

Employers ordered to facilitate primary-care registration

PRIVATE-SECTOR employers are being required to facilitate worker registration for an enhanced primary care package, the Department of Labor and Employment (DoLE) said.

Labor Advisory No. 10, Series of 2026, designated the PhilHealth Yaman ng Kalusugan Program (YAKAP) as a primary care benefit providing comprehensive outpatient services and chronic condition management for members and their dependents.

Labor Secretary Francis N. Tolentino, in an advisory signed on June 3 and made public on Thursday, encouraged all private sector employers, including those in the informal economy, to support the registration process.

The directive, issued in accordance with the Universal Health Care Act and the Labor Code, requires assistance for online registration through the eGov app or PhilHealth Member Portal, as well as coordination for onsite registration activities.

“Employers are strongly encouraged to grant reasonable time off or excused absence to employees who will register in the PhilHealth YAKAP Program at the PhilHealth Office and to



DC STUDIO/MAGNIFIC

those who will avail of first-patient encounter and consultation services at YAKAP clinics,” according to the order.

It added that while these absences are subject to existing company policies, workers are expected to provide prior notice to their employers whenever practicable.

To ensure compliance, regional labor offices have been directed to integrate YAKAP

advocacy into standard labor inspections and technical advisory visits.

These offices are also tasked with profiling workers in the informal sector, including beneficiaries of the Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers and the DoLE Integrated Livelihood Program, to promote the importance of the healthcare program.

Regional units will also help PhilHealth monitor workplaces with low registration rates or limited use of first-contact consultation services, according to the provisions.

The measure aims to ensure broader access to preventive care and reduce the risk of hospitalization through early detection and the effective management of chronic conditions, it added. — **Erika Mae P. Sinaking**

Bill Component	Amount of (Over)/Under Recovery	Average (Refund)/Recovery Rate (PhP/kWh)*	Proposed Amortization Period
G _{OUR}	559,730,723.54	0.0161	12 months
T _{OUR}	(189,005,936.61)	(0.0036)	12 months
SL _{OUR}	(85,448,658.95)	(0.0016)	12 months
LS _{OUR}	(6,071,851.16)	(0.0001)	12 months
SCS _{OUR}	244,569.63	0.0001	1 month
RPT _{OUR}	157,043,747.19	0.0030	12 months
LFT _{OUR} **	118,990,871.35	0.0023	12 months

*Indicative average rates. For T_{OUR} and SL_{OUR}, rate will be charged per customer class.
**Consolidated Amount. For LFT_{OUR}, rate will be on a per LGU basis.

24. The required supporting documents for the verification of the various pass-through costs and taxes have been previously provided to the Honorable Commission during MERALCO's prior Uniform Reportorial Requirements (“URR”) and relevant compliance submissions. Pursuant to Section 2, Article 6 of ERC Resolution No. 14, Series of 2022, MERALCO is no longer resubmitting these voluminous records and has instead attached consolidated lists of these previously submitted documents to serve as proof of compliance as an integral part of this Application. In addition, MERALCO hereby submits the following documents in support of the Application:

ANNEX	DOCUMENT
A	Verification and Certification Against Forum Shopping
B	Computation details of the Generation over/under recovery (G _{OUR})
C	Computation details of the Transmission over/under recovery (T _{OUR})
D	Computation details of the System Loss over/under recovery (SL _{OUR})
E	Computation details of the Lifeline Subsidy over/under recovery (LS _{OUR})
F	Computation details of the Senior Citizen Subsidy over/under recovery (SCS _{OUR})
G	Computation details of the Real Property Tax over/under recovery (RPT _{OUR})
H	Computation details of Local Franchise Tax over/under recovery (LFT _{OUR}) including the breakdown per LGU
I	Translation of the over/under recovery amounts into rates per kilowatt-hour or per kilowatt per customer class, as applicable
J and series	Supporting Documents on Generation, Transmission, System Loss and Statistics, Lifeline and Senior Citizen Subsidy Data, Actual Implemented Rates and Discounts, and OU Summary
K	Sworn Certification on Submission of Documents Related to Pass-Through Charges
L	Sworn Certification on Submission of Documents Related to Pass-Through Taxes
M	Judicial Affidavit of Rodelyn M. Soguilon

ALLEGATIONS IN SUPPORT OF PRAYER FOR PROVISIONAL AUTHORITY AND/OR INTERIM RELIEF

25. It is urgent that a provisional authority be immediately issued upon filing and pending hearing of the instant Application. MERALCO stresses that the costs covered by this Application are all pass-through costs and taxes which have already been paid to suppliers and the LGU, as may be applicable. MERALCO should neither earn any income nor incur any losses from the imposition of the same. Given the foregoing, it is incumbent upon MERALCO to recover/refund whatever amounts it billed for these valid pass-through costs and taxes.

