



# VIHDA files

The **VIHDAFiles** is the official publication of the Visayas Human Development Agency, Inc.

## COINS FOR THE WORKER, BILLIONS FOR THE OWNER



The payslip reveals that wages received by a decade-long contractual worker in a big company remains the same throughout the years. While the corporation rakes in billions of profit every year, the wages of workers remain in a dismal state.

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# VIHDA files

Consistent with its commitment to the labor sector, the **Visayas Human Development Agency, Inc. (VIHDA)** publishes The VIHDA Files to raise awareness of various sectors of society on the situation and developments of the labor sector in the region. **The VIHDA Files** is issued semi-annually and distributed to interested groups and organizations.

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### ABOUT THE COVER

**PAYSLIP.** Many contractual workers spend years, even decades, with a contractual status and burdened with deductions to an already-minimum wage. While the big companies they work for continue to acquire billions with yearly increases, the workers' wages see no increase.



## EDITORIAL

# Duterte's impotency in the face of capitalist interest

During the presidential campaign in 2016, President Rodrigo Roa Duterte has made an unprecedented promise to the whole country to end all forms of contractualization, once he assumed the presidency. To our mind, Duterte was the first presidential candidate in the history of Philippine politics who made a clear and categorical stand against contractualization. As a result, workers (both organized and unorganized), including the most militant workers unions, federations and labor centers, threw their support behind the candidacy of President Duterte. Eventually, the mounting support from the working people and the basic masses catapulted Duterte to power.




government. It appears, however, that these new appointees displayed utmost consistency in their principles by timely criticizing his anti-worker and anti-people policies like the passage of TRAIN law, excise tax, and the continuance of labor

contractualization and other subservient economic and foreign policies.

Eventually, when pressures from both the ruling class and the ruled class began to intensify, Duterte unmasked his

One year through his presidency, Duterte seemed on the right path of fulfilling his promise. He appointed to cabinet positions known leaders of progressive organizations like Joel "Ka Jumag" Maglungosod of Kilusang Mayo Uno (KMU), Rafael "Ka Paeng" Mariano of Kilusang Magbubukid ng Pilipinas (KMP), Liza Maza from the women's group Gabriela and Judy Taguiwalo, a retired school teacher and social activist. Duterte was probably hoping that, by appointing these people to such positions, he could neutralize them and their groups' advocacies in the same manner that some pseudo-progressives were swallowed by the system after given lucrative positions in the

hypocrisy and started to unleash his tyrannical rule against the struggling masses of workers, peasants, urban poor, and other oppressed sectors. He ousted all progressive appointees, terrorized the legal mass organizations and institutions, and unleashed brutal military attacks on civilian communities suspected of being members of Communist Party of the Philippines (CPP) and the New People's Army (NPA). Duterte has proven himself grossly impotent in effecting real change in Philippine society. 




## New labor unions formed in Mandaue City

Despite strong anti-union environment in all workplaces in Metro Cebu and elsewhere, militant workers in Mandaue City managed to form new unions to strengthen their bargaining power with the capitalists.

In May 2018, after more than a year of discreet organizing, workers of Liwayway Marketing Corporation organized themselves as Liwayway Marketing Corporation Cebu Workers Union (LIWU) with more than 250 members. The union was chartered under the Alliance of Nationalist and Genuine Workers Organizations – Kilusang Mayo Uno (ANGLO-KMU), a labor organization bannered true, militant and nationalist trade unionism.

Meanwhile, another union of contractual workers was formed in a giant company, Coca Cola Beverages Philippines, Inc. located at Highway, Tipolo, Mandaue City, Cebu. These workers organized themselves as Progressive Workers Association of Exel Tech – Coca Cola (PWAETCO), chartered under Ilaw at Buklod ng mga Manggagawa (IBM).

Speaking to VihdaFiles, Elven Cambaya and Aldo Serat expressed their sincere thanks to entire Vihda staff especially its organizers in assisting them in organizing their union. They also especially thanked their colleagues in their respective Unions who in one way or another assisted in achieving this great achievement in the history of trade unionism in Mandaue City. They then urged the entire union membership to work together to further strengthen their unions in preparation for more arduous tasks which include union recognition, and collective

bargaining and negotiation. 

## Secretary of Labor and Employment rescues Aboitiz-led VECO

Metro Cebu would have been on the brink of total darkness if not for the timely intervention of the Secretary of Labor and Employment over the labor dispute between the workers union and the Aboitiz-led Visayan Electric Company, Inc. or VECO.

