

A Study on the Condition of Workers in Philippine Geothermal
Inc. Makiling-Banahao Project Field

An Undergraduate Thesis Submitted in Partial Fulfillment of the
Course Requirement in D.S. 199.2

by

Christian Benedict M. Villena
B. A. Development Studies

Approval Sheet

This undergraduate thesis entitled A Study on the Condition of Workers in Philippine Geothermal Inc. Makiling-Banahao Project Field was hereby submitted and approved as a partial fulfillment of the course requirement for D.S. 199.2

March 29, 2001
date

[Signature]
name

Accepted as partial fulfillment for the course requirement for Degree of Bachelor of Arts in Development Studies

March 29, 2001
date

date

[Signature]
M. R. VILLOSO
professor

[Signature]
department head

ACKNOWLEDGMENT

This thesis would not be possible without the help of the people that support me throughout the process of this research. I would like to thank those persons for what they did and their contributions. First of all, I would like to thank Dr. Edberto Villegas for the knowledge and guidance he imparts to his students which was very relevant for this research. To Mr. Antonio Espineda for retrieving most of the data and materials I need to make this research. To the workers of PGI Mak-Ban Project Field for their cooperation. To all the Development Studies professors especially to Prof. Simbulan and Prof. Almeda for the information that their lessons convey that helps me understand the not only the theories but also the reality of capitalism. To all my friends for their inspiration and continuing support. To my parents for their encouragement and responsible commitment in support for my studies.

I am very grateful to all of you, named and unnamed, who gave me advice.

And lastly, I would like to dedicate this thesis to the Almighty for all his blessings and enlightenment.

Christian Benedict M. Villena

Table of Contents

Preliminary page :

Title Page
Approval Sheet
Acknowledgement
Table of Contents
List of Tables and Graphs
Abstract

Main Page:

Chapter I: Thesis Proposal.....1
Chapter II: Labor Crisis in the Philippines..... 10
Chapter III: PGI Workers' Condition..... 13
Chapter IV: Data Presentation and Analysis.....18
Chapter V: Conclusion and Recommendation.....24
Bibliography
Appendices

List of Tables and Graphs

TABLES

Educational attainment of regular and non-regular workers.....19

Monthly wages of regular and non regular workers.....20

Number of regular and non regular workers which undergone training
upon and after recruitment..... 21

Attitude of regular and non regular workers towards their present
working condition..... 22

GRAPHS

Educational attainment of regular and non regular workers..... 19

ABSTRACT

The study mainly concerns on the struggle of the working class for a better working condition amidst the capitalist system. I have tried to simplify the lamenting picture of the Filipino working class through this research on the conditions of the workers in PGI Mak-Ban Project Field.

Chapter I, which is the thesis proposal, shows the fundamental concepts of the study. The chapter also explains the choice of the research setting and sampling procedure. This also serves as the introduction for the research and explains the scope and limitation as well as the significance of the study.

The author began the account of the research in Chapter II, which explains the general condition of the Philippine working class. Here the study focuses on the dilemma of the workers considering the abusive and exploitative domination of capitalists in the country. The demand for decent wage, biased structural programs and suppression of workers' rights and welfare were the major issues confronted by the working class not only in our country but also in other developing countries.

Chapter III deals with the reality of the erratic situation of PGI workers. This chapter shows the management and workers' relationship in Mak-Ban plant and the role of the labor union in promoting the rights and welfare of its members.

Chapter IV examines the presentation of data and the analysis about the research is discussed. Here the opinions and discussions about the situation of the PGI workers were proven through tables and graphs which is relevant in understanding their present condition.

The last chapter is the conclusion of the study where I have tried to compare and associate the general condition of the Filipino workers to the PGI workers.

Further research and investigation on the condition of the working class could give sufficient solutions to the issues surrounding the workers. However, I am hoping that with this study would, somewhat, help the readers understand the irrevocable situation of the working class under the supremacy of the capitalist system.

CHAPTER I

Thesis Proposal

A. Statement of the Problem

Philippine geothermal Inc., a subsidiary of Union Oil of California, entered on a service contract with NAPOCOR for the exploration and development of geothermal energy in Tiwi and Makiling-Banahaw resources for the reason that NAPOCOR saw the growing power demand in the economy and the need to diversify sources of energy. In its course of operation, we could assert that the workers engage in hazardous labor condition because of the nature of geothermal energy, which involves high-temperature steam, heavy machineries, volcanic excavations and other elements to harness heat energy for the production of electricity. With this working situation, the workers are the primary constituents, which were affected by the hazardous operation. In this state, the study aims to answer the following questions regarding the condition of the workers in PGI Mak-Ban Plant:

- a) How crucial is the condition of the workers during the operation of PGI?
- b) Is the salary given to workers optimum to labor output?
- c) Do the management encourage human development to workers?
- d) What are the roles of the labor union in the promotion of the rights and welfare of the workers?

B. Definition of Concepts

Collective Bargaining

Through negotiation, an agreement is arrived between the representatives of the workers and management.

Contractual employee

One who is hired for a special project and/or a specific contract undertaking the completion or termination of which has been determined at the time of the engagement of the employee

Human conditions of work

Safe and healthful working conditions, equal opportunity to promotion and rest, leisure and reasonable limitation of working hours.

Human resource development

Process by which the quantity and quality of skills and knowledge are increased.

Labor union

An association of workers organized to improve and advance mutual interest.

Legal labor organization

An organization, association or union of laborers duly registered and permitted to operate by the department of labor and governed by a constitution and by-laws not repugnant to or inconsistent with the laws of the country.

Living wage

A worker is entitled to equal remuneration or compensation for work of equal value.

Wage system

The worker or employee receives from the owner or employer a remuneration or compensation usually in the form of money for his labor or services pursuant to a contract.

C. Theoretical Framework

The Historical materialist framework best suits the study because of its holistic approach. The study requires more focus on class analysis between the management and laborers to be able to form a dependable rationalization of the problem affecting the workers. Historical Materialism emphasizes more on productive activities of man or the mode of production, which could promote more valid basis on the study. The theory also refers to historical past and believes that consciousness is influenced by the material conditions of man. Through experience, workers develops united consciousness to uphold their right for fair and just working condition. With the need for material necessity, workers yearn for enough income to satisfy their living conditions. Historical Materialism views workers as the primary force of the society that needs to promote its welfare and equality.

D. Hypotheses

With the use of the chi square test, the hypothesis formulated regarding their satisfaction is: There is no significant difference among the workers in PGI Mak-Ban project field workers who said they were satisfied in their present working condition and to those who said they were not satisfied.

E. Methodology

Methods used for the study are:

- a) Archival research to gather materials and references in relation to the need for factual data.
- b) Provided questionnaires, which were randomly given for probable and unbiased opinions. Random sampling method will be used and assure that 40-50% of the work population were to be chosen as respondents.
- c) Statistics and tabulation of facts and figures for effective representation of data and analysis.
- d) Administer interviews of key persons to counter-check facts and know their stand about the study.

F. Review of Literature

Toribio, Ma. Zita Butardo, Socio-economic Analysis of environmental impacts of operation of Mak-Ban Geothermal Project Luzon, Philippines. UPLB College: Laguna, 1995

This is a study made by the UPLB professor that tackles the effects of the Mak-Ban geothermal site to the society. It contains both beneficial and dangerous aspects of the plant operation. The study conveys that Mak-Ban produces many physical and health risks to both workers and to the community but the management never neglect the instances when some individuals become victims of its operation. The company has policy that assists the affected people whether community residents or workers to their medical and financial needs. The analysis shows that because of persistent enhancement of the plant operation, beneficial results occurred to the community brought by responsible administration of PGI. The said study do not cover the conditions of the workers and other issues regarding the workers during the operation of Mak-Ban Geothermal Plant

Philippine Geothermal Inc., Geothermal Energy. Manila, 1990

This is a handbook published by PGI that contains the history of geothermal industry in the Philippines. It connotes that geothermal energy is significant for our country's quest for energy self-reliance. PGI also brings economic and social benefits to the country. It has a commitment to the communities in which it operates where they initiated several community welfare projects including childcare and pre-school services as well as livelihood, health and nutrition projects. With the support of NPC, they had constructed roads and school buildings, provide potable water for the residents and sponsored wide-ranging educational and skills programs. It has also saved the country significant foreign exchange reserves and reduced national economy's dependence on imported oil and coal. Generally, PGI

meant that because of the present operation of their geothermal industry, they help create sustainable economic growth for the Philippines because of their social obligations and by providing the energy for downstream industries.

Millen, Bruce H., The Political Role of Labor in Developing Countries. Washington D.C.: The Brookings Institutions, 1963

This book discussed the collective involvement of workers thru trade unions in the political system. In most of the developing countries of Africa and Asia, trade unions are part of the mechanism that carries on the day-to-day political processes of a nation. In this case, trade unions were able to influence the course of political and economic development of the country. Usually, nationalist unions affiliate with one or another to the parties that are in opposition to the government. With such affiliation, they can channel their ideology to the political parties and work together for their struggle to uphold their propaganda. Through the course of the book, noticeably the author wishes for separation of trade union functions from those of a political party because other special interest groups will have been established to help carry on the governance of a nation.

“Workers Woes Beyond Low Wages.” The Journal, 9 May 1999

This newspaper article shows the problems besetting workers go beyond low wages that their demands are not just limited to wage increase but also job security and protection of workers rights. In a situation where neoliberalism has become the blue print for the government, wages and

other labor arrangements become market oriented and flexible. Since the government operates in a neoliberal framework, labor policies have put the workers in a quagmire of poverty, exploitation and oppression.

Blackburn, Robert Martin. The Working Class in the Labour Market. London: Macmillan, 1979

The study concentrates on non-apprenticed male manual workers, interviewed almost 1,000 workers, collected extensive background data on wages and conditions of employment. The author signifies the relation of workers on the labor market which is said to be the central area of capitalist society. The investigation shows the acceptance of workers of their market situation that they try to act rationally in pursuit of their interest within their section of the labor market. The resultant experience is one of constraint and uncertainty. Their powerlessness in the face of a harsh unpredictable reality is continually in evidence. Far more important, however, in the context of their ordinary experience, the probability of successful action to transcend the limits of their situation and so to transform it is so remote as to be irrelevant. It is not that they dismiss the possibility, but that it does not normally enter their consciousness. It is shown in the statistical tables and methodological appendices with their certain degree of emotion that the human reality of the labor market has been distorted for long enough.

Senett, Richard and Jonathan Cobb. The Hidden Influence of Class. New York: Alfred A. Knopf, 1972

The book shows how workers feel about their lives and enable us to see that the American capitalist class structure and its intimately related culture in combination degrade, distract and disarm most Americans. In the confining context of a class structure that in fact does not allow broad and meaningful opportunity for social mobility and for gaining a sense of individual achievement, the capitalist culture stresses the values of individualism, freedom, equal opportunity and competition. Class domination and class conflict, take place on another, hitherto unthought-of level. The more observable forms of class domination and conflict that occur externally in the workplace are complemented by a closely related form, which, tragically, is internalized and occurs in the homes and within the very selves of the Americans. The authors argue that it is vital to understand how capitalist system maintained itself in order to understand the form of class domination and conflict. Capitalism is more than simply a profit making mechanism. It is a political economy, a social system which one class rules another for its own purposes. It is clear that in capitalist system, class dictatorship is prevalent which causes class domination and conflicts.

G. Scope and Limitation of the Study

The study covers the current working condition of PGI workers including the wage system and benefits the workers receive. The role of the labor union is very significant regarding the promotion of the rights and welfare of each workers to the fact that it is the principal bargaining representative of all regular rank-and-file employees for purposes of

collective bargaining in respect of their rates of pay and other terms and conditions included in the CBA.

The coverage of the study is only bound to tackle the working condition of PGI workers in Mak-Ban Plant mainly it rank-and-file employees for the reason of a more brief and substantial research.

H. Significance of the Study

The study intends to inform the readers about the importance of human resource development in relation to the situation of the PGI workers. Workers play a vital role to the society because they are the base of our economy so their welfare should be promoted. The study also wanted to inform the readers about the present situation of workers in the society ruled by capitalists. In our modern society, labor force is dominated by technology and machineries that cause massive unemployment but still manpower holds veritable skills to develop society.

CHAPTER II

Labor Crisis in the Philippines

A.J. Jaffe defined the term workforce with economic significance as:

“... those people who voluntarily offer their services for hire in the labor market in exchange for wages or salaries and who thereby participate or attempt in the production of GNP, form the work force.”¹

Karl Marx , in a purportive way, describes the modern working class as the proletariat:

“ ...a class of laborers, who live only so long as they find work, and who find work only so long as their labor increases capital. These laborers, who must sell themselves piecemeal are a commodity, like every article of commerce, and are consequently exposed to all the vicissitudes of competition, to all the fluctuation of the market.”²

Whatever term are used to define the word workers, laborers or proletariat, the only thing that matter is how they were noted as the main productive force of the economy and the whole society. The condition they are in now has a compelling effect to the development of the economy and as an individual themselves.

The dominant capitalist rule in the Philippines had become a burden in the country's workers condition. Due to the capitalists' quest for “super profit”, the labor force suffers a lot and remained neglected amid a slumping economy.

¹ A.J. Jaffe and C. Stewart, Manpower, Resource and Utilization. (New York: John Wiley and Sons Inc., 1951), 14

² Marx, Karl and Freidrich Engels, The Communist Manifesto. With introduction by Francis Randall (New York: Washington Square Press, 1964), 68-69

The problems surrounding the workers are not just limited to wage crisis, they also want job security and the protection of workers' rights. In a down-sided economy, the prevalence of big compradors and transnational corporations (TNCs) worsens the labor condition.

