

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)

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SENATE
P.S. RES. No. 868

RECEIVED BY: 

Introduced by Senator Robinhood Padilla

RESOLUTION
DIRECTING THE SENATE COMMITTEE ON LABOR, EMPLOYMENT AND HUMAN RESOURCE DEVELOPMENT TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE ALLEGED UNLAWFUL REDUNDANCY PROGRAM IMPLEMENTED BY THE CONVERGE/METROWORKS ICT CONSTRUCTION INC. FOR THE PURPOSE OF DISMANTLING EMPLOYEE UNIONS

WHEREAS, Article XIII, Section 3 of the 1987 Constitution provides that "[t]he State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment opportunities for all";

WHEREAS, the highest law of the land likewise stipulates the right of the people, including those employed in the public and private sectors, to form unions, associations, or societies for purposes not contrary to law shall not be abridged. (Section 8, Article III);

WHEREAS, the Senate was in receipt of complaints about the implementation of an alleged unlawful redundancy program for the purpose of dismantling employee unions and thereby resulting to hundreds of employees losing their jobs;


WHEREAS, members of the union alleged that instead of negotiating with them for the Collective Bargaining Agreement, the Management of Converge/Metroworks ICT Construction Inc. resorted to implementing the aforementioned redundancy program effective November 20, 2023 citing the change in company's business directions and rationalization of its operations to attain operational efficiency and cost effectiveness;

WHEREAS, both parties appeared at the Regional Conciliation and Mediation Board, National Capital Region, Department of Labor and Employment on several occasions and transcript of the mediation proceedings indicated that both parties have maintained their respective positions;

WHEREAS, in spite of Constitutional mandates and labor laws, rules and regulations on workers protection, there are strong allegations that Converge/Metroworks ICT Construction Inc., is in violation of the said issuances: Now, therefore, be it

RESOLVED, AS IT IS HEREBY RESOLVED, To direct the Senate Committee on Labor, Employment and Human Resource Development to conduct an inquiry, in aid of legislation, on the alleged unlawful redundancy program implemented by Converge/Metroworks ICT Construction Inc. the purpose of dismantling employee unions.

Adopted,



ROBINHOOD PADILLA
Senator