leaders, organizers, and activists were killed in 2023.

"No one gets investigated or punished for the killings," Ms. Geron said. — **Chloe Mari A. Hufana**

## Monthly wages rise for Region III domestics

THE Central Luzon regional wage board has approved an increase in the monthly wage for domestic workers to at least P6,000, the Department of Labor and Employment (DoLE) said.

More than 126,000 domestic workers are expected to benefit from the P1,000 to P1,500 increase, as approved by the Regional Tripartite Wages and Productivity Board, which issued Wage Order No. RBIII-DW-04. The new pay scale takes effect on April 1.

The P1,000 increase applies to those working in cities and first-class municipalities in Central Luzon, while P1,500 will be added to other municipalities.

"The increase considered the results of a survey and public hearings, as well as the needs of domestic workers and their families, the employer's capacity to pay, and the existing socio-economic conditions in the region," according to a DoLE statement. — **Chloe Mari A. Hufana**

### OPINION

## HR as a balancing act

**M**ost of the time, we human resource (HR) managers are often asked the question — is HR for the workers or management? It's not exactly a difficult question. My answer to that — HR should work in support of the organization's best interests. Do you agree? — **Blue Mountain.**

I agree, 101%. However, many HR so-called professionals don't share that opinion. They act like horses with partial blinders, favoring only management. That reason alone sends the wrong signal to the workers, which are HR's customers as well. Even management would agree to that.

That's why HR is required to pursue programs on engagement, empowerment, and others to reduce attrition rates and to motivate workers to do their best. A good example of the balancing act HR must pull off is as follows:

Bobby is a department manager who supervises the work of Ernie. Last week, Ernie went to Henry, the HR manager, to complain about his boss' toxic style. What's the best approach for HR? First, HR must clarify with Ernie on how he feels about the way Bobby operates.

### IN THE WORKPLACE REY ELBO

### ELBONOMICS: People management is all about doing it with care and tact.

The examples must be based on actual facts that can be verified independently.

Simple allegations will not cut it. However, Henry should be sincere in showing he's interested in helping Ernie, whose job may be adversely affected if his negative views of Bobby become public. Let Ernie feel that his complaint is being treated seriously. However, if Henry finds Ernie's complaint unmeritorious, he should explain it well without any hint of favoring Bobby.

Conversely, if there's merit to Ernie's complaint, Henry should coax him to discuss the issue with Bobby. This is much better than HR resolving the case between the two to avoid escalating the situation by causing Bobby to feel aggrieved about Ernie going behind his back.

If Henry is too timid to assert himself, then the best way is for HR to indirectly resolve the issue by coming up with a coaching program for all line supervisors and managers on avoiding conflict with their workers, without mentioning Bobby.

### THE DAVE ULRICH FRAMEWORK

There's no better way to perform HR's job than to follow the four-fold framework of David Olson Ulrich, a global HR guru and university management professor. The framework prescribes that HR professionals should ensure that everyone works towards the best interests of the organization.

The HR manager can wear the hats of a strategic partner, an employee champion, an administrative expert and a change agent, not necessarily in that order.

**One, HR as strategic partner.** This means selecting the best workers and managing their career growth with an eye towards retaining them long term. It also means establishing policies and programs that are not limited to training, one-on-one coaching, and intra- or inter-department transfers, among other interventions.

**Two, HR as employee champion.** This involves teaching line leaders, supervisors, and managers how to proactively identify and learn the specific sentiments and concerns of their workers. This can be done by coaching all line leaders on how to conduct casual but effective engagement dialogues.

**Three, HR as administrative expert.** This requires focusing on process improvement in all HR tasks to ensure efficiency in meeting the specific needs of employees. A good example of this is the prompt issuance of an employment certificate and other documents, and limiting the number of signatories to the bare minimum in leave applications.

**Four, HR as a change agent.** HR should also serve as a catalyst for organizational change and transformation using the corporate mission, vision, and value statements as a compass. Programs to make this happen include the conduct of an annual employee morale survey, monthly town hall meetings, team problem-solving activities, etc.