As of 2001, the daily minimum wage rate in the NCR is P224. In other regions, the minimum wage ranges from P131 (ARMM and CARAGA) to P188 (Southern Tagalog).³ IBON computations of cost of living as of December 1998 shows that a family of six in the NCR needs at least P441.06 to meet basic needs in one day. In areas outside NCR, IBON pegs the daily cost of living for a family of six at P334.55.⁴ This simply means that at present, the daily minimum wage is not enough to meet basic needs.

In the local business scene, demand for a decent wage hike is unfeasible because in order to increase wage, overall productivity must also be considered. With the local businesses being overpowered by large TNCs and MNCs, the call for wage increase is a sorry issue. An employer's capacity to pay decent wages, particularly for a pre-industrial country like the Philippines, would be affected by the productivity of his or her establishment.

To lighten the problem, employers especially the large corporations tend to undergo structural measures. Contractualization of workers become a trend for large-scale industries, specifically in semi-conductor, textile and manufacturing industries and those in the EPZs. In the contractualization scheme, a growing share of the workload is being entrusted to workers who are either engaged on short term contracts or who are not at all employed by

³ "High Unemployment, High Prices and Low Wages". IBON Press Release NO. 99-3, 15 March 1999

⁴ Ibid.

the enterprise, even though their place of work may be on the premises.⁵ Contractual employees, unlike regular workers, were entitled to minimum benefits or no benefits or incentives at all. Unfortunately, they were not qualified to be union members which could support their welfare and rights as members of the working society. Labor contractualization has become rampant despite its being illegal under the Labor Code. This is the reason why there are pending bills in Congress that seeks to amend or revise the Labor Code to facilitate flexi-hiring schemes for local and foreign investors.⁶ Other structural measure tendencies practiced by employers during such crisis concerns areas on hiring and firing, redeployment and training, and remuneration for regular time, shiftwork and overtime.

Generally, the enigma of workers in the Philippines are related to the labor crisis in the neighboring developing countries in South East Asia as well as in other parts of the world. With the predominance of capitalists in the economy, the welfare and rights of the workers will always be in oblivion.

⁵ Edgren, Gus, ed., Restructuring, Employment and Industrial Relations. (Geneva: ILO office, 1989), 12

⁶ "Workers Woes Beyond Low Wages", The Journal, 9 May 1999 p.8

CHAPTER III

PGI Workers' Condition

Philippine Geothermal Inc.(PGI), a US company and wholly owned subsidiary of UNOCAL Corporation, is a fully integrated international energy resource company. Under a service contract with NAPOCOR, PGI develops the geothermal resources at Tiwi and Makiling-Banahaw contract areas in Albay and Laguna respectively. These steamfields provide energy to NPC's power plants capable of producing an aggregate 756 MW of electricity. The Tiwi and Mak-Ban geothermal power plants currently supply 15% of Luzon's electricity requirements.

Mak-Ban geothermal plant site is located in Brgy. Bitin, Bay, Laguna in Southern Luzon island about 70 kms. southeast of Metro Manila. The field size covers 700 hectares as resource area and started its commercial production in September 17, 1979.

The Mak-Ban plant workforce comprises 144 technical and administrative staff, 96% of which are Filipinos while the rest are expatriates. Most of the work population are regular employees which are nearly pioneer workers of the plant while the rest are contractual and trainees.*

In Chapter II, the condition of Filipino workers under capitalist domination exhibits abusive and exploitative stage while in a lighter side, the situation in PGI, being a foreign owned private company, is more simple than the general condition of the Filipino workers.

* See Appendix A for the corporate profile.

The nature of being a worker on a geothermal plant contains a lot of risks. Workers were exposed to drilling, high temperature steam, heavy machineries and other work risks involved in the operation of the geothermal plant.

Safety equipments were given to workers in order to avoid untoward incidents but the equipments were not free. The workers will pay for it by taking out the amount of the equipments from their salaries. Strict working policy was also issued to ensure that no accidents would happen in the course of work.

Mr. Antonio Espineda, former human resource development officer of Mak-Ban geothermal plant and the present community relations supervisor, was really concerned on safe working procedure when he was still on HRD department. He pointed that:

“The safety of my co-workers should be the priority of the company and every one knows that the welfare of the company depends on the welfare of the workers.”⁷

Mr. Espineda also insisted that workers should fight for their rights and welfare in order to have a good working environment.⁸ On a labor union, collective agenda for the fight for welfare and workers rights become more sustainable.

Majority of the workforce in PGI Mak-Ban geothermal site belongs to the Federation of Free Workers Union (PGI chapter). Most of the workers supposed that they happened to join the union for the reason of security of tenure. Some of them joined for the petition for higher wages while others

⁷ Antonio Espineda, Interview by author, August 9, 2000.

⁸ Ibid.

joined for the union's principle. Bruce Millen pointed out why workers have different assumptions in joining the labor union:

The labor union, taking it with all mutations and contradictions, comprehends nothing less than all the various economic, political, ethical and social viewpoints and modes of action of a vast and heterogeneous complex of working class groups, molded by diverse environments and actuated by diverse motives.⁹

Although the workers have different motives in affiliating themselves to the labor union, the said union and the union members as well must comply to the agreement both the organization (FFW PGI chapter) and the company (PGI) agreed upon in the form of collective bargaining agreement.*

The CBA contains the mutual covenants and stipulations agreed upon by the union and the company. With this agreement, the union's bargaining agreement unit only consists of regular rank-and-file employees of the company and excludes managerial, contractual and confidential employees. These excluded employees would not be sheltered by union securities, in other words, deviated in all forms of union advantages.

Mr. Arding Punzalan, vice president of PGI labor union and acting labor leader in Mak-ban site, commented on the increasing number of contractual employees in Mak-ban:

“The company (PGI) encourages recruitment of contractual employees for short term projects that the number of regular workers suffers indicating the rise of contractual workers and retrenchment of regular skilled workers”.¹⁰

⁹ Millen, Bruce H., The Political Role of Labor in Developing Countries. (Washington DC: The Brookings Institution 1963),¹⁰

* See Appendix B for the full contents of the 1989 PGI Collective Bargaining Agreement.

¹⁰ Arding Punzalan, Interview by author, July 18, 2000

Mr. Punzalan also regrets the proposed privatization of NAPOCOR because it will result to disemployment of PGI workers in particular. Of course we all know that privatization, together with liberalization and deregulation schemes were part of the globalization agenda for capitalist domination where the IMF-WB acts as the expounder.

In spite of all the clichéd capitalist acts, Mak-Ban site workers endure all predicaments in connection to their jobs because they are more concerned of the welfare of their families than their individual well-being. They accept the benefits, premiums, salaries and other work compensations as long as it can support the necessities for their families.* Unfortunately, through all the hardships and adversities of labor, the workers were not compensated rightfully to appease their daily cost of living.

Human development of each worker is an important aspect to consider. Workers compose the whole geothermal plant operation and each of them contribute for the effectivity of the production. Some of them undergo skills development training in other countries at the expense of the company. Some of them were promoted to higher position, most of them with more than ten years of service. Other workers' development programs includes seminars and conventions, summer outings, outreach programs, benefits and incentives and other kinds of assistance given by PGI to improve the values and skills of workers. With these circumstances, PGI redeems the repugnant image of a firm from a capitalist society.

* See the CBA on Appendix B for the benefits, services and other prerogatives given to the workers as provided by the agreement.

Through all the praises and animosities, PGI workers were still involved in a condition faced by the whole society where the working class is a prey for the rapacious vultures which is the capitalist system.

CHAPTER IV

Data Presentation and Analysis

The issues affecting the condition of PGI Mak-Ban geothermal site workers are more conceivable with the personal responses of the workers themselves. The survey I had conducted last August 22, 2000 involves 50 on-field workers. The random sampling method was used to emphasize effective and accurate observation. The questionnaires contain combinations of fixed-alternative and open-ended questions to include not only specific answers but also opinions of workers about their condition. In return, the workers cooperatively filled-up the questionnaires with the author hoping for veritable results.

The workers are differentiated into two groups – regular and non-regular (trainees, contractual and casual) workers which also corresponds to their membership in the labor union. Out of the 50 respondents, 36 are regular who were affiliated to the labor union while the 14 were non-regular who are not affiliated with the union.

Different factors are to be given concern which influence the condition of PGI Mak-Ban site workers. The socio-economic status of the workers is a primary determinant in the stipulation of the issue. The educational attainment of each worker influences their capacity for promotion, skill building and participation in activities externally related to their job. An illustration given in Table 1 shows the educational attainment of regular and non-regular workers. If comparison would be based on their attainment of college degree and vocational training, non-regular workers have higher level of education than regular workers. This manifest how the

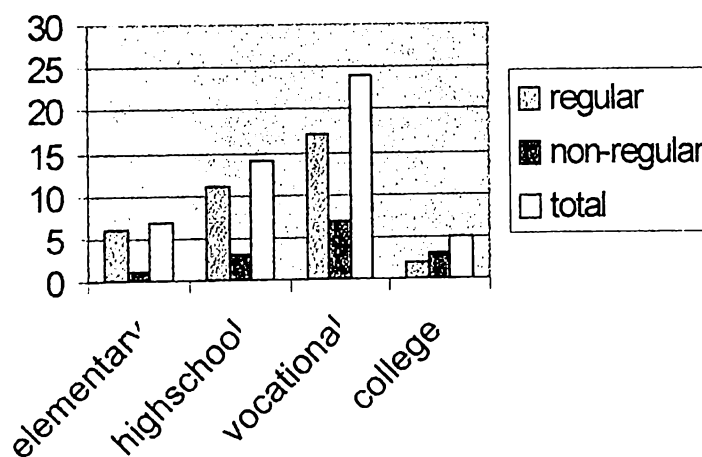
company persist on getting more non-regular workers with high educational status.

Table 1

Educational attainment of regular and non-regular workers

n=50	elementary	highschool	vocational	college
regular	6 (85%)	11 (79%)	17 (71%)	2 (40%)
non-regular	1 (15%)	3 (21%)	7 (29%)	3 (60)
total	7	14	24	5

Figure 1
Educational Attainment of Regular
and Non-regular Workers



The population of regular workers are slightly decreasing and majority of them were pioneers of the company and served more than ten years for the company. According to Mr. Moises Siriban, an instrument technician, with the growing numbers of contractual and non-regulars, the security of tenure of regular workers is the only thing they are assured of. Many of his co-workers are in their mid-40s so it was difficult for them to

find another job so they are appealing for the security of their occupation and give importance for their long years of service for the company.¹¹

The yearn for decent living wage is a drawn out issue not only to PGI workers but also for the whole working society. The current wage system cannot suffice for the subsistence of a worker's family. In PGI, the case of both regular and non-regular workers are both the same reflecting to their monthly wages shown in Table 2. Regular workers which earns higher salaries are those who served the company for several years. They are also entitled for wage increase as long as they belong to the labor unions in accordance to the duration of the collective bargaining agreement.

Table 2
Monthly wages of regular and non-regular workers

n=50	less than 10,000	10,000-15,000	16,000-20,000	21,000 or more
regular	0	16	14	6
non-regular	2	9	3	0

With the high cost of living, PGI workers were not appeased with the salaries and benefits that they received. Non-regulars are more susceptible to the low wage problem because they don't have enough strength to demand for wage hike. They are also suspect to the eyes of the union because their existence as an alternative workforce may undermine the growth of union membership and as well as the wages in the organized sector.¹²

The increase in salary coincides with the ascendancy in occupation or post. Promotion of regular workers to a higher position is very minimal. Out of the 36 regular workers, 6 of them undergone escalation of rank which

¹¹ Moises Siriban, Interview by author, July 21, 2000

¹² Edgren, Restructuring, Employment and Industrial Relations, 12

also beefed up their wage. Efficiency and productivity were grounds for promotion which was based on the skills and proficiency of workers. As seen on Table 3, majority of the workers trained in compliance to what the company suggests for skills development and competence of the workers.

Table 3

Number of regular and non-regular workers which undergone training upon and after recruitment

n=50	undergone training	did not undergo training
regular	24	12
non-regular	10	4

Much of the credit must go to the labor union because of the advantages that the regular workers get in spite of the low wage system. Active participation in union activities is generally practiced by the majority of the working population. The low wage level can be countered by the persuasive bargaining for wage hike, better benefits and harmonious relationship between the workers and management brought about by strong collective action. Surprisingly, the bargaining power of PGI labor union is effective considering the scarcity of its members.

Varying intentions in affiliation to the labor union are depicted in the survey. However, their different opinions can be generalized into three assumptions – unity, security of tenure and upliftment of their rights and principles. The purpose of affiliating themselves in the labor union aggravates the need for a better work condition and labor practices.

The capacity of the company to increase wage levels and establish stable employment affect the workers satisfaction on working for the firm. As revealed on Table 4, workers demeanor towards their jobs were down and out. Increase in wage would increase their purchasing power and

escalate their living condition. Their satisfaction varies on how the company deals with them in search for a decent living wage.

Table 4
Attitude of regular and non-regular workers towards
their present working condition

n=50	satisfied	dissatisfied
regular	11	25
non-regular	6	8

N=50	satisfied	dissatisfied	total
regular	11 (12.24)	25 (23.76)	36
Non-regular	6 (4.76)	8 (9.24)	14
total	27	33	50

To formulate the hypothesis, chi square test was used to determine the satisfaction of the workers in their present working condition.

I. Statement of hypothesis

Let H_0 be the null hypothesis and H_1 be the alternative hypothesis

H_0 : There is no significance difference among the workers in PGI field workers who said they were satisfied in their present working condition and those who said they were not satisfied.

