

COLLECTIVE BARGAINING AGREEMENT

This Agreement, made and entered into by and between:

The Corporation, a corporation duly organized under existing laws with office and plant address at _____ Metro Manila hereinafter referred to as the **COMPANY**;

- and -

THE EMPLOYEES UNION (FFW CHAPTER), a legitimate labor organization registered and existing under Philippine laws, with office address at the _____ represented herein by its undersigned officers duly authorized for the purpose, hereinafter referred to as the **UNION**,

WITNESSETH: That

WHEREAS, pursuant to the Collective Bargaining Agreement entered into in 2005 covering the period 2005-2009 which mandated the negotiation of the provisions of the Agreement to be enforced for five (5) years.

WHEREAS, the **COMPANY** and the **UNION** desire to sign and enter into a Collective Bargaining Agreement covering five (5) years under mutually acceptable terms and conditions as a means of further fostering good labor management relations, enforcing discipline, and maximizing efficiency and honesty in the performance of the employees' duties, to insure optimum productivity, peaceful adjustment and settlement of grievance, disputes and differences which may arise between the **COMPANY** and the **UNION**, to prevent strikes, slowdowns, lockouts, and other disturbances, interferences with or interruption to, production, and to promote sound and stable industrial peace and advance the general welfare, health, safety and the best interest of the employees and the of the **COMPANY**;

NOW, THEREFORE, in consideration of the foregoing premises and the mutual covenants, undertaking and stipulations hereinafter set forth, the **UNION** and the **COMPANY** have agreed on the following:

ARTICLE I RECOGNITION

SECTION 1. Recognition - The **COMPANY** recognizes the Union as the sole and exclusive collective bargaining representative of all its regular rank and file employees in the **COMPANY** for purposes of collective bargaining with respect to their rates of pay and other terms and conditions of employment.

SECTION 2. Coverage - This Agreement shall apply to and cover all regular rank-and-file employees of the **COMPANY** - _____ and in any establishment that may be organized by the **COMPANY** in the future with the same nature of business and where the **COMPANY** has controlling interest, except those employees explicitly excluded from the bargaining unit as enumerated in the succeeding section. Consequently, all newly created regular rank-and-file positions of the **COMPANY** in the future shall also be covered by this Agreement.

SECTION 3. Exclusions - The following employment categories are expressly excluded from the bargaining unit and from the scope of this Agreement: Executives, managers, supervisors and those employees exercising any of the attributes of a managerial employee; Finance, HR and IT Department employees, Department secretaries, and personnel assigned to the Office of the General Manager; probationary, temporary and casual employees, security guards, and other categories of employees declared by law to be ineligible for union membership.

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BLS File of State, County, and Municipal Collective Bargaining Agreements, Fall 1977, 1978 *Decisions and Orders of the National Labor Relations Board* United States. National Labor Relations Board, 2016-05 *BLS File of State, County, and Municipal Collective Bargaining Agreements* United States. Bureau of Labor Statistics, 1978 *Decisions and Orders of the National Labor Relations Board, V. 343, September 28, 2004, Through December 20, 2004*, **Technological Change Clauses in Collective Bargaining Agreements** Kevin Murphy, 1981 *California. Court of Appeal (2nd Appellate District). Records and Briefs* California (State)., **Annual Report - Federal Mediation and Conciliation Service** United States. Federal Mediation and Conciliation Service, 2001 **Managing Transit's Workforce in the New Millennium** Transit Cooperative Research Program, National Research Council (U.S.). Transportation Research Board, 2002 Introduction and Research Approach Findings Management Profile for Maintaining a Qualified Workforce Conclusions and Suggested Research **Labor Relations Reference Manual**, 2005 Vols 9 17 include decisions of the War Labor Board *Decisions and Orders of the National Labor Relations Board, V. 328, April 7, 1999 Through August 31, 1999*, **Decisions and Orders of the National Labor Relations Board** E.U.A. National Labor Relations Board, National Labor Relations Board, 2001-08 *Industrial Relations*, 1981 *Labor Cases* Commerce Clearing House, 2007 A full text reporter of decisions rendered by federal and state courts throughout the United States on federal and state labor problems with case table and topical index **Daily Labor Report**, 2007 *Labor Arbitration Reports*, 2004 **The AFL-CIO Internal Disputes Plan** AFL-CIO., 1974 *Bargaining Calendar*, 1993 *White Collar Report*, 1985 **BLS File of State, County, and Municipal Collective Bargaining Agreements** United States. Bureau of Labor Statistics, 1977 *Bulletin of the United States Bureau of Labor Statistics* United States. Bureau of Labor Statistics, 1990

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