On July 19 and July 24, 2018, respectively, the Visayan Electric Company Employees Union (VECEU), an affiliate of National Federation of Labor Unions – Kilusang Mayo Uno, filed 2 notices of strike before the office of the National Conciliation and Mediation

Board Regional Office No. VII (NCMB-VII) for unfair labor practice (ULP) and collective bargaining agreement (CBA) deadlock.

The first notice of strike (ULP) was grounded on the attempt of VECO

Management to terminate all union officers and more than 50 union members for alleged insubordination after the former refused to sign the Non-Disclosure Agreement (NDA) which contains onerous provisions detrimental to the interest and welfare of the workers. The said NDA consists of an agreement whereby union members are prevented from disclosing to third party any information which the company classifies as “confidential” and thereby subjecting violators to criminal and civil liabilities. Aside from this, the first notice of strike highlights attempts of Aboitiz management to bust the union by contracting out work and functions being performed by union members and the conversion of long time union members to confidential employees in order to deprive them membership of the



labor union.

The second notice of strike was due to CBA deadlock. In its CBA proposal, the Union requested for a salary package equivalent to the salary package granted in the 2012-2016 collective bargaining agreement. The union reasoned that its proposal was justifiable in view of the increasing average net income of the company. During the period of 2007 to 2011, the company reaped an average net income of more than 400 million pesos while the union membership during the same period was 286. In the period 2012 to 2016, the company reaped an average net income of 1.2 billion pesos while union membership during the start of the CBA negotiation in 2017 was only 150.



Management, however, rejected the justification of the Union and insisted that it has to grant uniform salary increases to all employees in all its companies. This led to a deadlock paving the way for the filing of the second notice of strike.

Sensing the determination of the workers to strike, the Aboitiz management immediately requested the DOLE Secretary to intervene. The DOLE Secretary promptly hid the request and, on October 1, 2018, an assumption order was issued enjoining the union to strike. Until now, however, the labor dispute is still in limbo. The Union realized that the government and the company had connived to suppress

workers' right to strike. 

## Cebu workers score initial victory against labor contractualization

Organized workers in Metro Cebu score initial victory against contractualization after the DOLE Regional Office No. VII Regional Director Alvin M. Villamor ordered the regularization of at least 159 workers belonging to several labor contractors.

The Order came after the Union requested the DOLE Regional Office No. VII to conduct complaint inspection within the premises of Coca-Cola-FEMSA (now Coca-Cola Beverages Philippines, Inc.) and Liwayway Marketing Corporation, and their labor contractors due to alleged labor-only contracting.

In Coca-Cola-FEMSA, 87 workers belonging to labor contractor Exel Tech Manpower and Services, Inc. were ordered regularized after the DOLE inspectors discovered that the said workers were performing jobs and functions that are usually necessary and desirable to the core business of the company. Coca Cola-FEMSA is a manufacturer of popular bottled soft drinks such as Coke, Sprite, Royal Tru-Orange, and many others.

In Liwayway Marketing Corporation, 72 workers belonging to 4 labor contractors, namely Jed Agency, Inc., Cebu Easy General Services, Inc., Golden Mac Manpower and Services, and Prodigies Manpower Services, were ordered regularized to the former after it was established by the labor inspectors that they were machine operators. Unfortunately, however, more than 500 workers who also belong to the above-cited agencies were considered regular employees of the labor agencies despite the fact that they were performing work and functions that are necessary and desirable to the usual business of the company.

In Visayan Electric Company, Inc., (VECO) a notice of result issued by the labor inspectors shows that the work and functions of around 700 workers belonging to 20 labor agencies

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*All photos from February 9, 2019 during the celebration of VIHDA's 40th year*



# REMEMBERING BUTCH

Butch Rosales, fondly called “Totsie,” was a volunteer at VIHDA, Inc. He was engaged in advocating for genuine workers’ rights and welfare, and this was seen in his term as a staff member of VIHDA. He also served as the coordinator for the field office in Cebu of the Center for Trade Union and Human Rights (CTUHR) and was also a community organizer working with the United Church of Christ in the Philippines (UCCP).

Friends and colleagues would describe Butch as the easiest person to talk to, giving everyone around him a level of comfortable not usually achieved at first meeting. Although we lost Butch on August 14, 2018 after being shot by unknown gunmen near his home at Punta Engaño, Lapu-Lapu City, his legacy lives on in the work we continue today, and it shall live on throughout the passage of time.