H_1 : There are more workers who said they were dissatisfied in their present working condition.

II. Significance level: .01

III. Rejection region: H_0 will be rejected if the observed value of χ^2 is equal or less than 5.412 since significance level at $.02/.01 = 5.412$ for a one-tailed test.

IV. Computation

$$\Sigma = \frac{(O - E)^2}{E}$$

$$Df = (k-1)(r-1)$$

$$= (2-1)(2-1)$$

$$df = 1$$

$$\begin{aligned} x^2 &= \frac{(O - E)^2}{E} = \frac{11-12.24}{12.24} + \frac{25-23.76}{23.76} + \frac{6-4.76}{4.76} + \frac{8-9.24}{9.24} \\ &= .1256209 + .064713 + .323035 + .166460 \\ x^2 &= .6798289 \end{aligned}$$

V. Conclusion:

Since $.6798289 < 5.412$, we cannot therefore reject the null hypothesis. We can conclude that there is no significant difference between workers who said they were satisfied and workers who said they were dissatisfied at .05 level of significance and more data is required.

CHAPTER V

Conclusion and Recommendation

The adversities confronting the labor sector in the country resembles the grim features of the capitalist system. The entire labor population, particularly those workers in foreign owned industries, has only one similar fate. Unfair labor practices and exploited labor market restrains the aspirations of workers to have a decent living. The pursuit of capitalist business owners to make enormous profit is the root cause of the oppressed condition of the working class. As noted by Richard M. Pfeffer:

Workers feel powerless because under capitalism, they are alienated from the ownership of the means of production and therefore so not have control over the basic decisions that shape their lives. Their jobs are meaningless because most have been designed to achieve meaning almost exclusively in capitalist non-human term – a meaning that can be expressed in corporate income statements and balance sheets.¹³

The extensive use of machineries and the division of labor being promoted in today's industries restricts the workers to have the exact value of his labor which tends to decrease their wage. As the means of production in the hands of the capitalists continue to evolve, the toils of the working class would increase. Workers acts as supplement to the machines which are used by industries to expand their production because it is more efficient, reasonable pertaining to its cost, and can be enslaved without resisting.

The competition among capitalists brings the forces of production into a more declining situation. Relentlessly, capitalist owners recourse to all sorts of plots to bring out the biggest amount of profit possible which results

to arbitrary adjustment programs such as contractualization of labor, retrenchment and redeployment of workers and leveling of the minimum wage to its lowest possible.

A book by Barbara Garson entitled *All the Livelong Day* cited the unfortunate situation of workers:

“It’s a dilemma...real work is a human need, perhaps right after the need for love. It feels good to work well. But it feels bad to be used. As long as control over the means of production stays in the hands of owners, managers and pharaohs, we will be forced to make goods that we don’t necessarily need and work in the ways that are debilitating and humiliating.”¹⁴

The existing workers scenario is similar to the case unfolded in PGI Mak-Ban project field workers. They were also struggling for the call for just working condition. The wage problem is the primary aspect which disables the workers to have decent living and improve not only economically but also socially for the opportunity to rise from poverty. Insufficient wage alienates them from their own development and character.

The labor union seems to be their only option for the redemption from the grasps of the condition they are experiencing. With collective action, regular workers tend to improve their situation little by little. Every CBA which take place every three years, both parties – the workers and the management – concords to the interest of each other. But the agreement could not appease the real situation. The rampant contractualization endangers the security of occupation for many regular workers. Contractualization lowers the company’s expenditures for wage and

¹³ Pfeffer, Richard M., *Working for Capitalism*. (New York: Columbia University Press, 1979), 258

¹⁴ Garson, Barbara, *All the Livelong Day*. (New York: Doubleday, 1975), 219

benefits. These workers have limited span of employment which impedes them to increase their wage.

However, PGI Mak-Ban could be seen with other redeeming qualities which are distinct from the occurring capitalist system. The workers were given skills development training to enhance their productivity and grant other incentives and benefits to console a better working relation between laborers and the management. With such situation, the workers experienced better working atmosphere but cannot sustain their satisfaction because they still face much weighty problems.

The existing labor system burdens the workers and lessen their job satisfaction. Different factors affect their socio-economic status which are reflected on the survey conducted. The low wage level, uncertainty in their jobs, unrestrained contractualization of labor and other issues influenced by the capitalist labor system hinders not only individual development of workers but also his socio-economic status.

The study tends to see the general condition of the working class through the condition of PGI Mak-Ban site workers. Noticeably, both scenarios similarly exhibits harsh evidence of capitalist manipulation of the means of production. The boundless pursuit for profit of the capitalist owners causes the slow development of the labor sector.

The solution for this crisis lies in the hands of the workers themselves whether the general crisis of the Filipino working class or the crisis affecting the PGI Mak-Ban site workers. Unity and collective action can surpass any limitation in the progress for the struggle of a much better labor condition. Active participation in mobilization and protest actions could be a simple step to address the erring condition of the working class to other members of the society. The capitalist system is the primary cause of the labor crisis, so

the system should be changed to a society ruled by the working class. With the current crisis of monopoly capitalism and the active occurrence of mass action and the awareness of the common people to the misleading fate of the society because of the exploitative and abusive capitalist domination, it could be a matter of time that a new system order ruled by the working class can be established.

BIBLIOGRAPHY

BOOKS

- Bendix, Reinhard, Work and Authority in Industry. Berkeley: University of California Press, 1974
- Berrman, Jere R., Human Resource led Development? Review of Issues and Evidences. Geneva: ILO Office, 1990
- Blackburn, Robert Martin, The Working Class in the Labor Market. London: Macmillan, 1979
- Burke, Edmund, Thoughts and Details on Scarcity. Boston: Little Brown Co., 1969
- Edgren, Gus, ed., Restructuring, Employment and Industrial Relations: Adjustment Issues in Asian Industries. Geneva: ILO Office, 1989
- Fernandez, Perfecto Villanueva, Labor and social legislation in the Philippines. Manila: Central Book Supply, 1963
- Galenson, Walter, Labor and Economic Growth in 5 Asian Countries: South Korea, Malaysia, Taiwan, Thailand and the Philippines. New York: Praeger Publishers, 1992
- Garson, Barbara, All the Livelong Day. New York: Doubleday, 1975
- Harbison, Frederick H., Human resource as Wealth of Nation. New York: Oxford University Press, 1973
- Jaffe, A.J. and C. Stewart, Manpower Resources and Utilization. New York: John Wiley and Sons Inc., 1951
- Jakubauskas, Edward, Human Resource Development. Iowa: Iowa State University Press, 1967
- Lipton, Michael, Labor and Poverty. Washington DC: World Bank, 1983
- Marx, Karl and Friedrich Engels, The Communist Manifesto. Introduction by Francis B. Randall. New York: Washington Square Press, 1964
- Millen, Bruce H., The Political Role of Labor in Developing Countries. Washington DC: The Brookings Institution, 1963
- Pederson, Barbara, UNOCAL 1890-1990: A Century of Spirits. Los Angeles, California: UNOCAL Corporation, 1990
- Pfeffer, Richard M., Working for Capitalism. New York: Columbia University Press, 1979
- Senett, Richard and Jonathan Cobb, The Hidden Injuries of Class. New York: Alfred a> Knopf, 1972
- Sweezy, Paul M., The Theory of Capitalist Development: Principles of Marxian Political Economy. New York: Monthly Review Press, 1942

PERIODICALS

- Beronio E. and Y. Daque "Higanteng Pagod, Musmos na Pasahod", The Philippine Collegian, 8 September 1999
- "Labor Sector: Working Hard for What?" The Journal, 24 May 1999
- "Workers Woes Beyond Low Wages" The Journal, 9 May 1999

INTERVIEWS

Espineda, Antonio, interview by author, 9 August 2000

Punzalan, Arding, interview by author, 18 July 2000

Siriban, Moises, interview by author, 21 July 2000

UNPUBLISHED MATERIALS

Toribio, Ma. Zita Butardo, "Socio-economic Analysis of Environmental Impacts of Operation of Mak-Ban Geothermal Project Luzon, Philippines." UPLB College Laguna, 1995

Philippine Geothermal, Inc. Project Facts



TIWI, ALBAY

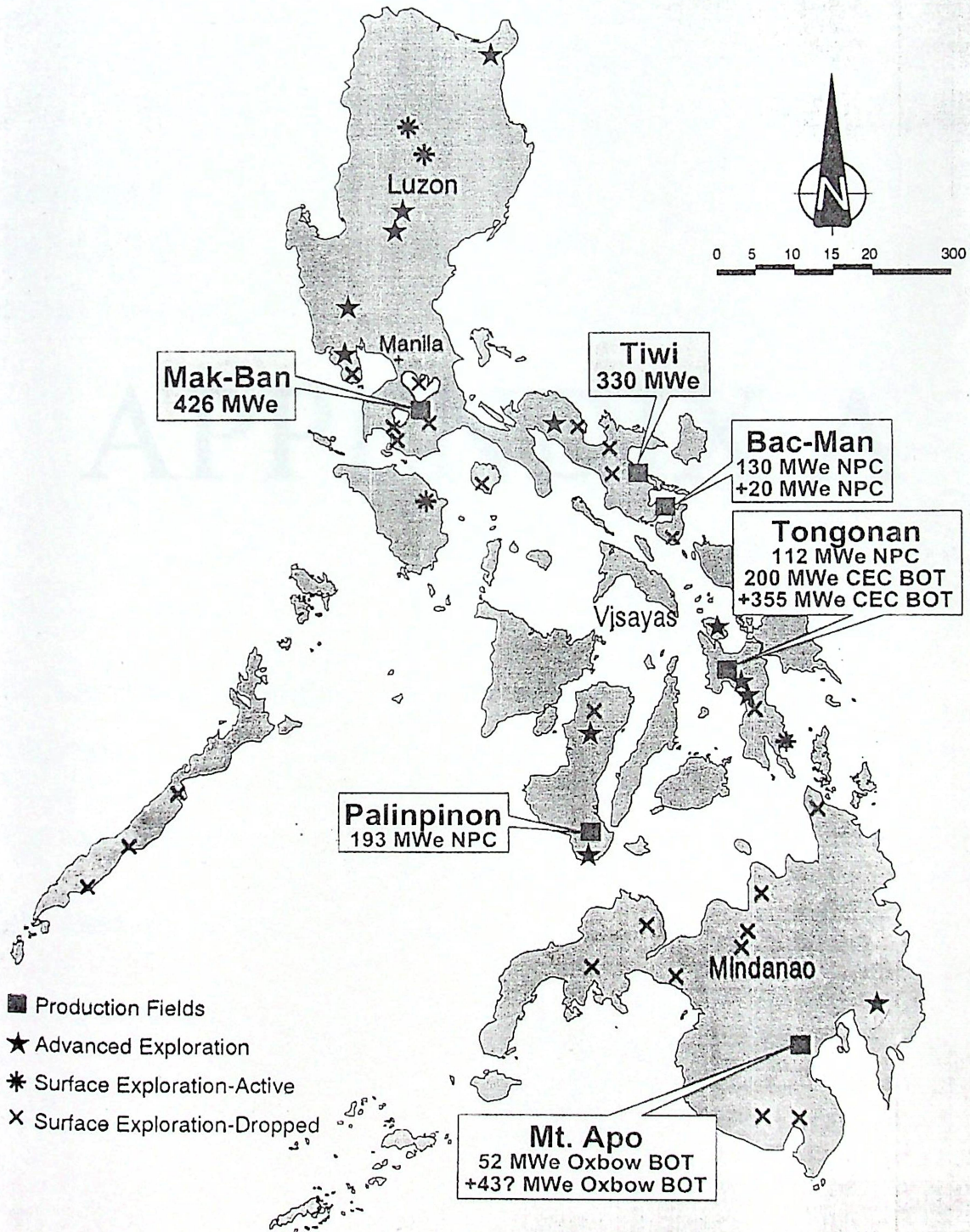
Power plant	NPC
Resource supply	PGI
Area	150 sq km
Exploration	1972
Discovery	1973 (Naglagbong 1)
First power output	1979
Installed capacity	330 MW
Cumulative gross generation	32,431 Gwhr
Production wells	87
Injection wells	16

MAK-BAN, LAGUNA

Power plant	NPC
Resource supply	PGI
Area	160 sq km
Exploration	1974
Discovery	1975 (Bulalo 1)
First power output	1979
Installed capacity	346 MW
Additional capacity	80 MW (1995)
Cumulative gross generation	36,301 Gwhr
Production wells	67
Injection wells	15

Philippine Geothermal Areas

Geothermal Fields in the Philippines



APPENDIX A

PHILIPPINE GEOTHERMAL, INC.
CORPORATE PROFILE

as of April 2000

COMPANY NAME	Philippine Geothermal, Inc.	
ADDRESS	12/F Citibank Tower Citibank Center 8741 Paseo de Roxas City of Makati 1226 PHILIPPINES	
TELEPHONE NO.	(632) 845-8405	
FACSIMILE NO.	(632) 845-8598	
COMPANY BACKGROUND	Philippine Geothermal, Inc. (PGI), a U.S. company and a wholly owned subsidiary of Unocal Corporation (Unocal), is a fully integrated international energy resources company. Under a service contract with the National Power Corporation (NPC), PGI develops the geothermal resources at the Tiwi and Mak-Ban contract areas in Albay and Laguna, respectively. These steam fields provide energy to NPC's power plants capable of producing an aggregate 756 MW of electricity. The Tiwi and Mak-Ban Geothermal Power Plants currently supply 15% of Luzon's electricity requirements.	
CONTRACT ESTABLISHED	September 1971	
SERVICES	Technical and Financial Service Provider for the operation of geothermal steam fields	
CONTRACT AREAS	Mak-Ban Bgy. Bitin, Bay, Laguna	Tiwi Bgy. Putsan, Tiwi, Albay
GEOTHERMAL FIELDS	Bulalo Field	Tiwi Field
PARENT COMPANY	Union Oil Company 2141 Rosecrans Avenue Suite 4000 El Segundo, CA 90245 U.S.A.	

