

# LABOR MANAGEMENT COMMITTEE (LMC) PROGRAMS & ACTIVITIES FOR FY2016-2017

DATE	ACTIVITIES & PROGRAMS	Schedule	<b>Status Legend</b> O=Approved/Done X=Disapproved Y=On Process/Pending
1. 4/21/2016	<b>LMC New Organizational Chart</b>	April 2016	<b>O</b>
2. 4/21/2016	<b>Request to Increase Meal Allowance from P700 to P840</b> <ul style="list-style-type: none"> <li>Standard employees lunch meal is around P50/day, request is only P40/day</li> <li>Increasing prices of commodities ( rice, chicken, pork, vegetables, fish etc)</li> <li>It was July 2008 when the P100 meal allowance, increased took effect for almost 8 years</li> </ul>	September 2016	<b>O</b>
3. 4/21/2016	<b>Request for a Multi -Purpose gym for employees' recreation and other events:</b> <ul style="list-style-type: none"> <li>Basketball</li> <li>Volleyball</li> <li>Table Tennis</li> <li>Badminton</li> <li>Programs / Events (ex: Anniversary, Christmas Party, Sports Fest, General Assembly meeting, LMC Oath taking ceremony, etc)</li> </ul>		<p style="text-align: center;"><b>X</b></p> <p>Disapproved Multi –Purpose gym request due to cost / budget matter.</p> <p>As per advised by the Top Management, renovation of Basketball court shall be done.</p> <p>Requested to FTEC as an offered gift to FDTP. LMC need to make plan including the cost &amp; present the proposal on the next LMC meeting.</p>
4. 4/21/2016	<b>Follow-up on Frontech Gift to FDTP</b>		<p style="text-align: center;"><b>Y</b></p> <p>Request FTEC for the renovation of basketball court in Plant 1</p>

5.	5/19/2016	<div>Request for additional schedule of Rice Personal Ordering</div> <table><tr><th>Now</th><th colspan="2">Proposal</th></tr><tr><td>January</td><td>January</td><td>March</td></tr><tr><td>April</td><td>April</td><td>June</td></tr><tr><td>July</td><td>July</td><td>September</td></tr><tr><td>October</td><td>October</td><td>December</td></tr></table> <div>Reasons: a. Price is cheaper due to volume discount b. 25kgs of rice is not enough for 3 months consumption c. Payment is thru salary deduction</div>	Now	Proposal		January	January	March	April	April	June	July	July	September	October	October	December	July 2016	O
Now	Proposal																		
January	January	March																	
April	April	June																	
July	July	September																	
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6.	5/19/2016	<div>Request to increase the non-emergency loan amount for 10 years and above in service</div> <table><tr><th>Now</th><th>10 years in service</th><th>15 years in service</th><th>20 years in service</th></tr><tr><td>Php 10K</td><td>Php 10K – 30K</td><td>Php 10K- 40K</td><td>Php 10K-50K</td></tr><tr><td>6 months to pay</td><td>6 -12 months to pay</td><td>12 - 18 months to pay</td><td>12-24 months to pay</td></tr></table> <div>Reasons: a. For tuition fee use (enrollment in the Philippines is every May for elementary &amp; high school while for college students is every May and October) b. For housing renovation purpose ( P10K is not enough to construct a house even a small house due to increasing cost of construction materials) c. For additional family livelihood capital (as additional source of income to help his husband or wife while at home. d. For vehicle purchase / down payment purpose</div>	Now	10 years in service	15 years in service	20 years in service	Php 10K	Php 10K – 30K	Php 10K- 40K	Php 10K-50K	6 months to pay	6 -12 months to pay	12 - 18 months to pay	12-24 months to pay	September 2016	O			
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7.	5/19/2016	<div>Request for additional shuttle service pick up point at Los Banos Laguna</div> <div>FDTP pick-up point areas : Alabang, Carmona, Olivarez, Timbao, Sta. Rosa, Balibago, Cabuyao, Mamatid, Bus Stop, Pariaan &amp; Crossing</div> <div>Reasons: a. There are already 40 regular / probi employees residing at Sta. Cruz, Pila, Victoria, Bay, Calauan, San Pablo , Los Banos, Pansol &amp; Bucal b. 40 Crossing passengers will transfer to Los Banos pick-up point c. Less departure time, late will be minimized</div>	May 2016	O															