VIHDAFiles collected testimonies from Butch's friends, colleagues, and family members to give the readers a view into the person that Butch was, so that we may remember him not as a mere statistic in the list of killings but as the remarkable person that he was, as the Butch Rosales that we know and love.

"Simple *ra jud si daddy na pagka-tao, iyang kalipay ra kay ang masa ug sa iyang pamilya. Not to exaggerate pero siya ang type of person na ginahatag tanan pwede niya mahatag bisan halos wa nay mabilin para niya. In terms of pagpadako sa amoa duha sa akong kuya,*

*wala na siya while gadako mi pero wala na nagpasabot na gipasagdan mi niya. Most of the regular days kay absent siya pero he gave the best lectures para sa amoa whenever he came home. 'Pinsar,' he always told us, which means to think and analyze well. 'Mura'g chess, Poy, ba. Kung kani imong move, unsa kay mahitabo sunod sa? Maayo man ka mu-analyze, gamita na sa realidad.' Siguro kulang iyang time para sa amoa tungod iyang attention kay para sa masa pero kasabot mi ana nya wala na namo gi-think na naa siyay kulang. Mingaw na kayo ko niya na. I want to be with him anytime soon."*

-Popoy Rosales, Butch's youngest son

*"Si Butch, jamming kaayo to nga tao. Grabe iya pagka-rooted sa masa nga magtuo kang gikan gyud siya sa bata kang sektor imbis nga estudyante nga nahimong aktibista. Artist pud to siya. 'Cool' iya vibe. Kada kita namo sauna sa VIHDA, motunol siya og gitara namo."*

-Kyle Autida, Butch's colleague and friend

“He was a very simple person but full of good ideas. I met Butch at the height of our labor dispute with the Aboitiz-led Visayan Electric Company. His pro-worker stand easily attracted union members who are licensed engineers and business course graduates. Our first impression was that he could not be trusted because of his posture as non-professional. However, when he started to speak and share his ideas, union members began to realize how strong his principle was in favor of the working class. His untimely death shocked us all and we continue to demand justice for Butch.”

-Kas Mahilum, former VECO  
Union president



# Resolution in *Resistance*

*by Michelle Grace Cabrales, College Editors  
Guild of the Philippines Cebu (CEGP Cebu)*

There's nothing like the culmination of a year to make you stop and reflect on events that shaped it and the lessons learned from it. As the old year comes to a close, we celebrate the victories attained and decide on resolutions for the new one, expecting bigger and brighter things ahead.

For workers across the country, this year was another one marked by unfair labor practices, inhumane working conditions, and low wages. Calls to boycott products went viral on social media as a show of support for the aggrieved workers such as those by Jollibee, the top company engaged in illegal contracting. One might also remember the influx of stories shared online by contractual PLDT workers who had been terminated. Something that still haunts me is a picture taken after a violent dispersal of NutriAsia workers on strike. The dispersal, carried out by the PNP, had resulted in severe injuries for the workers and their supporters. In Cebu, workers at Liwayway Marketing, which manufactures products for Oishi, initiated a three-month-long strike in protest of union busting by the company.

The forecast for state support of the advancement of workers' rights is not looking sunny. If one is up-to-date with political affairs and social and economic events, we can see that this trend extends to many, if not all, facets of society. Extrajudicial killings; the war on the poor, masked by its moniker, drug war; activist crackdown; and the displacement of indigenous people, particularly the Aeta and the Lumad, have only continued to wreak havoc on our country under the Duterte administration.

What's remarkable is that in the same disheartening scenes of police dispersals and unlawful arrests, we see signs of hope—in the community organizers and student activists

who come to provide aid and encourage morale, in the scenes of camaraderie among the community at risk of losing its home, in the immediate response of a condemnation protest, in the protest graffiti painted by youth as a call for alliance. This is what propels us forward. We are stronger, reaching farther than they ever




Graphic by roompoetliar on freepik.com

**NEWS** *continued from p. 5*

## Initial victory

are necessary and desirable positions, and therefore they should be regular employees of the principal employer. However, final order of the DOLE regional director is still not released as of this writing.

These initial victories were made possible after the labor department was pressured by the workers to do its mandate under the Labor Code, which is to exercise its supervisory function over all establishments within DOLE jurisdiction.