LIST OF OFFICERS

Brian W.G. Marcotte	Chief Executive Officer
D. Stephen Pye	President & General Manager
Ma. Lourdes Heras-de Leon	Executive Vice President
Jens R. Pedersen	Asset Manager, Tiwi Field
Antonio F. Yee	Asset Manager, Mak-Ban Field
Minerva O. Batoon	Manager, Resource Technology
David Bosher	Manager, Health, Environment & Safety
Reynaldo T. Anoo	Manager, Finance & Administration
Fredesvinda H. Yoingco	Manager, Human Resources
Sabino L. Santos	Manager, Planning & Valuation
Josephine P. Talampas	Manager, Accounting
Mario Z. Plaza	Manager, Security
Joseph A. Antonio	Legal Counsel

PGI BOARD OF DIRECTORS

Barry Andrews	Director
Thomas E. Fisher	Director
Brian W.G. Marcotte	Director
D. Stephen Pye	Director
Charles R. Williamson	Director

PRINCIPAL BANKS

Bank of America
 Citibank N.A.
 Bank of the Philippine Islands
 Far East Bank & Trust Company

**SSS REGISTRATION NO.
 TAX IDENTIFICATION NO.**

03-6822000-1
 320-000-166-324

CORPORATE INCOME TAX ('99)

P 172,458,299.00 \$ 4,269,826.66

MUNICIPAL TAXES PAID ('99)

Tiwi	P	722,449.00	\$ 17,886.83
Makati	P	1,498,714.24	\$ 37,106.07
Bay	P	974,039.60	\$ 24,115.86
Calauan	P	592,686.09	\$ 14,674.08
Sto. Tomas	P	440,699.35	\$ 10,911.10

NO. OF EMPLOYEES

492 nationals
 12 expatriates

CORPORATE AFFILIATIONS/MEMBERSHIPS

American Chamber of Commerce of the Philippines (AMCHAM)
AMCHAM Foundation
Business Economics Club (BEC)
Corporate Planning Society of the Philippines (CPSP)
Employers Confederation of the Philippines (ECOP)
Energy Development & Utilization Foundation, Inc. (EDUFI)
Energy Management Association of the Philippines (ENMAP)
Geological Society of the Philippines (GSP)
Makati Business Club (MBC)
Management Association of the Philippines (MAP)
Personnel Managers Association of the Philippines (PMAP)
Philippine Business for the Environment (PBE)
Philippine Business for Social Progress (PBSP)
Philippine Chamber of Commerce and Industry (PCCI)
Philippine Futuristics Society of the Philippines (PFSP)
Philippine Institute of Certified Public Accountants (PICPA)
Philippine Petroleum Club (PPC)
Philippine Society of Mechanical Engineers (PSME)
Pollution Control Association of the Philippines, Inc. PCAPI)
Public Relations Society of the Philippines (PRSP)
Purchasing & Materials Management Assoc. of the Philippines (PMMAP)
Safety Organization of the Philippines (SOPI)
Society of Petroleum Engineers (SPE)

APPENDIX B

COLLECTIVE BARGAINING AGREEMENT

KNOW ALL MEN BY THESE PRESENTS:

The PHILIPPINE GEOTHERMAL, INC., a corporation duly organized and existing under the laws of the Philippines with principal office at the 15th Floor, Metrobank Plaza, Sen. Gil Puyat Avenue, Makati, Metro Manila, duly represented herein by its Vice-President and General Manager, MR. MICHAEL L. BARNES and hereinafter referred to as the COMPANY;

-- and --

The FEDERATION OF FREE WORKERS (PHILIPPINE GEOTHERMAL, INC. Chapter), a legitimate labor organization registered and existing under the laws of the Philippines with principal office at the FFW Building, 1943 Taft Avenue, Manila, duly represented herein by its duly authorized undersigned officers and hereinafter referred to as the UNION.

WITNESSETH: That

WHEREAS, the UNION is the sole and exclusive bargaining representative of all employees within the bargaining unit defined in Article I of this Agreement.

WHEREAS, the COMPANY and the UNION have agreed to enter into a Collective Bargaining Agreement as a means of further fostering good labor-management relations, enforcing discipline and exacting efficiency and honesty in the performance of the employees' duties and to ensure maximum productivity, peaceful adjustment and settlement of grievances, disputes and differences which may arise between the COMPANY and the UNION,

prevent strikes and promote sound and stable industrial and advance the general welfare, health, safety and interests of the employees and of the COMPANY. NOW, THEREFORE, in consideration of the foregoing premises, and the mutual covenants and stipulations after stipulated, the UNION and the COMPANY agreed on the following:

ARTICLE I UNION RECOGNITION

Section 1. RECOGNITION – The COMPANY recognizes the UNION as the sole and exclusive bargaining representative of all its regular rank-and-file employees for purposes of collective bargaining in respect of their wages, hours of pay and other terms and conditions of employment for the duration of this Agreement.

Section 2. BARGAINING UNIT – The bargaining unit covered by this Agreement consists of all the regular rank-and-file employees of the COMPANY working at the COMPANY's projects but excludes the employment categories enumerated in Sections 3 and 4 of this Agreement.

Section 3. EXCLUSIONS – The following employment categories are expressly excluded from the bargaining unit and from the scope of this Agreement:

- a. Supervisors and those employees exercising any of the attributes of a managerial employee;
- b. Confidential employees as determined by the COMPANY (see Annex A to this Agreement for indicative list);
- c. Temporary employees;
- d. Probationary employees;
- e. Contractual employees, project employees and casual employees, and all categories of employees

not within the present bargaining unit defined herein and covered by this Agreement.

f. Security guards.

Section 4. ADDITIONAL EXCLUSIONS – Employees within the bargaining unit heretofore defined who are appointed, promoted or transferred to an excluded employment category as hereinbefore enumerated shall automatically be considered as resigned and/or automatically disqualified from membership in the UNION and automatically removed from the bargaining unit hereinbefore defined.

Section 5. DEFINITIONS

a) A supervisor shall include section heads, and those assisting the management in the general operations, control, supervision and management of the business with the power to effectively recommend the hiring or disciplining of workers and employees, or any person having authority in the interest of the COMPANY, to hire, transfer, suspend, lay off, recall, discharge, assign, promote, or discipline other employees, or responsibility to direct them, and to adjust their grievances, or effectively to recommend such acts, if, in connection with the foregoing, the exercise of such authority is not merely routine or clerical in nature but requires the use of independent judgment.

b) A confidential employee to be excluded from the scope of this Agreement, is one who has access to confidential management matters and responsibilities, or is entrusted by management with employee or labor relations records or other confidential or restricted business matters as determined by the COMPANY.

c) A temporary employee is one hired for occasional or seasonal work, or as a temporary replacement for a regular employee on leave or one occupying a temporary position.

d) A probationary employee is one hired for a trial probation period not to exceed six (6) months to fill or to occupy eventually a permanent or regular position in the COMPANY organization.

e) A regular employee is one who, having satisfactorily undergone the probationary period of employment and passed the COMPANY's full requirements for regular employees such as, but not limited to physical fitness, proficiency, attendance, acceptable conduct and good moral character, receives an appointment as a regular employee duly signed by the authorized officials of the COMPANY, which entitles him to all the benefits of this Agreement.

f) A project and/or contractual employee is one who is hired for a special project and/or a specific contract for the completion or termination of which has been determined at the time of the engagement of the employee.

g) A casual employee is one who is hired for an indeterminate period for an undertaking or a job not usually necessary or desirable in the usual business of the COMPANY.

h) Dependent shall mean a married employee's legitimate spouse, legitimate or legally adopted children who are not over twenty-one years of age, not gainfully employed, and declared as dependent, and unmarried children over 21 years of age who are totally physically disabled and totally dependent on employee for support; and a single employee's legitimate parents.

ARTICLE II

UNION SECURITY

Section 1. PRESENT UNION MEMBERS — All employees who are covered by this Agreement and are

members of the UNION when this Agreement was executed shall maintain their membership in the UNION for the duration of the Agreement as a condition of their continued employment with the COMPANY; and regular employees of the COMPANY already in the employ of the COMPANY and who are not members of the UNION as of the date of execution of this Agreement shall not be compelled to join or become members of the UNION, and no pressure will be made upon them by any party or persons for the purpose of having any of them join the UNION.

Section 2. NEW REGULAR EMPLOYEES — An employee who attains regular status after the effectivity of this Agreement and who occupies a position included within the bargaining unit shall be required to join or become a member of the UNION within a period of thirty (30) days from the date he attains regular status. Should said employee become a member, he/she shall remain a member of the UNION during the duration of this Agreement, as one of the conditions of said employee's continued employment with the COMPANY.

Section 3. DISMISSALS — Any such employee, mentioned in Section 2 hereof, who fails to join the UNION within thirty (30) days from the date he attains regular employment status, and any UNION member who fails to maintain his membership in the UNION pursuant to the UNION's constitution and by laws for (1) non-payment of union dues, (2) for resignation as member of the UNION, and (3) for joining and/or forming another union (except within the 60-day freedom period of this Agreement) shall, upon written notice of such failure to join or to maintain membership in the UNION and upon written recommendation to the COMPANY by the UNION, be dismissed from employment by the COMPANY; provided, however, that the UNION shall

the COMPANY free and blameless from any and liabilities that may arise should the dismissed employee, in any manner, his dismissal provided, further the COMPANY may bring up to grievance the matter the recommendation of the UNION for the employee's dismissal if the COMPANY has reason to believe that said employee was not treated in the same manner as other UNION members in accordance with the provisions of UNION's constitution and by-laws. No such written recommendation for an employee's dismissal shall be made by the UNION upon the COMPANY nor shall the COMPANY be compelled to act upon any such recommendation in the period of sixty (60) days prior to the expiry of this Agreement.

Section 4. DISCHARGE OF CRITICAL EMPLOYEES - The COMPANY may ask the UNION for a longer period of time from the date of recommendation by the UNION in which the employee shall be terminated from employment, if such employee is performing a function which is critical to the business of the COMPANY.

Section 5. ACTION ON DEMAND FOR DISMISSAL - In any case where the COMPANY brings up to grievance the matter of the recommendation of the UNION for the employee's dismissal, or where the COMPANY asks for a longer period within which to dismiss the employee concerned due to the critical nature of his functions, final action on the recommendation for termination shall not be taken by the COMPANY until the grievance and/or requested extension of the period has been finally resolved.

Section 6. TYPE OF DISMISSAL - Dismissal and/or termination of employment of an employee under this Agreement shall be treated and considered as dismissal for cause and the employee dismissed shall not be entitled to termination or separation benefits.

ARTICLE III

CHECK-OFF

Section 1. WRITTEN AUTHORIZATIONS - The COMPANY agrees to check-off or deduct once a month from the wages of members of the UNION monthly union dues as provided for in the UNION's constitution and by-laws; provided however, that the UNION members submit individual written request and authorization therefor. The COMPANY also agrees to check-off or deduct from the wages of members of the UNION special UNION assessments for mutual aid in such amount as provided for in a resolution approved by the General UNION membership duly certified by the secretary and president of the UNION, a copy of which together with the special check-off authorization of individual UNION members relative to such assessment shall be submitted to the COMPANY.

Section 2. DURATION OF WRITTEN AUTHORIZATION - The check-off request and authorization for UNION Federation and local chapter monthly dues shall remain in effect during the life of this Agreement. The special check-off request and authorization for special UNION assessment heretofore mentioned shall be good and valid only for that particular assessment.

Section 3. AGENCY FEES - The COMPANY agrees to check-off or deduct once a month from the wages of employees who are within the bargaining unit but who are not UNION members the same amount of monthly dues deducted from the UNION members if such non-union member employees accept the benefits under this Agreement.

Section 4. ASSUMPTION OF LIABILITY - The UNION shall answer for, and shall hold the COMPANY

and blameless from any and all claims which may be brought or instituted against the COMPANY by an employee for amounts deducted from his salaries or wages herein provided.

Section 5. TRANSMITTAL OF CHECK-OFF DEDUCTIONS – The COMPANY agrees to remit by separate check to the UNION Federation and to the treasurer of the UNION local chapter the amount thus deducted within (5) days from the date check-off or deduction was made. The treasurer of the UNION local chapter and/or any duly authorized UNION Federation representative shall acknowledge receipt thereof in writing and thereafter, the COMPANY shall no longer be responsible for such amount(s).

Section 6. PRIORITY OF CERTAIN OBLIGATIONS AND INDEBTEDNESS – Notwithstanding the provisions of this Article, the COMPANY shall, at its discretion, have the right to give priority to the deductions from wages or salaries of the members in favor of the COMPANY and deductions required to be made by law. In other words, in the matter of check-off or deductions, the obligations or indebtedness of the employee to the COMPANY and deductions required to be made by law shall be deducted before check-off union dues and union assessments shall be made.

Section 7. MEMBERSHIP LIST – The UNION shall, within thirty (30) days after the signing of this Agreement, furnish the COMPANY with an updated list of its members.