	d. Employees will be more motivated to work every day since shuttle service will be more convenient and accessible to them.		
8. 6/16/2016	<b>Spoilage / NG / Rejects Report per Section</b>  LMC Labor Representatives will help decrease if not totally eliminate the Spoilage or NG occurrences in the production area by doing the following: <ul style="list-style-type: none"> <li>a. Keep the Rule, Go back to basics, confirm each other</li> <li>b. LMC Labor Representative will be involved in the reporting of NG status</li> <li>c. LMC Labor Representative will update and help their co-employees awareness about the quality of their works including NG</li> <li>d. LMC Labor Representative will make monthly update to the Top Management during the meeting about the Section status of NG or rejects</li> <li>e. If NG is increasing / decreasing, it will be informed to all employees for their awareness and involvement to the improvement.</li> </ul>		<b>Y</b>  Good idea as per Top Management
9. 6/16/2016	<b>Follow-up:</b> <ul style="list-style-type: none"> <li>• Request to Increase Meal Allowance from P700 to P840</li> </ul>	September 2016	<b>O</b>
10. 7/21/2016	<b>Follow up:</b> <b>P30K non-emergency loan for more than 10 years in service</b> <ul style="list-style-type: none"> <li>• In case of sudden resignation of the borrower, remaining balance shall be paid / deducted on his / her Retirement Pay.</li> <li>• Maximum of 5 employees only will be allowed to borrow every month.</li> </ul>	September 2016	<b>O</b>
11. 7/21/2016	<b>Follow-up:</b> <ul style="list-style-type: none"> <li>• Factory Naming Contest Winner (54 entries)</li> </ul>		<b>X</b> <b>Reason:</b> No winner
12. 8/25/2016	<b>Request for an ATM Machine for P1 &amp; P2</b> Reasons: <ul style="list-style-type: none"> <li>a. Safety in carrying out personal withdrawal</li> <li>b. For employees to make withdrawal anytime during break time only</li> <li>c. To avoid NO OT during payday</li> <li>d. No transactions will be allowed during working hours</li> </ul>		<b>X</b> <b>Reason:</b> It is not practical to have an ATM inside FDTP if only once or twice a month withdrawal an employee will make considering the cost of electricity and location that it will be installed. One machine cannot accommodate all employees especially during payroll.
13. 8/25/2016	<b>Replacement of Resigned Labor Representative</b> <ul style="list-style-type: none"> <li>• Ms. Rowena Palma (QA) =&gt; Ms. Cherry Queen Bacay (QA)</li> </ul>		<b>O</b>

14.	9/22/2016	<b>Request to Increase HMO discount for 1st dependent from 30% to 50%</b> <ol style="list-style-type: none"> <li>Employees find it beneficial and convenient to have HMO Card for their family members but find it difficult to pay for its high premium cost</li> <li>It will be a big help if at least one of the family member is free or with at least 50% discount</li> <li>Enrolling their family members in HMO will lessen or prevent employees from applying emergency loan due to hospitalization.</li> </ol>		X
15.	9/22/2016	<b>LMC Web Page and Computer Kiosk w/ Screen</b> <ol style="list-style-type: none"> <li>For Top Management Approval</li> <li>To be used as LMC information tool for employees awareness on all LMC activities and update approve/disapprove proposals</li> <li>Strengthening employees' trust to LMC by showing all information involving LMC related matters</li> </ol>		O
16.	9/22/2016	<b>Follow-up:</b> P30K non-emergency loan for more than 10 years in service	September 2016	O
17.	10/21/2016	<b>Request for CCTV at the Canteen</b> <ol style="list-style-type: none"> <li>To check canteen concessionaire activities without them know that they are being checked randomly.</li> <li>For canteen to be more cautious on their daily preparations.</li> <li>To maintain cleanliness and safety on daily food preparations.</li> <li>To monitor the movement of employees in serving areas and counters during break time</li> </ol>	November 2016	O
18.	10/21/2016	<b>Christmas Party Schedule (Dec. 9 or 10)?</b> <ol style="list-style-type: none"> <li>If December 9, 2016 (Friday) <ul style="list-style-type: none"> <li>All employees are already here at FDTP, only nightshift will be picked-up</li> <li>Disadvantage is there might be some who will render OT on the following day.</li> </ul> </li> <li>If December 10, 2016 ( Saturday) <ul style="list-style-type: none"> <li>Not all employees will render OT, need to pick-up at different pick-up points areas.</li> <li>If heavy rain, it will be difficult and traffic to go to FDTP</li> <li>Advantage is NO OT the following day</li> </ul> </li> </ol>	December 2016	O
19.	11/25/2016	Fire Safety <ul style="list-style-type: none"> <li>Fire Extinguisher (PASS Technique) Awareness Program</li> </ul>	January 2017	O
20.	12/16/2016	Request for Wheel Chair & Spine Board for P1 & P2	January 2017	O
21.	12/16/2016	Follow-up <ol style="list-style-type: none"> <li>Factory Naming contest consolation prize</li> </ol>	January 2017	O