Despite these favorable inspection outcomes, business owners still managed to limit the number of workers regularized by influencing the decision of the DOLE regional director to favor selective regularization. As indicated in the case of Coca-Cola and Liwayway Marketing Corporation, only a few workers are regularized even after massive protests launched by the workers. 

**WRITE TO VIHDAFiles!**

**Send your artworks, poems, short stories, photos, opinion pieces, or anything you want to share to [vihdafiles@gmail.com](mailto:vihdafiles@gmail.com).**





# THE POETRY OF BUTCH ROSALES

## BUGAS

Irog sa buwan, ihap sa tudlo  
Kini tinamban, gikan sa kumagko  
Pundo-paniid sa panahon  
Tempong haom sa pagtanom.

Init sa adlaw ug iyang anino  
Nakighimamat sa iyang daro  
Matag tagaktak sa iyang singot  
Kini pangandam sa taliabot.

Hilak sa dag-om, gasa sa langit  
Pundo sa uwan, sagol sa lapok  
Kay irigasyon di masabot  
Tubig sa dam wa kalusot  
Sa dinagayday di kabuot.

Dungan ug laray, dunga'g duko  
Sa mga tudling ug kahago

Ang galingan ug ang mga lugas  
Maoy pahiyom sa nagpugas.

Darong nagibang ning panahon  
Sa mga lingla sa nag-ingon  
Mga guna nangahabol  
Sa mga bakak nanga-amol.

Ning kayutaang gipanggakos  
Sa mga semento, di kahangos  
Kini bugwalon sa atong han-ay  
Aron mosibol ang bag-ong  
HUMAY.

## KUMPAS

Alarma  
Sa celfon kung mahal  
Kinahanglan kong pakusgan...  
Pahuway nga hapsay pugos bulabugon  
sa oras nga gitakda, ako makamatngon

Bisan sa kahapo sa lawas nga hago,  
Mga mata'ng piyong  
pwersado ko nang bukhon  
lapuy paman sa kapuy, pamaol akong  
antuson  
kay gikinahanglan ko nang mubangon

hahay...  
kalami pa untang matulog  
ug sa singot ning tun-og ako makigd-  
ulog  
kaanindot pa untang dili ibangon,  
aron hagok padayon pang hagukon  
ang unlan gakos gakuson,  
ug kaugalingon unta sa pahuway,  
akong pagatagbawon

Kalami untang di lang usa ilihok  
samot ang mga lamok  
wala ra ba unta magsamok  
apan bisan  
mga manok wa pa gani katuktugauk  
pugos kung putlon ang kalami  
sa akong hinanok

Kahibaw pa lang mos tinuod  
Kalami pa gayud untang matulog  
Mag damgo sa mga damgo nga dili  
tinuod  
Bisan tuod  
Nga ang tinuod, taghap ra kung mat-  
inuod  
usa ra ang klaro,  
nga dili kini klaro  
Kinahanglan ko kining mathon, ban-  
gunon  
Arun lihukon

hala!  
Ahaka unsa na ba rung orasa?  
Patay!  
Murag ma late nata..  
Mo in ko 6 to2... ikaw 2 to10.  
siya? 6 to 6...  
kamo? 8 to 5... ang uban 7 to7  
kung tipunon  
kahagong maximum  
24/7  
Sa sweldong minimum  
Nga di gani kapalit  
sa naghitak  
nga 7/11.

Singko-baynte  
Kinse-tapos...  
Inadlaw, sinimana

binuwan, kininsina  
ning sestimang suhol  
kami nag agwanta  
On call, probi  
Kuta, pakyaw,  
mga nanglangyaw  
nag ung-ung sa bung-aw  
Sa tinakatakay, pabiling makuyaw

Matag gutlo gibati kog kabalaka  
Sa trabaho nako, ako nahingawa  
Sa kakapuy trese anyus, gani akong  
giagwanta  
Ambut uy sukad pa ganina...akong  
dughan ga sigeg kura  
Kay basin ugma mahiapil na sa lista  
sa libuan napud unyang mapapha.