### NOT A RUBBER STAMP

An HR department head should be an objective professional who must serve the organization's best interests, rather than meet the specific whims and caprices of department heads. For instance, when another department head asks HR to organize an exclusive training program on problem-solving for its employees, the best approach of HR is to ask the following questions tactfully:

What made you think it is important for your employees to be in that training program? How many employees in your department have a poor performance rating that could be attributed to their failure to solve problems? Have you explored other options to company-sponsored training? How about considering free courses offered by Coursera or other entities for training outside of office hours?

If the diplomatic approach does not succeed, the HR professional should be assertive enough to push back if a department head steps out of line. Indeed, HR must reconcile the interests of both labor and management and not act as anyone's rubber stamp.

Bring REY ELBO's popular leadership program called "Superior Subordinate Supervision" to your management team. Contact him on Facebook, LinkedIn, X (Twitter) or e-mail [elbonomics@gmail.com](mailto:elbonomics@gmail.com) or via <https://reyelbo.com>





## Power Maintenance Updates

by **MERALCO ADVISORY**

The following are scheduled power interruptions necessary for the regular maintenance and upgrade of our power distribution facilities, to ensure the delivery of safe and reliable electricity to your areas. Rest assured that Meralco is doing everything to quickly restore your electricity according to schedule.

<b>SATURDAY TO SUNDAY, MARCH 16 – 17, 2024</b>	<p><b>BULACAN (ANGAT; DOÑA REMEDIOS TRINIDAD; NORZAGARAY; SAN ILDEFONSO; AND SAN JOSE DEL MONTE CITY)</b></p> <p>BETWEEN 11:00PM AND 11:59PM (SAT., 03/16/24) AND THEN BETWEEN 5:01AM AND 6:00AM (SUN., 03/17/24) – THE WHOLE OF CIRCUIT SAPANG PALAY 33YO</p> <p>Portion of Quirino Highway (Norzagaray – Angat National Highway) from Meralco – Angat substation in Bgy. Santa Cruz, Angat to Meralco – Sapang Palay substation in Bgys. Minuyan and Sapang Palay in San Jose Del Monte City; Bgys. Bayabas, Camachile and Pulong Sampalok in Doña Remedios Trinidad; Bgys. Bangkal, Baraka, Bigte, Bitungol, Matetic, Minuyan, Partida, Pinagutlayan, Poblacion, San Mateo and Tigbe in Norzagaray.</p> <p>BETWEEN 4:00AM AND 5:00AM AND THEN BETWEEN 10:01AM AND 11:00AM (SUN., 03/17/24) – THE WHOLE OF CIRCUIT SAPANG PALAY 34YO</p> <p>Bgys. Bagong Buhay, Minuyan I &amp; III, San Martin III &amp; IV and San Rafael II in San Jose Del Monte City.</p> <p><b>REASON:</b> Maintenance work inside Meralco - Sapang Palay substation.</p>
<b>SUNDAY, MARCH 17, 2024</b>	<p><b>BATANGAS PROVINCE (STO. TOMAS)</b></p> <p>BETWEEN 6:00AM AND 9:00AM – THE WHOLE OF CIRCUIT MAKBAN 56MB</p> <p>Batangas Paper Mill in Bgy. San Felix.</p> <p><b>REASON:</b> NGCP line repair work along NGCP Bay - Calamba 69kV transmission lines.</p>