ARTICLE IV

MANAGEMENT PREROGATIVES

Section 1. EXCLUSIVE RIGHTS AND PREROGATIVES – The UNION hereby recognizes the COMPANY's right to the exclusive control of management over all

functions and facilities of the COMPANY, and to the direction of the entire working force. The COMPANY shall be the sole judge of the competence of an employee in the performance of his assigned work. The exclusive rights and prerogatives of the COMPANY shall include, but shall not be limited to, the right to schedule the hours of work shifts and work schedules; to plan, schedule, direct, curtail, or control operations and schedules of production method or facilities; to designate the work and the employees to perform it; to select and hire employees; to train employees and improve their ability; to promote, demote, dismiss, discharge, lay-off, discipline, suspend, or transfer employees from one station or project to another, from one job to another or from one shift to another; to institute a job classification and/or merit rating system or to create new or additional classification or to abolish jobs or positions and eliminate classification of employees; to make changes in the organization structure of the COMPANY or any of its departments by way of reorganization; to make changes in the duties of the employees as the COMPANY may consider fit or convenient for the proper conduct of its business; to make and enforce rules and regulations; to carry out the functions of management and, in general, to exercise the inherent and customary prerogatives and functions of management.

ARTICLE V

WORKING HOURS

Section 1. NORMAL WORK DAY AND NORMAL WORK WEEK – The regular working day shall consist of eight (8) hours of work in accordance with such time schedules as may be determined by the COMPANY, subject to the observance of paid or unpaid meal breaks as required by law.

a. The normal work week for office employees shall continue to consist of five (5) working days.

b. The normal work week for field employees including operation department drivers shall, consist of six (6) working days as may be scheduled by the COMPANY.

c. It is agreed and understood that the normal work week schedule of each field employee shall be determined and scheduled by the COMPANY anytime between Monday and Sunday, considering exigencies of the business and operational requirements. It is agreed and understood that the normal working hours herein provided will not be a guarantee of hours of work per day or per week.

Section 2. DEVIATIONS IN WORK SCHEDULE — The parties recognize and understand that deviations from, or changes of, the work schedules or working hours will be necessary and will unavoidably result from several causes, such as, but not limited to governmental requirements, leave of absence, absenteeism, employee's request, business requirements and emergencies. No such deviations or changes in the work schedule or working hours shall be considered a violation of this Agreement.

Section 3. MEAL AND COFFEE BREAKS — The COMPANY shall observe requirements for meal breaks in accordance with law. The COMPANY shall, at its discretion, schedule or adjust the coffee breaks of employees to accommodate shift work or non-routine work schedule.

Section 4. NIGHT DIFFERENTIAL PAY — Employees who work between 6:00 p.m. and 6:00 a.m. the following day shall be paid a night differential pay of twenty-five (25) percent of their basic hourly rate for each hour of work performed during the said period.

Section 5. OVERTIME AND PREMIUM PAY — The COMPANY will pay overtime and premium pay for work performed beyond eight (8) hours on any work day in accordance with the following schedule of percentage of normal hourly rate on a regular workday.

DAY	6 AM - 6 PM		6 PM - 6 AM	
	First 8 Hrs.	Beyond 8 Hrs.	First 8 Hrs.	Beyond 8 Hrs.
Regular Workday	100%	125%	125%	156.25%
Restday	130%	169%	162.5%	211.25%
Holiday	200%	260%	250%	325.0%
Holiday on Restday	260%	338%	325%	422.5%

Section 6. COMPULSORY/EMERGENCY OVERTIME, HOLIDAY AND REST DAY WORK — In addition to the conditions or cases recognized by law, under which employees may be required to perform overtime work, holiday and rest day work, the UNION agrees and assures that employees will work overtime on any day and/or work on holidays or rest days upon requirement by the COMPANY due to business exigencies.

The COMPANY agrees that regular employees shall be given priority to render overtime work. It is agreed that any regular employee who refuses to work overtime or on holiday, rest day or Sunday for any reason shall lose such priority status for overtime work or premium in the future.

Section 7. TRANSPORTATION FACILITY/ALLOWANCE — The COMPANY will provide transportation facility or grant transportation allowance to all concerned employees under the following conditions:

- a. Employees working on overtime for two or more continuous hours on any work day.
- b. Employees who work during holiday, rest day or Sunday.

Section 8. MEAL ALLOWANCE — The COMPANY shall grant all covered employees who report for work a meal allowance of fifty-five (P55) Pesos per worked day.

Likewise, the COMPANY shall grant all covered employees an overtime meal allowance of thirty (P30) Pesos for overtime work of two or more continuous hours on any day.

Section 9. FORCE MAJEURE — In the event of force majeure, i.e., typhoons, floods, earthquakes, volcanic eruptions, transportation strikes and the like, employees who are sent home for safety reason shall be compensated 100% of his basic pay. Any employee, who by nature of his duty is required to stay and hold on to his post, shall receive an additional compensation equivalent to 100% of his base pay.

ARTICLE VI LEAVES OF ABSENCE

Section 1. VACATION LEAVE — The COMPANY will grant vacation leave to all employees, with at least one year service according to the following schedule:

- 1 to 5 years service — Two workweeks
- 6 to 10 years service — Three workweeks
- After 10 years service — Four workweeks and two workdays

Vacation leaves are provided for the purpose of rest and recreation, and should be taken within the current year. Vacation leave not taken during the year shall be forfeited unless the vacation leave is not taken due to company requirements and has been authorized to be carried over and taken the following year with prior approval of the COMPANY.

Section 2. SICK LEAVE — The COMPANY shall allow all covered employees who are unable to work due to illness the equivalent of one and one-fourth (1.25) day sick leave with full pay for each month of credited

service. The COMPANY likewise agrees to convert to cash sick leave credits of all covered employees in excess of thirty (30) days as of December 31, 1990 and every December 31 thereafter. Upon voluntary resignation and retirement from the service of a covered employee, the COMPANY shall likewise convert to cash the total sick leave credits (regardless of number) at current base rate pay.

Section 3. EMERGENCY LEAVE — The COMPANY will allow up to five (5) workdays emergency leave with full pay to regular employees in case of delivery of child by employee's wife, or serious illness of a parent, spouse or child, or legal summons to appear as a witness, not as accused or defendant, in a regular court of justice. Such leave shall require documentation like delivery or medical certificate or court process. The COMPANY agrees that all unused emergency leave shall be accumulated to sick leave benefit.

Section 4. BEREAVEMENT LEAVE — The COMPANY will grant bereavement leave to all employees, in accordance with the following schedule:

- Death of Spouse/child — 6 workdays each
- Death of parent, or parent-in-law — 4 workdays each
- Death of grandparent, brother or sister — 4 workdays each

Section 5. MATERNITY LEAVE — The COMPANY will grant forty-five (45) calendar days maternity leave with full pay inclusive of SSS benefits to all female employees who give birth. It is understood and agreed that maternity leave benefits can not be enjoyed by female employees after their fourth childbirth.

Section 6. UNION LEAVE – The COMPANY will grant the UNION paid Union Leave as follows:

One hundred twenty (120) days for the first year of this Agreement

One hundred thirty (130) days for the second year of this Agreement

One hundred forty (140) days for the third year of this Agreement

enable UNION members to attend worker's education programs, seminars, conferences, or conventions sponsored by the UNION or the Department of Labor and Employment. It is agreed and understood that no more than one (1) employee per section or no more than two employees per location may avail of the paid union leave to attend such programs, seminars, conferences or conventions at any one (1) time, and that such representatives shall file the necessary applications for union leave three (3) days prior to such leave and such application shall be first approved by the COMPANY.

ARTICLE VII

SALARIES AND ALLOWANCES

Section 1. WAGE INCREASE – The COMPANY will grant increases in the monthly rates of pay of covered employees as follow:

- a) Effective November 1, 1989 – ₱1,300 a month
- b) Effective November 1, 1990 – ₱1,300 a month
- c) Effective November 1, 1991 – ₱1,400 a month

Section 2. COST OF LIVING ALLOWANCES – The COMPANY will continue to grant cost of living allowances to all covered employees effective November 1, 1989 in the total amount of Five Hundred (P500) pesos

a month. The UNION understands and agrees that the COMPANY has complied with all decrees and wage orders providing for the grant of cost of living allowance.

Section 3. CREDITABILITY OF SALARY ADJUSTMENTS – Unless otherwise not allowed by law, the foregoing salary/wage adjustments shall be considered creditable to and in compliance with any law, wage order or decree that may be enacted or approved during the effectivity of this Agreement requiring the payment or the grant of any wage or salary increase or cost of living allowance/adjustment (COLA) provided however that if the salary/wage increases provided in this Agreement are less than that required under the law, wage order or decree, the COMPANY shall pay the difference.

Section 4. RICE – The COMPANY will provide to each covered employee one (1) sack of rice per month of good quality as may be determined by the COMPANY.

Section 5. 13TH MONTH PAY AND 14TH MONTH PAY – The COMPANY will grant to all employees a 13th month pay in December and a 14th month pay during midyear. It is understood that the 14th month pay herein shall be considered as credited to or in compliance with any similar bonus that may be mandated in the future.

Section 6. NON-REOPENING; MERIT INCREASES – The UNION agrees and assures the COMPANY that during the life of this Agreement, it will not demand, seek or negotiate for any increase in wages, salaries, allowances and fringe benefits or any other benefits, and the COMPANY shall not be obliged or compelled by any means to consider or grant any increase in wages, salaries, allowances, and fringe benefits, or any fringe benefits to any employee or employees. The COMPANY, however, reserves its right, which the UNION hereby acknowledges and recognizes, to grant merit increases to deserving employees in the COMPANY's sole and exclusive discretion and judgment.

ARTICLE VIII

MEDICAL AND DENTAL SERVICES

HOSPITALIZATION, GROUP LIFE INSURANCE

Section 1. MEDICAL SERVICE – The COMPANY provides annual physical/medical check-up as heretofore provided for all covered employees at COMPANY expense. The COMPANY also provides free medical emergency assistance to all its employees as required by local law. For this benefit, emergency means a situation requiring immediate medical assistance without which the employee would be temporarily incapacitated for work without which his health would be endangered. In addition, for an emergency situation to be covered by this benefit, the employee concerned must be so afflicted during his working time. The application need not be an accidental accident or illness.

Section 2. DENTAL SERVICE – The COMPANY provides a part-time Dentist to render the following dental services to employees and their dependents on a regular basis:

1. Annual dental examination, including annual X-ray where needed.
2. Prophylaxis
3. Tooth extraction
4. Temporary and permanent filling
5. Root Canal Therapy
6. Periodontal services such as gingivitis, pyorrhea, bleeding gums
7. Consultative services on dental problems and related subject

16

- h. Emergency Consultation
- i. Advisory guides and standards on the prevention of dental diseases including dental health education.
- j. Diagnosis

Section 3. HOSPITALIZATION – The COMPANY will continue providing for hospitalization benefits to its employees and their dependents.

Section 4. MEDICINE AND OPTICAL ALLOWANCE – The COMPANY will reimburse seventy five (75%) percent of all duly receipted medicine and optical lens expenses of each covered employee and his dependents up to a maximum of Two Thousand (P2,000) Pesos per year. *Nov. 1 to Oct. 31, CBA year*

Section 5. GROUP LIFE INSURANCE – The COMPANY will provide all covered employees a group life insurance coverage for death or disablement arising out of or in connection with the performance of their duties equal to their monthly base pay multiplied by twenty four (24) months.

The above coverage is doubled in case of accidental death.

ARTICLE IX

OTHER BENEFITS

Section 1. CHRISTMAS GIFT – The COMPANY will grant each covered employee a Christmas gift of one thousand (P1,000.00) payable in December.

Section 2. FUNERAL ASSISTANCE – The COMPANY will grant funeral assistance in case of death of any covered employee or any of his/her dependents in the following amounts:

- a) P7,000 in case of death of an employee
- b) P5,000 in case of death of an employee's dependent

17

General Assistance shall be granted only upon presentation of proof of death of the employee or his/her dependent.

Section 3. BUS SERVICE — The COMPANY shall continue its practice of providing shuttle buses to and from the Company's work places.

Section 4. RETIREMENT BENEFITS — The COMPANY shall provide a tax-qualified and funded retirement plan under which employees who retire at normal retirement age of 60 shall be paid tax-free retirement benefits computed as follows:

a) For the first 10 years of service, an amount equal to 100 percent of last monthly base pay multiplied by number of years of credited service.

b) For up to 15 years of service, the amount computed under (a) above plus 125 percent of monthly base pay multiplied by number of years of credited service in excess of 10 up to 15 years.

c) For up to 20 years of service, the amounts computed under (a) and (b) above plus 150 percent of monthly base pay multiplied by the number of years of credited service in excess of 15 up to 20 years.

d) For more than 20 years of service, the amounts computed under (a), (b) and (c) above plus 175 percent of monthly base pay multiplied by the number of years of credited service in excess of 20 years.

Normal retirement benefits shall also be paid to employees who retire at age 50 with at least 10 years of service or when an employee retires at the request of the COMPANY.

Section 5. TERMINATION PAY — The COMPANY shall provide termination pay in one lump sum amount for involuntary terminations of employment as follows:

a. For employees terminated for two (2) months or less for medical reasons or dismissed due to redundancy, retrenchment and installation of labor saving devices) service plus prorated 13th/14th month pay;

- b. When a covered employee dies during employment : plus all accrued vacation and sick leave.
- c. When a covered employee becomes totally and permanently disabled during employment.

In case of voluntary resignation, the resigning employee shall be paid a separation pay equal to two (2) workweeks base pay per year of service (plus prorated 13th/14th Month pay and accrued vacation and sick leave).

