



Republic of the Philippines
Department of Labor and Employment
NATIONAL LABOR RELATIONS COMMISSION
Quezon City



NLRC COVID-19 ADVISORY NO. 05
17 March 2020

In view of DOLE Memorandum dated 16 March 2020 suspending work in the Department of Labor and Employment and all Attached Agencies in the National Capital Region and the rest of Luzon from March 17 to April 13, 2020 or until such time that the Enhanced Community Quarantine over Luzon has been lifted, the following guidelines are hereby being issued:

A. COMMISSION PROPER INCLUDING THE FIRST TO 6TH DIVISION

1. Work at the Commission Proper including the First to 6th Division shall be suspended during the period of Enhanced Community Quarantine.
2. The filing of Motions for Reconsideration (MR) and Petitions for Extraordinary Remedies (LER) is suspended starting March 16, 2020 and shall resume upon resumption of regular operations. It is recommended that the applicable law, jurisprudence, and rule on suspension of the running of the reglementary period is to be considered in resolving the timeliness of the filing of the Motion for Reconsideration and Petition for Extraordinary Remedies.
3. Work from home shall be implemented. Presiding/Commissioners, assisted by their respective Reviewers/Commission Attorneys shall continue working on the draft recommendation of decisions/resolutions in their respective residences during the quarantine period. Routing of the recommendation to the other Commissioners in their Division for their comment and/or observation will start upon resumption of regular operations.

B. FOR REGIONAL ARBITRATION BRANCHES (RABs) IN LUZON

4. Work in all units and Offices of the Labor Arbiters shall be suspended during the period of Enhanced Community Quarantine.
5. For walk-in settlement, parties are advised to submit their notarized Compromise Agreement and/or Quitclaims, Release and Waiver upon resumption of regular operations. Submission shall be made to the Office of the Executive Labor Arbiter for raffling.
6. The filing of appeals is suspended starting March 16, 2020 and shall resume upon resumption of regular operations. It is recommended that the applicable law, jurisprudence, and rule on suspension of the running of the reglementary period is to be considered in resolving the timeliness of the filing of the appeals.

7. All SENA conciliation and mediation conferences scheduled between the quarantine period are terminated. Referral for compulsory arbitration or to other offices which have jurisdiction over the issue/s raised in the RFA will be issued by the handling SENA Conciliator-Mediator upon resumption of regular operations.
8. All mandatory conciliation and mediation conferences scheduled between the quarantine period are terminated. All parties are mandated to file their respective position papers fifteen (15) calendar days from the date of resumption of regular operations. This is without prejudice to settlement or the filing of a joint motion to conduct mandatory conciliation and mediation conference.
9. All other hearings set between the quarantine period are reset one (1) month from the date of scheduled conference.
10. All auction sale scheduled during the period of quarantine period shall be reset fifteen (15) calendar days from the date of resumption of regular operations in accordance with the requirements of the law.
11. Work from home shall be implemented. Labor Arbiters shall continue to resolve cases and prepare orders in their respective residences during the quarantine period. The said decisions and order shall be signed, promulgated, released, and served personally or mailed within seven (7) calendar days from resumption of work. The minimum level of performance shall still be applied with respect to decisions on the merits.

The above provisions shall likewise apply to filing of MRs, LERs, appeals, scheduled SENA conciliation and mediation conferences and scheduled mandatory conciliation and mediation conferences from March 11 to 13, 2020 which were affected by the temporary closure of the NLRC offices in Quezon City. The said offices are the NLRC Commission Proper including First to 6th Division housed at BENLOR Building and the NCR Arbitration Branch housed at Bookman Building, which were closed from March 11 to 13, 2020 for disinfection to prevent further spread of COVID 19.

This Advisory supersedes all other previous issuances which are inconsistent with herein.

Quezon City, March 17, 2020

ORIGINAL SIGNED
GERARDO C. NOGRALES
Chairman