<b>SUNDAY TO MONDAY, MARCH 17 – 18, 2024</b>	<p><b>BULACAN (CALUMPIT; HAGONAY; MALOLOS CITY; AND PAOMBONG)</b></p> <p>BETWEEN 11:00PM AND 11:59PM (SUN., 03/17/24) AND THEN BETWEEN 4:00AM AND 5:00AM (MON., 03/18/24) – PORTION OF CIRCUIT CALUMPIT 322YQ</p> <p>Portion of Kapitangan – Longos Road from near Riverside St. in Bgy. Longos, Calumpit to and including Purok 5 &amp; 6 in Bgys. Abulalas and Iba - Ibayo in Hagonoy; Purok 1 – 3 and Purok 6 in Bgys. Longos and Pungo in Calumpit; Purok 1 – 6, Sitio Pukyot, Sitio Gumitna, Sitio Sapang Bato, Sitio Bangkal, Sitio Calison, Sitio Central, Sitio Comfradia, Sitio Duhat, Sitio Gusi, Sitio Ibayo, Sitio Kalawiran and Sitio Sapang Camachile in Bgys. Kapitangan, Pinalagdan, San Isidro 1 and Sto. Rosario in Paombong.</p> <p>BETWEEN 12:01AM AND 4:00AM (MON., 03/18/24) – PORTION OF CIRCUIT CALUMPIT 322YQ</p> <p>Portion of Longos Barangay Road from FJ's Pool &amp; Events Place to near Riverside St. in Bgy. Longos, Calumpit.</p> <p>Portion of Hangga St. from San Jose Village Road to and including Purok Hangga, Purok Poblacion, Purok Taling Ilog and Purok Tambubong; and Bloomfields Residences in Bgy. Longos, Malolos City.</p> <p>Portion of Carmen V. De Luna St. from Hangga St. to Royal Estate Road in Bgy. Longos, Malolos City.</p> <p>Portion of Longos – Iba - Ibayo Barangay Road from MacArthur Highway in Bgy. Longos, Malolos City to San Antonio de Padua Chapel including Purok 1 – 7 in Bgy. Iba-Ibayo, Hagonoy; Purok 1 – 7 in Bgy. Longos, Calumpit; and Purok Kamistisuhan in Bgy. Longos, Malolos City.</p> <p><b>REASON:</b> Replacement of pole along Longos Road in Bgy. Longos, Calumpit, Bulacan</p>
<b>TUESDAY TO WEDNESDAY, MARCH 19 – 20, 2024</b>	<p><b>CAVITE (SILANG)</b></p> <p>BETWEEN 11:00PM (TUE., 03/19/24) AND 4:00AM (WED., 03/20/24) – PORTION OF CIRCUITS TAGAYTAY 35XS; AND TAGAYTAY 36XS – SILANG 33WS</p> <p>Portion of Gen. Emilio Aguinaldo Highway from Meralco – Tagaytay substation to near J. Rizal St. including Balubad 1st, Balubad 2nd and Balubad Roads; and Louiseville 1 Subd. in Bgys. Balubad I &amp; II, Buho and Lalaan I &amp; II.</p> <p>Portion of Gov. Camerino Drive from Gen. Emilio Aguinaldo Highway to and including Daang Balite, Toledo and Pulong Bung Road; J. Hernandez, V. Belarmino, Patindig Araw, P. Mendoza, T. Destura, A. Toledo and Pansol Sts.; Buenavista Hills Subd. Phase III, South Wind Subd., Homes Villas 2 Subd. and Oliveros Compound; Sitio Niyogan, Sitio Palaidsaan, Sitio Apyad, Sitio Bucal, Sitio Bulsukan and Sitio Bulwagan in Bgys. Balite I &amp; II, Bucal, Buho, Lalaan I &amp; II, Malabag, Mataas na Burot, Paliyagan, Pulong Bunga and Toledo.</p> <p><b>REASON:</b> Line reconducting and reconstruction work, retirement and installation of facilities along Gen. Emilio Aguinaldo Highway in Bgy. Buho, Silang, Cavite.</p>
<b>CALOOCAN CITY (GRACE PARK)</b>	<p>BETWEEN 11:00PM (TUE., 03/19/24) AND 6:00AM (WED., 03/20/24) – PORTION OF CIRCUIT GRACE PARK 432RD</p> <p>Portion of 10th Ave. from 6th St. to and including Azucena, Kamantigue, Adalia, Kampuot, Sampaguita, Ilang - Ilang, 11th, 8th and 7th Sts.; and Mandarin Sky Seafood Restaurant.</p> <p>Portion of 9th St. from near 11th Ave. to and including Caloocan City Hall Complex.</p> <p><b>REASON:</b> Replacement of poles along 10th Ave. in Grace Park, Caloocan City.</p>
