



HOUSE OF REPRESENTATIVES

H. No. 6686

BY REPRESENTATIVES ONG, BELLO, PALMONES AND VILLARICA, PER
COMMITTEE REPORT NO. 2466

AN ACT STRENGTHENING CONCILIATION-MEDIATION AS A
VOLUNTARY MODE OF DISPUTE SETTLEMENT FOR ALL
LABOR CASES, AMENDING FOR THIS PURPOSE ARTICLE 228
OF PRESIDENTIAL DECREE NO. 442, AS AMENDED,
OTHERWISE KNOWN AS THE "LABOR CODE OF THE
PHILIPPINES"

*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

1 SECTION 1. A new article is hereby inserted in the Labor Code to
2 read as follows:

3 "ART. 228. MANDATORY CONCILIATION AND
4 ENDORSEMENT OF CASES. - (A) EXCEPT AS PROVIDED IN
5 TITLE VII-A, BOOK V OF THIS CODE, AS AMENDED, OR AS
6 MAY BE EXCEPTED BY THE SECRETARY OF LABOR AND
7 EMPLOYMENT, ALL ISSUES ARISING FROM LABOR AND
8 EMPLOYMENT SHALL BE SUBJECT TO MANDATORY
9 CONCILIATION-MEDIATION. THE LABOR ARBITER OR THE
10 APPROPRIATE DEPARTMENT OF LABOR AND EMPLOYMENT

1 (DOLE) AGENCY OR OFFICE THAT HAS JURISDICTION OVER
2 THE DISPUTE SHALL ENTERTAIN ONLY ENDORSED OR
3 REFERRED CASES BY THE DULY AUTHORIZED OFFICER.

4 “(B) ANY OR BOTH PARTIES INVOLVED IN THE DISPUTE
5 MAY PRE-TERMINATE THE CONCILIATION-MEDIATION
6 PROCEEDINGS AND REQUEST REFERRAL OR ENDORSEMENT TO
7 THE APPROPRIATE DOLE AGENCY OR OFFICE WHICH HAS
8 JURISDICTION OVER THE DISPUTE, OR IF BOTH PARTIES SO
9 AGREE, REFER THE UNRESOLVED ISSUES TO VOLUNTARY
10 ARBITRATION.”

11 SEC. 2. *Implementing Rules and Regulations.* – The Secretary of
12 Labor and Employment shall promulgate the necessary rules and regulations to
13 implement the provisions of this Act.

14 SEC. 3. *Repealing Clause.* – Presidential Decree No. 442, otherwise
15 known as the “Labor Code of the Philippines”, as amended, and all other acts,
16 laws, presidential issuances, rules and regulations inconsistent herewith are
17 hereby repealed, amended or modified accordingly.

18 SEC. 4. *Effectivity Clause.* – This Act shall take effect fifteen (15)
19 days after its complete publication in the *Official Gazette* or in at least two (2)
20 newspapers of national circulation.

Approved,

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