

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

EIGHTEENTH CONGRESS  
First Regular Session

HOUSE RESOLUTION No. 710



Introduced by

REP. FERDINAND R. GAITE, REP. CARLOS ISAGANI T. ZARATE and REP.  
EUFEMIA C. CULLAMAT (Bayan Muna Partylist), REP. FRANCE L. CASTRO (ACT  
Teachers' Partylist), REP. ARLENE D. BROSAS (Gabriela Women's Party) and REP.  
SARAH JANE I. ELAGO (Kabataan Partylist)

**RESOLUTION DIRECTING THE COMMITTEE ON LABOR AND  
EMPLOYMENT TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION ON  
THE CONTINUING VIOLENCE AGAINST WORKERS AND CRIMINALIZATION  
OF LABOR DISPUTES**

**WHEREAS**, Article XIII, Section 3 of the 1987 Constitution affirms that "the State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment opportunities for all. It shall guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work and a living wage;"

**WHEREAS**, Article 278 of the Labor Code provides that "Workers shall have the right to engage in concerted activities for purposes of collective bargaining or for their mutual benefit and protection. The right of legitimate labor organizations to strike and picket, shall continue to be recognized;"

**WHEREAS**, on June 24, 2019, workers of PEPMACO launched their strike establishing their picketlines at Gate 1 and Gate 2 of the PEPMACO manufacturing plant in Canlubang, Laguna;

**WHEREAS**, on June 28, 2019, at around 1 o'clock in the morning, 200 masked goons at Gate 1 and 300 at Gate 2 attacked the striking PEPMACO workers while majority of them were asleep. The workers guarding the barricade that night shouted and warned those sleeping but before they could even get up, the goons started harming them. The goons even destroyed their tents, according to the workers;

**WHEREAS**, in Gate 2 of the said establishment, the goons blasted the workers with water cannons using four firetrucks and rained rocks and glass bottles on them;

**WHEREAS**, according to Pagkakaisa ng Manggagawa sa Timog Katagalugan (Pamantik-KMU), policemen forced 20 workers into the police mobile. The arrested workers were detained in Calamba City Jail;

**WHEREAS**, in December 2017, seven hundred fourteen (714) workers of NUTRIASIA-Cabuyao were declared regular employees by the DOLE IV- A (CALABARZON) Regional Director. The decision was reversed by DOLE Secretary Bello in 2018 but the workers moved



1 for a reconsideration and filed a petition for reinspection ;

2  
3 **WHEREAS**, on February, March and July 4, 2019, hundreds of workers signed letter-petitions to  
4 the management to consider them as regular workers of NUTRIASIA but to no avail. Instead, job  
5 agencies and NUTRIASIA filed trumped-up violations and imposed disciplinary actions against  
6 the organized workers including the suspension of the union president Reyneiro Maarat on June  
7 28, 2019, for distributing leaflets about their deprived conditions and against contractualization;

8  
9 **WHEREAS**, before the scheduled morning shift of their work on July 6, 2019, the workers  
10 spontaneously convened and staged their pleas at the NUTRIASIA compound. Around 9  
11 o'clock in the morning, the Laguna and Cabuyao police joined forces with NUTRIASIA  
12 security in rock pelting, intimidation with long firearms, physical violence with the use of metal  
13 bars and truncheons against the helpless workers. The police arrested 17 workers (including 3  
14 union officers and 3 female workers);

15  
16 **WHEREAS**, the 17 detained workers were slapped by Prosecutor Brenda Fesalbon-Mangahis  
17 with criminal charges including arson and robbery filed at the RTC Cabuyao presided by Judge  
18 Eleuterio Bathan. Malicious Mischief, Grave Coercion and Direct Assault were likewise filed at  
19 the MTC-Cabuyao against the same workers. The aforementioned filing of cases were against DOJ  
20 Memorandum Circular 016 on the Reiteration for Compliance with Guidelines on the Conduct of  
21 the DOLE, DILG, DND, DOJ, PNP, AFP Relative to the Workers' Rights and Activities (2012)  
22 Article XII which provides that "fiscals and other government prosecutors shall first secure  
23 clearance from the DOLE and/or Office of the President before taking cognizance of complaints  
24 for preliminary investigation and the filing in court of the corresponding information of cases  
25 arising out of or related to a labor dispute including cases with allegations of violence, coercion,  
26 physical injuries, assault upon a person in authority and other similar acts of intimidation  
27 obstructing the free ingress to and egress from a factory or place of operation of the machines of  
28 such factory, or the employer's premises";