<b>WEDNESDAY, MARCH 20, 2024</b>	<p><b>QUEZON CITY (BAGUMBAYAN)</b></p> <p>BETWEEN 12:01AM AND 5:00AM – PORTION OF CIRCUIT MANGGAHAN 412M</p> <p>Portion of Manggahan St. from Calle Industria St. to and including EEI Corp. Corporate Office.</p>
<b>WEDNESDAY TO THURSDAY, MARCH 20 – 21, 2024</b>	<p><b>MANILA (SAN NICOLAS)</b></p> <p>BETWEEN 10:30PM (WED., 03/20/24) AND 4:30AM (THU., 03/21/24) – PORTION OF CIRCUITS BINONDO 45N; TUTUBAN 433VT AND 46VT; AND NORTHPORT 51H</p> <p>Portion of Lavezares St. from Asuncion St. to Elcano St.</p> <p>Portion of Caballeros St. from Lavezares St. to Elcano Tower II.</p> <p>Portion of Elcano St. from San Nicolas St. to near Clavel St. including Elcano Plaza and Unifortne Bldg.</p> <p><b>REASON:</b> Installation of facilities and replacement of poles along Lavezares, Caballeros and Elcano Sts. in San Nicolas, Manila.</p>
<b>CAVITE (DASMARIÑAS CITY; IMUS CITY; AND GEN. TRIAS CITY)</b>	<p>BETWEEN 11:30PM AND 11:59PM (WED., 03/20/24) AND THEN BETWEEN 7:00AM AND 7:30AM (THU., 03/21/24) – THE WHOLE OF CIRCUIT ABUBOT 38XZ; AND PORTION OF CIRCUIT ABUBOT 38XZ</p> <p>Portion of Gen. Emilio Aguinaldo Highway from near Robinsons Vineyard Subd. in Bgy. San Agustin I to and including Eurotles in Bgy. Sampaloc I, Dasmariñas City.</p> <p>Portion of Governor's Drive from Gen. Emilio Aguinaldo Highway to and including Governor Ferrer Drive; and Tierra Grande Village in Bgys. San Francisco and Manggahan, Gen. Trias City; and Bgys. Langkaan I &amp; II in Dasmariñas City.</p> <p>Along Langkaan Road from Governor's Drive to and including Sitio Humayao, Westwood Highlands Subd., Pamela Homes Subd., West Beverly Hills Subd. and Village Park Subd. in Bgys. Langkaan I &amp; II, Dasmariñas City.</p> <p>Portion of Governor Ferrer Drive from Governor's Drive to Kapt. Kulanding St. including General Uno Subd., Kaia Homes, Meridian Place and Paseo General Dos Subd.; Sitios Bagong Kalsada, Kaynituhan and Palindong in Bgys. Tapia, Pasong Kawayan I and II in Gen. Trias City.</p> <p>Portion of Don Placido Campos Ave. from Goldenville I Subd. to and including Bgys. Malagasang II - F &amp; G in Imus City; Goldenville II Subd., Greensborough Subd., Dexterville Classic Subd., Dasmariñas Townsville Subd., Sunndale Homes and Sunrise Hills Subd. in Bgy. Sabang, Dasmariñas City.</p> <p>Mary Cris Complex in Bgy. Pasong Camachile 2, Gen. Trias City.</p> <p><b>REASON:</b> Maintenance work inside Meralco - Abubot substation.</p>
<b>SATURDAY, MARCH 23, 2024</b>	<p><b>MAKATI CITY (DASMARIÑAS AND FORBES PARK)</b></p> <p>BETWEEN 8:00AM AND 8:30AM AND THEN BETWEEN 2:30PM AND 3:00PM – PORTIONS OF CIRCUITS MALIBAY 41VJ-411VJ AND 45VJ</p> <p>Portion of Palm Ave. from Antonio S. Arnaiz Ave. to near Narra Ave. including Avocado, Banyan, Bougainville and Morado Sts. in Dasmariñas Village, Bgy. Dasmariñas.</p> <p>Portion of Paraiso St. from Avocado St. to Pili Ave. including Acacia Ave.; and Nigerian Embassy Manila in Dasmariñas Village, Bgy. Dasmariñas.