22.	1/19/2017	Voluntary Bereavement assistance for Immediate Family – thru salary deduction		<b>X</b> (FDTP is already giving bereavement assistance to employees' immediate family as benefit plus donation box. It will also be unfair for employees with less number of family members, not all employees will agree on this)
23.	1/30/2017	Request to repaint P1 Canteen		<b>Y</b> (Top Management advise LMC to submit a plan and design)
24.	1/30/2017	LMC web page	April 2017	<b>O</b>
25.	2/16/2017	Propose LMC Election Schedule <ul style="list-style-type: none"> <li>Filing of Candidacy – Feb. 20 ~ 22, 2017</li> <li>Posting and Display of all Election Candidates – Feb. 23~28, 2017</li> <li>LMC Election Day at the Canteen Area (P1 &amp; P2) – Mar. 3, 2017</li> </ul>	March 2017	<b>O</b>
26.	2/16/2017	SRC Proposal & Scheduled of Activities <ul style="list-style-type: none"> <li>Company Summer Outing <ol style="list-style-type: none"> <li>April 29, 2017 ( Saturday)</li> <li>Request to allow one (1) immediate family for single employee who will join the summer outing (New proposal)</li> </ol> </li> </ul>	April 2017	<b>a.</b> O <b>b.</b> X – no budget for Yr. 2017, suggest to propose again in Yr. 2018
27.	2/16/2017	<ul style="list-style-type: none"> <li>Sports fest <ol style="list-style-type: none"> <li>Schedules: <ul style="list-style-type: none"> <li>Opening – May 5, 2017 (Friday)</li> <li>Table Tennis Tournament – June 17, 2017 ( Saturday)</li> <li>Badminton Tournament – July 15, 2017 (Saturday)</li> <li>Bowling Tournament – September 16, 2017 (Saturday)</li> <li>Basketball Tour – May to October 2017 (every Monday)</li> <li>Volleyball Tournament - May to October 2017 (every Tuesday)</li> </ul> </li> <li>Request for 2 additional team for male volleyball team <ul style="list-style-type: none"> <li>1 for Assembly</li> <li>1 for PC/Warehouse (new)</li> </ul> </li> </ol> </li> <li>Christmas Party – December 16, 2017</li> </ul>	May 2017	<b>O</b>
28.	2/16/2017	Propose Revival of “Think Big Ideas”		<b>X</b>
29.	3/23/2017	LMC Introduction of New LMC Representatives		<b>O</b>

30.	3/23/2017	LMC Oath Taking Ceremony Schedule <ul style="list-style-type: none"> <li>• April 7, 2017 ( Friday)</li> <li>• Launching of LMC Web Page</li> </ul>	April 2017	O
31.	3/23/2017	Cervical Vaccine thru Salary deduction <ul style="list-style-type: none"> <li>• For Female employees</li> <li>• For employees wife and immediate family members (e.g. wife, sister, daughter)</li> </ul>	May 2017	O