No termination or separation benefits shall be paid to employees dismissed for cause.

Section 6. SALARY LOAN — The COMPANY shall provide an interest-free emergency salary loan to qualified employees of up to five (5) months salary, repayable in a maximum of one hundred twenty (120) equal semi-monthly installments, subject to the implementing guidelines.

ARTICLE X

MISCELLANEOUS PROVISIONS

Section 1. EFFICIENT PRODUCTION — The UNION agrees and assures the COMPANY that neither it nor any of its officers or members will engage in any UNION activities on COMPANY time or engage other employees in such union activities while such employees are on COMPANY time.

The UNION recognizes the need for running the business efficiently and productively and accordingly agrees to work with the COMPANY to promote such efficient and productive operations and to curb and eliminate absenteeism among employees in the bargaining unit.

Section 2. SAFETY PROGRAMS — The parties hereto shall continue to observe safety standards and related programs established by the COMPANY and the government. The UNION assures the COMPANY that it will help in the enforcement and implementation of any and all safety rules and regulations of the COMPANY and the government.

Section 3. FAMILY PLANNING — The parties hereto encourage all employees to participate in all programs of family planning or population control, cognizant of the economic advantage of family planning and population control.

Section 4. LABOR-MANAGEMENT COUNCIL — The parties agree to create a committee of equal participation to be called Labor Management Council which will meet as scheduled or whenever necessary to take study and discuss matters of mutual interest including matters pertaining to management-labor relations with a view in mind of increasing productivity, ensuring smooth operations of the COMPANY, and avoiding labor disputes. The Council shall discuss appropriate solutions to such matters and make necessary recommendations therefor.

Section 5. SENIORITY — In cases of promotion, demotion or lay-off of employees, efficiency, merit, loyalty and ability shall be the determining factors. In case the efficiency, merit, loyalty and ability of two or more employees are equal, seniority shall be the deciding factor.

Seniority shall mean the length of service of the employee reckoned from the first day of probationary employment with the COMPANY. Seniority shall be deemed lost if the employee resigns or is dismissed for cause. Seniority shall be deemed suspended when an employee is under suspension, absent without leave or on furlough (AWOL) or on allowed leave of absence without pay for six (6) months.

Section 6. TRANSFERS — In case of transfer to a higher position or promotion, the employee transferred or promoted to such higher position shall undergo a probationary period of six (6) consecutive months, and if found qualified, the employee shall be granted regular status in the said position and corresponding adjustment of his salary shall be made. The employee promoted permanently to such higher position shall also receive the difference between the pay of his former position and the new one retroactive to the full six (6) months of his probationary period. If he does not qualify, the employee shall be reverted back to his former position. The COMPANY reserves the right to shorten this probationary period, before or during the period at its sole discretion.

Section 7. UNION VISITATION OR ACCESS TO COMPANY PREMISES — The COMPANY shall allow duly authorized representatives of the UNION access to COMPANY premises for the purpose of discussing grievances with its UNION members, subject to the following conditions:

a) The visitation and/or access may be done during working hours of the concerned employee(s) provided it does not prejudice the company's interest.

b) The UNION shall provide the COMPANY with the list of names of UNION representatives authorized to enter COMPANY premises.

c) The UNION recognizes the right of the COMPANY to refuse entry to COMPANY premises to any person(s) who may have had history of objectionable actions.

d) The UNION and its representatives shall first obtain prior written permission from the management of the COMPANY before said representatives may enter COMPANY premises.

Section 8. UNION FACILITIES — The COMPANY provide the UNION a bulletin board in each area of the COMPANY's operations namely, Makati, Bulalo and Taguig. Only notices on Union affairs shall be posted on the bulletin board, provided no notices which are defamatory, scurrilous, derogatory or in any manner detrimental to the COMPANY or in the maintenance of proper labor relations shall be posted. The COMPANY shall provide sufficient space for office notices to the UNION.

ARTICLE XI

GRIEVANCE PROCEDURE

Section 1. PURPOSE — The intention and purpose of these provisions are to establish a means for the prompt resolution and amicable settlement of all grievances.

Section 2. DEFINITION — A grievance is any difference of opinion or misunderstanding between the COMPANY and an employee of the UNION with respect to the meaning, interpretation, application of, or compliance with, any of the provisions and terms of this Agreement, or with respect to terms and conditions of employment.

Section 3. PROCEDURE — Should a grievance arise, earnest effort shall be made to settle the same in accordance with the following procedure:

1) Within three (3) working days from the time the grievance is considered as grievance took place, the employee himself or in the company of a duly authorized UNION representative shall submit his grievance in writing to his immediate supervisor reciting the circumstances as to date, location, conditions and persons involved.

b) The immediate supervisor shall endeavor to resolve the grievance within a period of two (2) working days from the time the same was submitted to him. If the grievance is not resolved by the immediate supervisor, the employee may appeal in writing to the field manager/department head. Such written appeal reciting circumstances as to dates, locations, conditions and persons involved in the grievance, must be made within three (3) days from date the employee received notice from the immediate supervisor that the grievance was unresolved.

c) The field manager/department head shall endeavor to resolve the grievance within three (3) working days from the date when the written appeal was made. If the grievance is not resolved, the field manager/department head shall immediately submit the grievance to a grievance committee or Company-Union Liaison Committee composed of two (2) members designated by the COMPANY and composed of two (2) members designated by the UNION.

d) The grievance committee or Company-Union Liaison Committee shall endeavor to resolve the grievance. If the committee fails to reach an agreement, the COMPANY general manager and the UNION president shall meet and attempt to settle the grievance within five (5) days from receipt of the Committee decision. Should the COMPANY general manager and UNION president fail to settle the grievance, the same shall be submitted to arbitration by the aggrieved party within five (5) days from notice of the general manager's decision.

Section 4. ARBITRATION --

a) The arbitration of unsettled grievance shall be made by an arbitrator appointed by the UNION and the COMPANY from the list of qualified and competent arbitrators. In this connection, the COMPANY and the

COMPANY shall each submit five (5) names of qualified and competent arbitrators. The COMPANY and the UNION shall then proceed to strike the names alternately from the list of ten (10) names until two (2) names remain. From these two (2) arbitrators the COMPANY and the UNION shall choose by lot the arbitrator. The decision of the arbitrator on a grievance presented before him in accordance with the provisions of this Agreement shall be final and binding upon the COMPANY, the UNION and the employee or employees concerned, except in those cases where appeals of an arbitrator's award is permitted by law.

b) The power, duties and responsibilities of the arbitrators are as follows:

1. The arbitrator shall have no power to add or to subtract from or modify any of the terms of this Agreement or any supplementary agreement.

2. The arbitrator shall have no power to establish salary/wage scales, wage rates or wage salary new jobs, or, unless it is specifically empowered to do so mutually by the parties, to change any wage.

3. The arbitrator shall have no power to substitute its discretion for that of the COMPANY in cases where the COMPANY is given discretion by this Agreement or in cases where the COMPANY has exercised its discretion unilaterally in the past.

4. The arbitrator shall have no power to provide agreements for the parties.

5. The arbitrator shall only have power to rule on matters arising under and during the term of this Agreement and any supplementary agreement, and in the event that it finds it has no power to rule, the case shall be referred back without decision or recommendation on its merits to the parties, who shall thereafter meet and endeavor to resolve the case.

6. The arbitrator shall have no power to arbitrate any matter after this Agreement has expired.

Section 5. EXPENSES — The fee for the arbitrator shall be shared equally by the parties. Each party shall make arrangements for and pay its witnesses.

Section 6. ARBITRATOR'S DECISION — It shall be the arbitrator's obligation to the COMPANY and to the UNION to make the best effort to rule on cases within twenty (20) days after final hearing.

Section 7. APPEAL — Except as provided by law, there shall be no appeal from an arbitrator's decision and it shall be final and binding on the UNION, on all bargaining unit employees and on the COMPANY.

Section 8. NON-COMPLIANCE WITH TIME LIMITS OR PROCEDURE — A grievance not brought up and/or appealed in the manner and or within the time as provided in any of the steps outlined above shall be considered withdrawn or decided to the satisfaction of the complainant/grievant and the UNION, or the COMPANY, as the case may be, and the same shall be considered finally closed and terminated for all intents and purposes.

ARTICLE XII

RESPONSIBILITIES OF THE PARTIES AND INDUSTRIAL PEACE

Section 1. NO STRIKE, NO LOCK-OUT — Each of the parties hereto acknowledge the rights and responsibilities of the other and agrees to discharge its responsibilities under this Agreement. The UNION, its officers and representatives of all levels, and all employees are bound to observe the provisions of this Agreement. In addition to the responsibilities that may be provided for elsewhere in this Agreement, the following shall be observed:

a) The UNION, its officers, agents and members agree that for the duration of this Agreement, there shall be no strikes, no walkouts, sitdowns, slow-downs, stop-pages-of-work, boycotts, secondary boycotts, refusal to handle any merchandise, sympathetic or general strikes, or any acts of similar nature, however peaceful, which would interfere with the normal business operations and work schedules of the COMPANY.

b) The COMPANY agrees that there shall be no lockout so long as the Agreement is in effect.

c) The UNION agrees that neither it nor any of its officers or members will engage in any union activities while such employees are on COMPANY time and premises.

Section 2. ADDITIONAL RESPONSIBILITIES —

The UNION agrees that it will not officially publish or circulate any false, prejudicial or misleading remarks about the COMPANY, its products, or officers or other management personnel. In the event the COMPANY shall cease operation or shall sell all its assets to another entity, the UNION shall be advised in advance and thereafter, the COMPANY shall be absolved of its obligations under this Agreement; provided, that the COMPANY shall exert its best effort to prevail upon its successor-in-interest to secure the rights of the employees under this Agreement.

ARTICLE XIII

COMPLETE SETTLEMENT

Section 1. FULL BARGAINING — The parties acknowledge that during the negotiations which resulted in the execution of this Agreement, each of them had the right and unlimited opportunity to make demands and proposals with respect to any and all subjects and matters proper for collective bargaining and not prohi-

bited by law; and the parties further acknowledge that the understanding and agreement arrived at by them after the exercise of that right and unlimited opportunity are fully set forth in this Agreement.

Section 2. WAIVER — The COMPANY and the UNION during the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any bargainable matter and/or any subject matter referred to or covered by this Agreement or with respect to any subject or matter though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they have negotiated and signed this Agreement.

Section 3. COMPLETE SETTLEMENT — It is the intent and purpose of the parties that this Agreement is a full and complete settlement of all demands, requests, claims and disputes of every nature and kind that each and every employee and/or the UNION may have against the COMPANY, or vice-versa, preceding and/or on the date of the effectivity of this Agreement.

Section 4. PRESENT/EXISTING BENEFITS — During the lifetime of this Agreement, the COMPANY agrees to continue granting benefits or privileges to the employees heretofore unilaterally granted to said employees. Any other benefit or privilege accorded by the COMPANY to the employees in the future shall be deemed purely acts of grace dependent upon the sole judgment and discretion of the COMPANY to grant, modify or withdraw, subject to the provision of Article 100 of the Labor Code.

Section 5. PRINTING OF AGREEMENT — The COMPANY shall undertake at its expense the printing of the CBA, copy of which shall be distributed to each of the bargaining unit employees.

ARTICLE XIV
DURATION AND RATIFICATION

Section 1. DURATION – This Agreement shall be effective for a period of three (3) years from and after November 1, 1989 renewable on a year-to-year basis should either party fail to notify the other in writing of its intention to amend or terminate the same at least sixty (60) days prior to its expiry date.

The terms of this Agreement shall remain in force during negotiations for a new agreement and until such new agreement is finally reached and entered into.


Section 2. BINDING EFFECT – During its effectivity, this Agreement shall be binding upon the COMPANY and the UNION and all employees within the bargaining unit, and shall not be modified by any court or administrative agency action or by concerted activity of the UNION, its members and said employees.

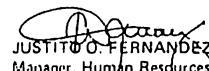
Section 3. RATIFICATION – The UNION warrants and assures the COMPANY that this entire Agreement together with the annex have been duly ratified and approved by the general membership of the UNION.


IN WITNESS WHEREOF, the parties hereto together with their representative have affixed their signatures on this 23rd day of March, 1990 at Makati, Metro Manila, Philippines.


PHILIPPINE GEOTHERMAL, INC.