</p> <p>Portion of Pili Ave. from Paraiso St. to and including Mahogany, Belete, Banaba and Banaba Circle Sts. in South Forbes Park, Bgy. Forbes Park.</p> <p>Portion of Tamarind Road from Cypress St. to near McKinley Road including Acacia, Calumpang, Carissa, Dasmariñas and Mahogany Sts. in Dasmariñas Village, Bgy. Dasmariñas; Bauhinia, Ipil, Ipil Place and Molave Sts.; and Manila Water Pump Station in South Forbes Park, Bgy. Forbes Park.</p> <p>BETWEEN 8:00AM AND 3:00PM – PORTION OF CIRCUITS MALIBAY 41VJ-411VJ AND 45VJ</p> <p>Portion of Antonio S. Arnaiz Ave. from Paraiso St. to Tamarind Road including Palm Ave., Gladiola, Gloriosa, Granada, Lumbang, Magnolia and Paraiso Sts.; Manila Water Pump Station in Dasmariñas Village, Bgy. Dasmariñas.</p> <p>Portion of Palm Ave. from Paraiso St. to Antonio S. Arnaiz Ave. including Cypress, Dasmariñas, Mabolo, Macopa, Magnolia, Mil Flores, Palomar and Pomelo Sts.; Colegio San Agustin Makati in Dasmariñas Village, Bgy. Dasmariñas.</p> <p>Portion of Lumbang St. from Meralco – Malibay substation along Amoroso St. to Antonio S. Arnaiz Ave. including Caballero, Calumpang, Campanilla, Carissa, Cypress, Dasmariñas, Kalachuchi, Kalamansi, Kamias, Kasoy, Mahogany, Sagu, Santan and Singuelas Sts.; and Manila Water Pump Station in Dasmariñas Village, Bgy. Dasmariñas.</p> <p>Portion of Tamarind Road from Amoroso St. to Cypress St. including Sagu and Sampaguita Sts. in Dasmariñas Village, Bgy. Dasmariñas.</p> <p>Green Sun Hotel along Don Chino Roces Ave. Ext. in Bgy. Kayamanan C.</p> <p><b>REASON:</b> Line rehabilitation work along Lumbang St. and A. Arnaiz Ave. in Bgy. Dasmariñas, Makati City.</p>
<b>SUNDAY, MARCH 24, 2024</b>	<p><b>PASIG CITY (CANIOGAN; MANGGAHAN; AND ROSARIO)</b></p> <p>BETWEEN 8:30AM AND 9:00AM – PORTION OF CIRCUIT MANGGAHAN 432M</p> <p>Portion of Amang Rodriguez Ave. from near Golden Gate JRA Subd. to Ortigas Ave. including Ciudad Del Mejia Executive Village, Jollibee and Manila Water in Bgy. Rosario.</p> <p>Portion of Ortigas Ave. from Dr. Sixto Antonio Ave. to and including San Elias Bldg. and Citilane Supermarket; and ROTC St. in Bgy. Rosario.</p> <p>Portion of Dr. Sixto Antonio Ave. from Ortigas Ave. to and including Riverfront Residences; F. Andres, Bernal, Liwayway, P. Conductor and Pag-Asa Sts.; JEMCO Bldg., Arellano University, Puregold – Rosario, Escuela De Sto. Rosario, Pasig Green Pasture Christian School and Colegio De Sta. Ana in Bgys. Rosario and Canioagan.</p> <p>BETWEEN 9:00AM AND 9:30AM AND THEN BETWEEN 2:30PM AND 3:00PM – PORTION OF CIRCUIT MANGGAHAN 432M</p> <p>Portion of Amang Rodriguez Ave. from Caltex Gas Station in Bgy. Manggahan to and including Golden Gate JRA Subd. and Gomez Vlle Subd.; Julie's Franchise Corp., J.E.B. Arcade and Urbanspace in Bgy. Rosario.</p> <p>BETWEEN 9:00AM AND 3:00PM – PORTION OF CIRCUIT MANGGAHAN 432M</p> <p>Portion of PISCOR Compound Road from Meralco – Manggahan substation to Amang Rodriguez Ave. including Kitter Realty Dev't, VCGT Realty and Commodity Quest in Bgy. Manggahan.</p> <p><b>REASON:</b> Replacement of hazardous poles in PISCOR Compound, Bgy. Manggahan, Pasig City.</p>

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