29  
30 **WHEREAS**, after several months of incarceration, they were only released after paying a  
31 cumulative bail amounting to 2.5 million;

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33 **WHEREAS**, on October 16, 2019, members of the Regent Foods Workers Union simultaneously  
34 mounted their picketline in front of their main plant in Pasig City and Taguig City against various  
35 reported cases of unfair labor practices and union busting moves of the corporation. Protesting  
36 members of the labor union in the food manufacturing company cried foul over the series of  
37 physical and verbal abuses that their officials have been receiving from the hands of their  
38 management, which they said aimed to harass, intimidate and bust their labor union;

39  
40 **WHEREAS**, the Regent Foods Corporation (RFC) workers likewise complained of the  
41 management's attempt to runaway shop, continuing contractualization schemes being  
42 implemented against contractual workers who have been working for the company for almost 20  
43 years, receiving low wages, non-implementation of Collective Bargaining Agreement and the non-  
44 recognition of the Regent Foods Corporation owners to the new leadership of the recognized  
45 labor union in the company;

46  
47 **WHEREAS**, on November 9, 2019, at 5:20 in the morning, the 24-day strike of the Regent Food  
48 was illegally and violently dispersed. Around 100 combined forces of goons, security guards and  
49 Philippine National Police (PNP) violently dispersed the picketline at the Gate 8 of the company

1 in Barangay Tipas, Taguig City. Several striking workers were reportedly injured during the clash;  
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3 **WHEREAS**, by 7 o'clock in the morning on the same day, truckload of cops from the PNP  
4 National Capital Region Police Office (NCRPO) arrived at the main factory of RFC in Pasig City  
5 where the main picketline is located. Police forces assisted and augmented security forces of the  
6 company and their goons in dispersing the strike;  
7

8 **WHEREAS**, during the violent dispersal, 24 workers and members of Defend Job Philippines,  
9 including a bystander, were arrested. Complaints of grave coercion, resistance and disobedience  
10 and slight physical injury were filed against the arrested persons;  
11

12 **WHEREAS**, while DOLE Secretary Silvestre Bello III insisted that the grievances of the  
13 members of both the Regent Food Workers Union and the Unyon ng Manggagawa sa RFC is a  
14 police matter and continues to deny that the matter is a labor case, Bello admitted that "there is  
15 already an ongoing mediation before DOLE's own NCMB (National Conciliation and Mediation  
16 Board)" and that "there is also a case pending before the NLRC (National Labor Relation  
17 Commission)";  
18

19 **WHEREAS**, contrary to Bello's statement that the strikers have no notice of strike (NOS), the  
20 RFC labor union has the necessary documents to prove that they complied with all the necessary  
21 and legal requirements in mounting their legitimate and peaceful 24-day strike at their main plant  
22 in Pasig City and two gates in their Taguig plant;  
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24 **WHEREAS**, there is an established pattern of violent dispersal against workers and of lawful  
25 strikes which are protected under the law by state and employer agents;  
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27 **WHEREAS**, there is likewise a pattern of criminalizing dissent wherein criminal cases are being  
28 filed against workers which can be rooted from labor disputes;  
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30 **NOW, THEREFORE, BE IT RESOLVED THAT THE COMMITTEE ON LABOR**  
31 **AND EMPLOYMENT CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON**  
32 **THE VIOLENT DISPERSAL OF STRIKING WORKERS AND CRIMINALIZATION**  
33 **OF WORKERS' DISSENT.**  
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35 *Adopted,*  
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39 **FERDINAND R. GAITE**

40 *Bayan Muna Partylist*  
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45 **CARLOS ISAGANI T. ZARATE**

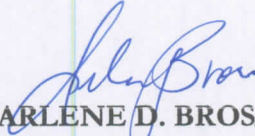
46 *Bayan Muna Partylist*  
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**EUFEMIA C. CULLAMAT**


*Bayan Muna Partylist*



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**ARLENE D. BROSAS**  
*Gabriela Women's Partylist*

  
**FRANCE L. CASTRO**  
*ACT Teachers' Partylist*

  
**SARAH JANE I. ELAGO**  
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