



**DATES**  
November 21 - 22, 2019  
Thursday - Friday  
9:00 am - 5:00 pm

**PROGRAM FEE**  
Php 11,800.00 (Early Eagle Rate until Nov. 7)  
Php 12,800.00 (Regular Rate)

**HOW TO REGISTER Online**  
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## Labor Relations for Managers (Private Sector)

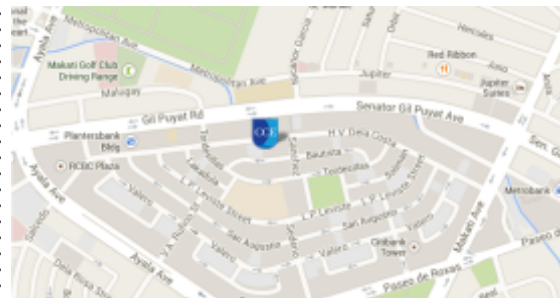
HR Best Practices for Line Leaders Series

Package inclusions:

- Program fee
- Training kit
- AM/PM snacks
- Lunch
- Certificate of course completion

Venue:

Ateneo de Manila University - Salcedo Campus  
3/F Ateneo Professional Schools Bldg.  
130 H.V. Dela Costa St., Salcedo Village,  
Makati City, Philippines



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April 10, 2019



ATENEO DE MANILA UNIVERSITY  
GRADUATE SCHOOL OF BUSINESS



human resources management

# Labor Relations for Managers (Private Sector)

HR Best Practices for Line Leaders Series

 CENTER FOR CONTINUING EDUCATION

**Labor Relations for Managers (Private Sector)** is designed to cover all the facets of critical Labor Relations (LR) functions in relation to other Human Resource (HR) activities, where legal technicalities are of required observance. As managers, you are responsible in creating a work environment that legally complies with labor laws even without the assistance of HR managers.

The usual missing link in the HR practice, which is the technical legal side of HR, is profoundly covered and focused in the program. As non legal HR and LR practitioners, be guided on how to effectively deliver your services without the direct assistance of a lawyer.

# Labor Relations for Managers (Private Sector)

## HR Best Practices for Line Leaders Series

### objectives

After the course, you will:

1. Have a clearer grasp of labor standard law as it interacts with labor relations law;
2. Appreciate a thorough understanding on the issue of employee's rights and the limitation to the concept of management prerogative; and
3. Determine the rudimentary procedures required by law in labor disputes.

### who should attend

The program is designed for those involved in employee benefit administration, labor relations officers, HR supervisors, and line managers



### resource person



**ATTY. REYNALDO B. DESTURA** has been handling criminal, civil, special proceedings, and administrative cases in regular courts, quasi-judicial, and regulatory agencies of the government. He is also well-versed in all facets of Human Resources (HR) Management obtained from his actual experience as an HR clerk, line manager, and HR executive.

He owns and heads the Destura and Associates Law Office, a Makati-based law firm. It handles clients, such as: Sharp Philippines Corporation, Goethe Institut, Deutsche Knowledge Service Pte. Ltd. - Manila, Hi Eisai Pharma, Juventis Pharma, Eastern Petroleum, to name a few.

In the field of labor relations, Atty. Destura is a consultant to labour intensive enterprises in the field of manufacturing, business process outsourcing/contact centers, condominium corporations and homeowners associations, tourism, pharmaceuticals, petroleum, and automotive. He seats in management panels during collective bargaining negotiations.

He is also a law professor and a Resource Consultant of People Management Association of the Philippines (PMAP).

He has a Bachelors degree in Political Science, postgraduate degree in Law, and Masters degree in Industrial Relations.

## program content

### I. Introduction to human resource

- A. The theory of industrial relations system
- B. Labor justice
- C. Historical background of Philippine labor law

### II. The labor standard law

- A. Recruitment related laws
  1. Private recruitment and placement agency
  2. Philippine overseas and employment authority
  3. Migrant workers act
  4. Recruitment of alien workers
- B. Elements of employer-employee relationship: The control test doctrine
- C. Kind of employment as appearing in the labor code
- D. The law on labor only contracting: DOLE Department Order No. 18-A
- E. Management prerogatives: Concept and actual exercise
- F. The employee rights to statutory benefits
  1. Minimum wage law: Prohibitions on wages
  2. Holiday pay law
  3. Night shift differential pay
  4. 13<sup>th</sup> month pay law
  5. Rest day benefits
  6. Meal period benefit
  7. Service incentive / military service leave
  8. Overtime pay benefits
  9. Right to service charges
  10. Paternity pay law
  11. Solo parent law
  12. Maternity leave
  13. VAWCI leave
  14. Special leave for women
  15. Separation pay
  16. Retirement pay law
- G. Non-diminution rule

### III. The labor welfare law

- A. The employee compensation law
- B. Right to emergency medical and dental treatment
- C. Protection of women and minor workers

### IV. The labor relations law

- A. The powers of the secretary of DOLE
- B. Petition for union registration
- C. Petition for cancellation of union registration
- D. Petition for certification election
- E. Rights of the union
- F. Collective bargaining process
- G. Laws on termination (The twin notice rule)
- H. The National Labor Relations Commission
  - I. The regional directors office of DOLE
  - J. The National Conciliation and Mediation Board