By


MICHAEL L. BARNES
Vice President and
General Manager
TAN B6526-J2950-A-0


JUSTINO O. FERNANDEZ
Manager, Human Resources
TAN F6558-1043-A-2

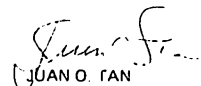

REYNALDO T. ANOS
Manager, Accounting
and Finance
TAN A5267-A1054-A-8

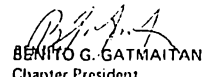

ANACLETO D. IGNACIO
Manager, Environmental
and Safety
TAN I3520-J0846-A-6

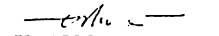

ANACLETO G. ADVIENTO, JR.
Support Supervisor - Bulalo
TAN A3159-M0550-A-3

FEDERATION OF FREE WORKERS (FFW)

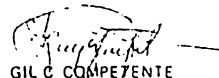
By


JUAN O. GAN
National President
TAN T5252-K1022-A-6


BENITO G. GATMAITAN
Chapter President
TAN G3538 G2955-A-6


EDUARDO B. ALAMARES
Secretary
TAN A4561-L2451-A-7


GASPAR L. MINGA
Treasurer
TAN M5223-A0640-A-7


GIL C. COMPETENTE
P. R. O.
TAN C5137-F1846-A-3

APPENDIX C

Pangalan: JOY EREDES

Edad: 42 Kasarian: LALAKI Posisyon sa trabaho: ELECTRICAL

• Hanggang anong antas ang iyong natapos:

elementary college undergraduate college degree
 highschool vocational master's degree

• Ano ang iyong civil status:

student married
 single

• Kung may asawa na, ilan ang iyong mga anak: 5

• Ano ang iyong status sa trabaho:

regular casual
 contractual part-time

• Ilang taon ka na sa iyong trabaho.

tatlong taon pababa pito hanggang sampung taon
 apat hanggang anim na taon sampung taon pataas

• Maghantong ang iyong buwanang suweldo:

10,000 pababa 16,000 - 20,000 31,000 pataas
 11,000 - 15,000 21,000 - 30,000

• Sapat ba ang iyong suweldo sa inyong pamilya: Oo Hindi

• Hindi ba ba sa Labor Union? Oo Hindi

• May dahilan ba ang iyong pagsali sa unyon? Kung meron, ano ito: PARA SIKURADO NG IYONG TRABAHO

• Aktibo ba sa pagsama sa mga aktibidad ng inyong unyon? Oo Hindi

• Anu-anong benepisyo at insentibo ang nailigay na sa inyo sa unyon? EXTRAS NG SAHOP

• Ikaw ba ay napromote na? Oo Hindi

• Kung oo, sa anong posisyon ka napromote: ELECTRICAL I

• Anu-anong karandaman o aksidenteng na ang nagyari sa iyo habang trabaho? XXXX

• Naghan ka ba sa training bago magtrabaho? Oo Hindi

• Malilinis ba ang pasilidad sa lugar ng trabaho? Oo Hindi

• Anu-anong mga safety equipments na ginagamit sa inyong trabaho? PPE LATIAT

• Mabuti ba ang pakikisalamuha mo sa management? Oo Hindi

- Saangay na kaibigan nagawing pagsuapribado ng PGI: 00 Hindi
- Ano ang iyong pananaw o opinyon sa privatization ng PGI?
NAKIKON BY PRIVATE

- Ano pang mga isyu ang nakakabahala sa iyo bilang isang empleyado ng PGI?
EXTRA WORKS NA NAGAGANAP

- Ano ang iyong masasabing tungkol sa itong trabaho at sa lugar ng trabaho?
OKAY

- Binibigyan ba ng pantay na karapatan na malaman at maki-daan ang lower management tungkol sa mga bagay na maaaring maaapekto sa trabaho at sa kompanya na maging mas maayos ang trabaho?
OO

- Dava ba ay kontento na sa kalagayan ng iyong sarili bilang empleyado ng PGI?
OO

Pangalan: GUILLERMO C. SANDRETE

edad 49 Kasarian: M Posisyon sa trabaho: Mechanic

- Hanggang anong antas ang iyong natapos:
__elementary __college undergraduate __college degree
__highschool vocational __master's degree
- Ano ang iyong civil status:
__student married
__single
- Kung may asawa na, ilan ang iyong mga anak: 6
- Ano ang iyong status sa trabaho:
regular __casual
__contractual part-time
- Ilang taon ka na sa iyong trabaho
__tatlong taon pababa __pito hanggang sampung taon
__apat hanggang anim taon sampung taon pataas
- Bagkano ang iyong buwangang suweldo:
__10,000 pababa 16,000 - 20,000 31,000 pataas
__11,000 - 15,000 __21,000 - 24,000
- Dapat ba ang iyong suweldo sa inyong pamilya? Oo Hindi
- Kasalubha sa Labor Union? Oo Hindi
- Dehuman ba ang iyong paggahi sa unyon? Kung oo, magbigay ng dahilan:
do upang protiktahan ang mga manggagawa
- Aktiba ka ba sa paggana sa mga aktibidad ng inyong unyon? Oo Hindi
- Samantong benepasyo at insentibo and naibigay na sa inyo sa trabaho
Salary increase
- Ilaw ba ay na remote na? Oo Hindi
- Kung oo, sa anong posisyon ka na remote: date porin
- Anu-anong karamdaman o aksiyenteng na ang nagyari sa labing
trabaho perform
- Nagdala ka ba sa training logo magtrabaho? Oo Hindi
- Madali ba ang pagpapaligid sa lugar ng trabaho? Oo Hindi
- Zuna ba ang mga safety equipments na ginagamit sa inyong trabaho?
PPE - SCBA
- Madali ba ang pagkakaragdagan sa management? Oo Hindi

- Sang-ayon ka ba sa gagawing pagsasagip ng PGE? Oo Hindi
- Ano ang iyong pananaw o opinyon sa privatization ng PGE?
Hindi ako sang-ayon sa privatization. Sapagkat hindi nakakaipetto sa lehat ng manggagawa
- Ano pang mga isyu ang nakakabahala sa iyo bilang isang empleyado ng PGE?
ang pag babawas ng mga manggagawa
- Ano ang iyong masasala tungkol sa itong trabaho at sa lugar ng trabaho?
okay lang dahil may safety program ang kompanyang ito
- Ehinagyan ba ng pantay na harapan na malaman at maki-alam ang bawat manggagawa tungkol sa mga bagay na maaaring makaspekto sa trabaho at sa komunidad na matatagpuan sa lugar ng trabaho?
oo
- Base ba ay kumanta na sa kalagayan ng iyong sarili bilang manggagawa ng PGE?
sa ngayon okay - sedekang hindi lindi alam.

Pangalan: MOISES C. SIRIBAN JR.
Edad: 47 Kasarian: _____ Posisyon sa trabaho: Instrument Technician

- Ilang gang anong antas ang iyong natapos:
 elementary college undergraduate college degree
 highschool vocational master's degree
- Ano ang iyong civil status:
 student married
 single
- Kung may asawa na, ilan ang iyong mga anak: 4
- Ano ang iyong status sa trabaho:
 regular casual
 contractual part-time
- Ilang taon kama sa iyong trabaho:
 tatlong taon pababa pito hanggang sampung taon
 apat hanggang anim na taon sampung taon pataas
- Magkano ang iyong buwang suweldo:
 10,000 pababa 16,000 - 20,000 31,000 pataas
 11,000 - 15,000 21,000 - 30,000
- Sapat ba ang iyong suweldo sa inyong pamilya Oo Hindi
- Kasali ka ba sa Labor Union? Oo Hindi
- May dahilan ba ang iyong pagadi sa unyon? Kung may, ano ito: PROTEKSYON ng mga manggagawa sa mga kampanyang manganap.
- Aktibo ka ba sa paggana sa mga aktibidad ng inyong unyon? Oo Hindi
- Anu-anong benepisyo at insentibo ang naibigay na sa iyo sa trabaho: hospitalization / BIAS / ALLOWANCES / ETC.
- Ifaw ba ay napromote na? Oo Hindi
- Kung oo, sa anong posisyon ka napromote: from III to II
- Anu-anong karamdaman o aksidenteng na ang nagyan sa iyo habang nagtrabaho: NONE
- Nagdala ka ba sa training lago magtrabaho? Oo Hindi
- Mahinis ba ang pasilidad sa lugar ng trabaho? Oo Hindi
- Anu-anong mga safety equipments na ginagamit sa iyong trabaho: depondo sa trabaho ang pangsuod na (PPE)
- Mahal ba ang pagbibigat sa mga equipment? Oo Hindi

- Sang-ayon ka ba sa gagawing pagsasapribado ng PGI: Oo Hindi
- Ano ang iyong pananaw o opinyon sa privatization ng PGI:

- Ano pang mga isyu ang nakakabahala sa iyo bilang isang empleyado ng PGI:

- Ano ang iyong masasabi tungkol sa itong trabaho at sa lugar ng trabaho: Okay lang dahil may Safety program
ang kompanya, etc.
- Emibigyan ba ng prasya na karampan na malaman at maki-alaro ang bowd manggagawa tungkol sa mga bagay na maaaring makaapekto sa trabaho at sa komunidad na malapit sa lugar ng trabaho: oo
- Ikaw ba ay kontento na sa kalagayan ng iyong sarili bilang manggagawa ng PGI: (Hindi pa) dahil ganungang pa ako sa buhay.

Pangalan: ROGELIO M MORALES
Edad: 51 Kasarian: ♂ Posisyon sa trabaho: Katuong

- Hanggang anong antas ang iyong natapos:
 elementary college undergraduate college degree
 highschool vocational master's degree
- Ano ang iyong civil status:
 student married
 single
- Kung may asawa na, ilan ang iyong mga anak: 3
- Ano ang iyong status sa trabaho:
 regular casual
 contractual part-time
Ilang taon ka na sa iyong trabaho
 tatlong taon patataas pito hanggang sampung taon
 apat hanggang anim na taon sampung taon pataas
- Magharia ang iyong buwanang suweldo:
 10,000 pataas 16,000 - 20,000 31,000 pataas
 11,000 - 15,000 21,000 - 30,000
- Sapat ba ang iyong suweldo sa inyong paralya? Oo Hindi
- Kasali ka ba sa Labor Union? Oo Hindi
- May dahilan ba ang iyong pagsali sa unyon? Kung meron, ano ito: proteksiyon ng mga mangagang may akapi
- Aktibo ka ba sa pagsama sa mga aktibidad ng inyong unyon? Oo Hindi
- Anunang benepisyo at insentibo ang nailagay na sa inyo sa trabaho:
 Oo Hindi
- Sino oo, sa anumang posisyon ka napromote: wala
- Anunang karanalan mo o alsi lenteng na ang nagyari sa inyo na ito sa trabaho: wala
- Nagelan ka ba sa training bago magtrabaho? Oo Hindi
- Matatagpuan ba ang paghahalal sa lugar ng trabaho? Oo Hindi
- Lutasin ba ang mga safety equipment na ginagamit sa inyong trabaho? depende sa trabaho ang pagsumsup
- Ilang oras ang paghahalal sa management? Oo Hindi

- Saagayen ka ba sa pagtatag ng pagsasapribado ng PGI? Oo Hindi
- Ano ang iyong pananaw o opinyon sa privatization ng PGI?

- Ano pang mga isyu ang nakikabahala sa iyo bilang isang empleyado ng PGI?

- Ano ang iyong masasabi tungkol sa itong trabaho at sa lugar ng trabaho?
okay lang dahil ang refetsy prasonan
ang kumpangang Lo
- Ehinibigan ba ng prayay na karapatan na malaman at maki-alam ang bawat manggagawa tungkol sa mga bagay na maaaring makaapekto sa trabaho at sa komunidad na mabigat sa lupa ng trabaho?
Oo
- Eraw ba ay kumtento na sa kalagayan ng iyong sarili bilang manggagawa ng PGI?
Hindogpa dahil sa may purgasyon ako
sa buhay

Pangalan: DOMINIC S. GARIT
Mga Pangalan: APAKI Posing sa trabaho: MARABIKO

- Hanggang anong antas ang iyong natapos:
 elementary college undergraduate college degree
 high school vocational master's degree
- Ano ang iyong civil status:
 student married
 single
- Kung may asawa na, ilan ang iyong mga anak: 5
- Ano ang iyong status sa trabaho:
 regular casual
 contractual part-time
- Ilang taon ka na sa iyong trabaho:
 tatlong taon pababa pito hanggang sampung taon
 apat hanggang anim na taon sampung taon pataas
- Magkano ang iyong buwanang suweldo:
 10,000 pababa 16,000 - 20,000 31,000 pataas
 11,000 - 15,000 21,000 - 30,000
- Dapat ba ang iyong suweldo sa inyong pamilya: Oo Hindi
- Kasali ka ba sa Labor Union: Oo Hindi
- May dahilan ba ang iyong pagsali sa unyon? Kung meron, ano ito PANA SA MATAWAGAN KILALANG PANGALAN
- Aktibo ka ba sa pagsama sa mga aktibidad ng inyong unyon: Oo Hindi
- Ano-anong benepisyo at insensibo ang naibigay na sa inyo sa trabaho (4 MONTHS, 13 MONTHS AT 121 PANG BENEFISYO)
- Ikaw ba ay napromote na: Oo Hindi
- Kung oo, sa anong posisyon ka napromote: _____
- Ano-anong karamdaman o aksidenteng na ang nagyari sa iyo habang sa trabaho: WALA
- Nagdaan ka ba sa training bago magtrabaho: Oo Hindi
- Mahalid ba ang pasilidad sa lugar ng trabaho: Oo Hindi
- Ano-anong mga safety equipments na ginagamit sa inyong trabaho: 1/2 SCBA
- Malati ba ang pakikisalamuha mo sa management: Oo Hindi

- Nangayon ka ba sa gagawin at masasabihado ng PGI? Oo _____
 Pamilya _____
- Ano ang iyong pananaw o opinyon sa privatization ng PGI?
SA PAGPAPALAKAS NG ITOY PRIVADO

- Ano pang mga isyu ang nakakabahala sa iyo bilang isang empleyado ng PGI?
PALHA SA PAGPAPALAKAS NA NALAMAN KANAM KUNO KALAKAN
- Ano ang iyong masasabi tungkol sa itong trabaho at sa lugar ng trabaho?
SA PAGPAPALAKAS NG MGA LUGAR

- Bumibigyan ba ng pantay na karapatan na malaman at maki-alala ang bawat manggagawa ng tungkol sa mga bagay na maaaring makaapekto sa trabaho at sa komunidad na maaaring sa lugar ng trabaho?
SI PAGPAPALAKAS NA NALAMAN SA PUNANG PANGUNAHAN SA TUNGKOL DITO
- Iraw ba ay kumanta na sa kalagayan ng iyong sarili bilang manggagawa ng PGI?
HINDI, DAHIL SA BUMIBIGAY NA PAGPAPALAKAS TUNGKOL SA JOINT VENTURE NANG PGI AT NPC