26. In support of the instant Application and the prayer for provisional authority, attached hereto as Annex “M” and made integral part hereof is the Judicial Affidavit of one of MERALCO's witnesses, MS. RODELYN M. SOGUILON, Lead of Purchased Power and Other Pass-through Tariff at MERALCO's Tariff Management Office.

PRAYER

WHEREFORE, it is respectfully prayed to this Honorable Commission that, the instant Application be APPROVED authorizing MERALCO to refund/recover to/from its customers, as applicable, the following amounts which represent the over/under recoveries for the generation, transmission, system loss, lifeline subsidy, and senior citizen subsidy as pass-through charges and RPT and LFT as pass-through taxes at the corresponding rate/kWh indicated in the table below and the proposed refund/recovery period.

Bill Component	Amount of (Over)/Under Recovery	Average (Refund)/Recovery Rate (PhP/kWh)*	Proposed Amortization Period
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*Indicative average rates. For T_{OUR} and SL_{OUR}, rate will be on a per customer class; For LFT_{OUR}, rate will be on a per LGU basis

Pending hearing, MERALCO prays that a PROVISIONAL AUTHORITY be ISSUED authorizing MERALCO to collect/refund the over/under recoveries.

MERALCO prays for such other reliefs just and equitable under the premises.

Pasig City, 30 March 2026.

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MLB's Manfred worried of repeat of 1994-95 strike

BECAUSE he served as a lawyer on the owners' bargaining team in 1994, current Major League Baseball (MLB) commissioner Rob Manfred is all too familiar with the 1994-95 players strike that severely damaged the game, and he said on Wednesday he is concerned about a repeat this offseason.

That 1994-95 strike led to the cancellation of 948 regular-season games and the entire 1994 post-season, including the World Series, for the first time in 90 years. Fan attendance and television rat-

ings dropped dramatically, along with the game's reputation.

“Of course I do (worry about a repeat),” Mr. Manfred said on Wednesday during the owners meetings in New York. “We want to make an agreement. We made a proposal on one set of topics. At the outset of negotiations, I went and said to myself, ‘We’re open to whatever ideas people have, but we need a realistic framework that addresses the fans’ concerns about competitive balance.’ You just can’t ignore that financial penalties have not gotten it done for us.”

Before last week, 1994 was the last time owners formally proposed a salary cap. This time, the owners are seeking a firm salary cap of \$245.3 million with a hard floor of \$171.2 million.

The union remains steadfast against any limit on payroll, instead proposing a “competitive-integrity tax” for teams near the bottom in spending that resembles the competitive balance tax for high-spending teams, among several other changes.

If the two sides cannot agree on a new collective bargaining

agreement by Dec. 1, owners are expected to lock out the players until they work out a deal. The last lockout came in December 2021, but an agreement was reached in March 2022, before the season began. This time around, the owners want MLB's economic system to get a complete makeover.

“We have tried mightily over several rounds of bargaining to use a competitive balance tax to address competitive concerns,” Mr. Manfred said, “and sometimes you’ve got to admit you failed.” — **Reuters**

OPINION

Managing solicitations for deceased employees

Giving *abuloy* (bereavement cash donation) to the family of a deceased worker is an old Filipino tradition. However, our expatriate CEO suggests that we review the practice to avoid any issues. I didn't have the confidence to ask him about those issues. What do you think? — **Iron Wolf**

IN THE WORKPLACE REY ELBO

Among Filipinos, giving *abuloy* is more than just money. It's an act of sympathy and community support. It is intended to help the bereaved family cover the heavy costs of a funeral, burial, or the nightly vigils held during the wake of a deceased employee, particularly for lower-income employees and their families.