Pangalan: GREGORIO S. KOLIM LIM
Edad: 40 Kasarian: L Posisyon sa trabaho: TOOLKEEPER I

- Hanggang anong antas ang iyong natapos:
 elementary college undergradaute college degree
 high school vocational master's degree
- Ano ang iyong civil status:
 student married
 single
- Kung may asawa na, ilan ang iyong mga anak: 2
- Ano ang iyong status sa trabaho:
 regular casual
 contractual part-time
- Ilang taon ka na sa iyong trabaho:
 tatlong taon pababa pito hanggang sampung taon
 apat hanggang anim na taon sampung taon pataas
- Maghano ang iyong buwang suweldo:
 10,000 pababa 16,000 - 20,000 31,000 pataas
 11,000 - 15,000 21,000 - 30,000
- Sapat ba ang iyong suweldo sa inyong pamilya: Oo Hindi
- Karahi ka ba sa Labor Union Oo Hindi
- May dahilan ba ang iyong pagsali sa unyon? Kung mayon, ipaliwanag mo ito: Oo, PANA MAPROTEKSİYONAN ANG BAWAT EMPLEYADO.
- Aktibo ka ba sa pagsama sa mga aktibidad ng inyong unyon: Oo Hindi
- Anu-anong benepisyo at insentibo and naibigay na sa inyo sa trabaho:
TULAO HAL. BIGAS HOSPITALIZATION AT IBA PA
- Elaw ba ay napromote na: Oo Hindi
- Kung oo, sa anong posisyon ka napromote: UTILITYMAN TO TOOLKEEPER
- Anu-anong karandaman o aksidenteng na ang nagyari sa iyo habang nasa trabaho: WALA
- Nagdan ka ba sa training bago magtrabaho: Oo Hindi
- Malilinis ba ang pasilidad sa lugar ng trabaho: Oo Hindi
- Anu-anong mga safety equipments na ginagamit mo sa trabaho: HELMET, GOGGLES, SAFETY SHOES, DUST MIST ETC.
- Malalim ba ang publikisasyon ng mga safety management: Oo Hindi

- Bagay ba ito sa mga prinsipal na paksa ng PGL? Oo
- Ano ang iyong pananaw o opinyon sa privatization ng PGL?

WALA

- Ano pang mga isyu ang nakakabahala sa iyo bilang isang empleyado ng PGL? KUNG ITO AY MAPA-PRIVITIZE, BAKA KAMI AY MAWALAN NG TRABAHO.
- Ano ang iyong masasabi tungkol sa itong trabaho at sa lugar ng trabaho? WALA AKONG MASASABI TUNGKOL SA AKUNG TRABAHO, AT SA LUGAN AY OKEY NAMAN
- Binibigyan ba ng pantay na kapapatan na malaman at maki-alam ang bawat manggagawa tungkol sa mga bagay na maaaring makaapekto sa trabaho at sa komunidad na malapit sa lugar ng trabaho? Oo
- Ikaw ba ay kontento na sa kalagayan ng iyong sarili bilang manggagawa ng PGL? Oo

BENJAMIN A. CANALES

Usapang trabaho: MECHANIC

• Hanggang anong antas ang iyong natapos:

- elementary college undergraduate college degree
- high school vocational master's degree

• Ano ang iyong civil status:

- student married
- single

• Kung may asawa na, ilan ang iyong mga anak: 5

• Anong ang iyong status sa trabaho:

- regular casual
- contractual part-time

• Hanggang kailan sa iyong trabaho:

- tatlong taon o ibaba pito hanggang sampung taon
- apat hanggang anim na taon sampung taon pataas

• Magkano ang iyong buwanang suweldo:

- 10,000 pataas 16,000 - 20,000 31,000 pataas
- 11,000 - 15,000 21,000 - 30,000

• Dapat bang iyong suweldo sa inyong pamilya: Oo Hindi

• Kamali ba sa Labor Union? Oo Hindi

• May salihin ba ang iyong pagsali sa unyon? Kung meron:

sa DATA SA PROTIKSYON PB MANGAGRAW

• Alibon ba sa pagmamahal sa magkapatid na lalag ang inyong unyon. Oo Hindi

• Anong mga benepisyo at incentive ang nailagay na sa inyo sa trabaho:

PAGTATAS P2 SUWOLDO (SALARY INCREASE)

• Ilaw ba ay napromote na? Oo Hindi

LYDING LIMANG TAON HINDI NAGPROMOTE

• Kung oo, sa anong posisyon ka napromote: SA DATING POSISYON

• Anong mga paraan o aksiyon ang nagvari sa inyo habang sa trabaho: WALA

• Maaari ba na training bago magtrabaho? Oo Hindi

• Malinis ba ang pagbibid sa lugar ng trabaho? Oo Hindi

• Anong mga safety equipments ang sinagana sa inyo sa trabaho: KUMPLETO SA P.P.E / SCBA

• Dapat bang may dalang mga kasangkapan sa managment? Oo Hindi

- Sang-ayon ka ba sa gagawing pagsasapribado ng PGI: Oo Hindi
- Ano ang iyong pananaw o opinyon sa privatization ng PGI:
BAWA MUKA MUKA NG PANGKALAKANG
NG MANGGAGAWA
- Ano pang mga isyu ang nakakabahala sa iyo bilang isang empleyado ng PGI:
PAGBABAWA NG EMPLOYER
- Ano ang iyong masasabi tungkol sa itong trabaho at sa lugar ng trabaho
- Humihigit ba ng pantay na karapatan na malaman at maki-alam ang bawat manggagawa tungkol sa mga bagay na maaaring makaapekto sa trabaho at sa komunidad na matatagpuan sa lugar ng trabaho
- Iraw ba ay kontento na sa kalagayan ng iyong sarili bilang manggagawa ng PGI:
KAPANTAY MAND

Pangalan: ERNESTO D. MALAPIT
Edad: 17 Kasarian: Male Posisyon sa trabaho: Warehouse helper III

- Hanggang anong antas ang iyong natapos:
 elementary college undergraduate college degree
 high school vocational master's degree
- Anong ang iyong civil status:
 student married
 single
- Kung may asawa na, ilan ang iyong mga anak: 0
- Anong ang iyong status sa trabaho:
 regular casual
 contractual part-time
- Ilang taon ka na sa iyong trabaho:
 tatlong taon pababa pito hanggang sampung taon
 apat hanggang anim na taon sampung taon pataas
- Magkano ang iyong buwanang suweldo:
 10,000 pababa 16,000 - 20,000 31,000 pataas
 11,000 - 15,000 21,000 - 30,000
- Sapat ba ang iyong suweldo sa inyong pamilya: Oo Hindi
- Kasali ka ba sa Labor Union? Oo Hindi
- May dahilan ba ang iyong pagsali sa unyon? Kung mayon ang ito para sa proteksiyon ng manggagawa
- Alamo ka ba sa pagsali sa mga aktibidad ng inyong unyon: Oo Hindi
- Anong-ang benepisyo at insentibo ang naihugay na sa iyo sa trabaho
Bigas uniforme, hospitalisasyon
- Ewal ba ang napromote na: Oo Hindi
- Kung oo, sa anong posisyon ka napromote: laborn
- Anong-ang karamdaman o aksidenteng na ang nagyan sa iyo habang sa trabaho: wala
- Nagdaan ka ba sa training bago magtrabaho: Oo Hindi
- Mahalins ba ang posibilidad sa lugar ng trabaho: Oo Hindi
- Alam-anong mga safety equipments na ginagamit sa iyong trabaho: hard hat safety shoes, ear plug - gloves, safety glasses
- Malala ba ang pakikipag-ugnayan sa management? Oo Hindi

- Sang-ayon ka ba sa pagawing pagsasapribado ng FGE? Oo Ami
- Ano ang iyong panawag o opinyon sa privatization na ito?

makukuapita ito sa mga manggagawa

- Ano pang mga isyu ang nakakabahala sa iyo bilang manggagawo ng FGE? pagkakaroon ng redundancy program
- Ano ang iyong masasabing tungkol sa itong trabaho at sa lugar ng trabaho? Wala
- Pambigyan ba ng pamilya na kapatan na malaman at maki-alam ang bawat manggagawa tungkol sa mga bagay na maaaring makaapekto sa trabaho at sa komunidad na nakapal sa lugar ng trabaho? oo
- Raw ba ay maipenta na sa kalagayan ng iyong sarili bilang manggagawa ng FGE? Ami

Pangalan: ETIPAN PALIC

Eliad: 20 Kasarian: LALAKI Posisyon sa trabaho: INSTRUMENTATION / TRAINEE

- Hanggang anong antas ang iyong natapos:
 elementary college undergraduate college degree
 highschool vocational master's degree
- Ano ang iyong civil status:
 single married
 single
- Kung may asawa na, ilan ang iyong mga anak: _____
- Ano ang iyong status sa trabaho:
 regular casual
 contractual part-time / TRAINEE
- Ilang taon ka na sa iyong trabaho:
 tatlong taon pababa pito hanggang sampung taon
 apat hanggang anim na taon sampung taon pataas
- Magkano ang iyong buwanang suweldo:
 10,000 pababa 16,000 - 20,000 31,000 pataas
 11,000 - 15,000 21,000 - 30,000
- Dapat ba ang iyong suweldo sa inyong pamilya? Oo Hindi
- Kasali ka ba sa Labor Union? Oo Hindi
- May dahilan ba ang iyong pagsali sa unyon? Kung mayon ang ito: _____
- Adil ba ba sa pagsama sa mga aktibidad ng inyong unyon? Oo Hindi
- Anu-anong beneparyo at insentibo ang naibigay na sa inyo sa trabaho: _____
- Ikaw ba ay napromote na? Oo Hindi
- Kung oo, sa anong posisyon ka napromote: _____
- Anu-anong karamdaman o aksidenteng na ang nagyari sa inyo habang nasa trabaho: WALA PA
- Nagdam ka ba sa training bago magtrabaho? Oo Hindi
- Mahalinis ba ang pasilidad sa lugar ng trabaho? Oo Hindi
- Anu-anong mga safety equipments na ginagamit sa inyong trabaho: LAHAT AY SAFETY
- Mahigpit ba ang pakikipagkatiwala sa mga mananagana? Oo Hindi

- Sa ngayon ba ba sa ganawang pagkasapribado ng PGL? Oo Hindi
- Ano ang iyong pananaw o opinyon sa privatization ng PGL?
SA KAKALUKUDAN ITO AY PRIBADO
- Ano pang mga isyu ang nakakabahala sa iyo bilang isang empleyado ng PGL?
- Ano ang iyong masasabi tungkol sa itong trabaho at sa lugar ng trabaho?
MAAYAS LAHAT
- Baibigyan ba ng panatay na kumpalan na malaman at maki-aman ang bawat manggagawa tungkol sa mga bagay na maaaring makaapekto sa trabaho at sa komunidad na tinatapat sa lugar ng trabaho? Oo
- Iraw ba ay kontento na sa balagayan ng iyong sarili bilang manggagawa ng PGL?

Pangalan: TELEUTO YUJUGAS

Edad: 40 Kasarian: LALAKE Posisyon sa trabaho: TRAINEE

- Hanggang anong antas ang iyong natapos:
 elementary college undergraduate college degree
 highschool vocational master's degree
- Ano ang iyong civil status:
 student married
 single
- Kung may asawa na, ilan ang iyong mga anak: _____
- Ano ang iyong status sa trabaho:
 regular casual
 contractual part-time TRAINEE
- Ilang taon ka na sa iyong trabaho:
 tatlong taon pababa pito hanggang sampung taon
 apat hanggang anim na taon sampung taon pataas
- Magkano ang iyong buwanang suweldo:
 10,000 pababa 16,000 - 20,000 31,000 pataas
 11,000 - 15,000 21,000 - 30,000
- Sapat ba ang iyong suweldo sa inyong pamilya: Oo Hindi
- Kasali ka ba sa Labor Union: Oo Hindi
- May dahilan ba ang iyong pagsali sa unyon? Kung meron, ano ito. _____
- Aktibo ka ba sa pagsama sa mga aktibidad ng inyong unyon: Oo Hindi
- Anu-anong benepisyo at insentibo and naibigay na sa inyo sa trabaho _____
- Ikaw ba ay ipromote na: Oo Hindi
- Kung oo, sa anong posisyon ka napromote: _____
- Anu-anong karandaman o aksidenteng na ang nagyari sa iyo habang nasa trabaho XKVA
- Nagdaan ka ba sa training bago magtrabaho: Oo Hindi
- Malilinis ba ang pasilidad sa lugar ng trabaho: Oo Hindi
- Anu-anong mga safety equipments na ginagamot sa iyong trabaho: ALL SAFETY EQUIPMENTS
- Maluti ba ang pakikisalamalamo sa management: Oo Hindi

- Sang-ayon ka ba sa pag-awit ng pasasagip ng PGI? Do Hihihi
- Ano ang iyong pananaw o opinyon sa privatization? SA NANGANGIHIHAN
- Ano pang mga isyu ang nakakabahala sa iyo bilang isang empleyado ng PGI?
- Ano ang iyong masasabi tungkol sa itong trabaho at lugar ng trabaho? ok
- Binibigyan ba ng pantay na katapatan na malaman at maki-alam ang bawat manggagawa tungkol sa mga bagay na maaaring makaapekto sa trabaho at sa komunidad na malapat sa mga iting trabaho? do
- Ikaw ba ay karapatan na sa halagayan ng iyong sarili bilang manggagawa ng PGI?