Abuloy is a voluntary gesture of goodwill, often seen as a way for families and friends of workers to share the financial burden of death. While deeply rooted in communal empathy, many people don't realize that it could create issues for management and the human resources (HR) department if handled poorly.

Your CEO may be thinking of some issues like unwanted peer pressure, accounting disputes, and complaints of favoritism. For this last issue, one question that could crop up is why a deceased manager's family gets a massive collection while a rank-and-file clerk received almost nothing.

SOLUTIONS

Resolving these tensions requires moving away from arbitrary management decisions. Without objective guidelines to govern office collections, what begins as a well-intentioned gesture can quickly erode company morale.

To prevent favoritism and other issues, organizations must establish clear, transparent policies that standardize how bereavement is acknowledged. These are:

One, establish a bereavement solicitation policy. A written policy removes the burden of case-by-case management decisions while standardizing the process. First and foremost, the policy must explicitly state that all contributions are strictly voluntary.

Phrases like “suggested donation amounts” should be prohibited to avoid implicit coercion. Also, define whose passing qualifies for a workplace-sanctioned collection. Best practice limits this to the deceased employee or their immediate family members.

No collection should start without HR or a designated employee representative's approval, like from a Labor-Management Council. This prevents multiple, overlapping fundraising campaigns running simultaneously in different departments.

Two, introduce and maintain a seed funding program. To take the financial pressure off the employees, especially in lower-income brackets, dynamic organizations shift the primary financial burden away from peer-to-peer soliciting. Also, this avoids the time-consuming effort of bringing the brown envelope to all employees.

The organization can provide a non-taxable, fixed cash grant and funeral wreath directly from the corporate budget, ensuring every employee receives an identical baseline of dignity and material support.

If employees choose to pass the hat, the company may match contributions up to a predetermined cap. This channels peer generosity while doubling its impact.

Three, standardize the collection procedure. The old-style method of passing an open envelope around the office floor creates social friction and security risks. Modern best practices focus on privacy and transparency.

To ensure anonymity of donors, use a secure, centralized drop-box or a digital portal (like a dedicated e-wallet) where contributions are private. Co-workers should never see who gave what or who couldn't afford to give at all.

Never let a single employee manage the cash. If physical money is collected, it must be counted by two people, one from HR and

an employee-representative, if there is no labor union.

Four, train supervisors and managers on “passive facilitation.” Line executives must not lead in pressuring employees to contribute money. They must learn how to establish clear boundaries on how to communicate these situations.

Managers may send a single, factual notification about a co-worker's loss, including details for those who wish to provide support. They must never follow up individually to avoid perceptions of coercion.

Ensure that a bereavement announcement is handled with the exact same visibility and tone, regardless of whether the deceased was a senior executive or a minimum wage earner.

Five, give people options other than cash. Sometimes, financial solicitations are a symptom of employees wanting to help but not knowing how. Best practices expand the definition of support beyond money.

One example is to allow co-workers to donate their one or two days of accrued, vacation or sick leave credits to a grieving colleague who loses an immediate family member and needs extended time away from work but cannot afford to give up too many paid days.

Facilitate non-monetary sign-ups, such as organizing meal support or coordinating carpools for team members who wish to attend the wake without disrupting operations.

Treat bereavement support as a standard process. By applying total quality management principles, you can reduce variance in how families are treated, mistake-proof the tracking of funds, and eliminate the waste of social friction. With this in mind, any organization could build and sustain a psychological safety net that genuinely respects the dignity of its people.

Consult REY ELBO for free insights on people management. Send your comments or questions to elbonomics@gmail.com or DM him on Facebook, LinkedIn, X or via <https://reyelbo.com>.



1. Entitled, “A Resolution Adopting the Revised Rules Governing the Automatic Cost Adjustment and True-Up Mechanisms and Corresponding Confirmation Process for Distribution Utilities.”
2. Entitled, “A Resolution on the Recovery of Pass-Through Taxes (Real Property, Local Franchise, and Business Taxes) of the Distribution Utilities.”
3. Entitled, “A Resolution Adopting the Transitory Rules for the Implementation of Open Access and Retail Competition.”
4. Entitled, “A Resolution Adopting the Omnibus Rules for Customer Choice Programs in the Retail Market.”