Intawun sa panahon nga ako pagatak-  
takon  
way iabang, sa balay pahawaon  
pamilya ko unsa kaha, ang akung  
ipakaon  
estudyante maundang sa eskwela  
kay tuition di libre, pwerting mahala

Dili ba  
Saad mo Digong  
Kabag-ohan; paspas na  
nga nagpadulong,  
sa kausaban  
kami lang magpaabot  
kay sa kapitalistang pagpahimulos  
di gayud ka magpalabot  
wagtangun gayud namo ang pagdu-  
ha-duha  
kay ikaw usa ka sosyalista  
sa katilingban tarong kini  
nga mudumala

taym pa...  
ang change is coming  
asa na bang dapita?

Matud pa nimo..

kung ikaw among padag-on  
Kontrakwalisasyon

*continued at the back >>*

## Did You Know...

... that the Expanded Maternity Leave Bill (HB 1305), after more than a decade of struggle, was finally signed into law last February 20, 2019?

... that under the new Expanded Maternity Leave Law (RA 11210), mothers can have up to 105 days of maternity leave (with pay), with an additional 30 days option to extend without pay provided that the employer is given due notice in writing at least 45 days ahead before the end of the maternity leave?

... that with the Expanded Maternity Leave Law, mothers can allocate up to 7 days of maternity leave benefits to the child's father?

... that under the new Expanded Maternity Leave Law (RA 11210), solo mothers can have an additional 15 days of maternity leave, with pay, on top of the existing 105 days?

... that in August 17, 2018, R.A. 11058 or the Occupational Safety and Health Standards Act was passed into law, thus requiring all employers to comply with such standards?

... that under the Occupational Safety and Health Standards Act, employers are required to inform their workers of ALL types of hazards in the workplace, as well as provide a workplace free from hazardous conditions, among others?

... that with the Occupational Safety and Health Standards Act, workers have the right to refuse unsafe work, to report accidents, and to personal protective equipment (PPE), among others?



VIHDA  
ON YOUR DIAL

## Pandayan sa Baroganan

• **RMN-DYHP (612 kHz)** every Sunday  
from 3:30pm to 4:00pm

BROADCASTING

SOON!

## Tingog sa Pamuo

Voice of Labor

• **RPN-DYKC (675 kHz)** every Sunday  
from 11:00am to 12:00nn  
• *Tingog sa Pamuo* is VIHDA's newest  
radio program, launching on the first  
week of May 2018!

With the radio programs, VIHDA aims for workers advocacy to reach the widest audience. Both programs seek to broadcast various worker's issues and other sectoral problems affecting the labor sector and the entire people. It informs the public about prevailing worker's situation, discuss anti-labor government policies, render legal advice, and conduct one-on-one interview of workers and other sectors to make known to the general public their situations and their respective stance on various socio-economic, socio-political, and socio-cultural issues hounding our country.

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*\*Subscription period covers 3 years.*

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Imung wagtangan  
Agalong mapahimuslanon.  
Imong pamatyon

Katawhang kabus, hawud nimung  
gipatuo  
apan asa na karun mga maanindut nga  
saad mo  
ang patas nga tubag  
sa kusug pamuo  
Mahaw-as sa kahintang  
nga hangak na kaayo  
sa tinakataktakay mga kontraktwal  
malayo na sa peligro  
regularisasyon imung ipasiguro

hoyhoy digong digong  
Hain na, asa na...  
Mga saad mo, natuman ba?

Wala!

Human sa imong kadaugan  
Tikwahaw imo kaming gitalikdan  
Wala ka mubati sa  
among mga gibati  
Wala ka mabalaka sa  
among mga kabalaka  
bisan pa man klaro ug  
kini tataw  
nga kagutom namo...  
mas nigrabi, ug dili na kini  
tiaw  
sakit makalagut  
kay igo kalang naglantaw

taas na ang panahun, sukad  
pas una, ug hangtud karon  
ning sistema nga kanamo,

padayong naga ulipon  
gipalig-on sa gobyerno ninyong  
madagmalun  
Sa wala na kami... motuo sa karon...

Kapitalistang nagpahimulos  
Sa among kusog way bugti, way gibalos  
Sa mga bahad ug hulga nga daw sama  
sa makusog nga hapos  
Ay sus digong!  
Among pailub hagbay rang bang  
napupos.

Dili na kami muantos  
Ning sistema mong daw kami gilatos  
Ug bisan pa sa imong pagpanglutos  
Kami maghiusa, kami mag bug-os  
Daw sama sa makusog nga unos  
Pangandam sa hapak kay way sukod  
Sa balos!

Kung kaniadto...  
ako huyang kay ako ra,  
apan karun  
ako nahimung kusgan ug milig-on  
kay kami na

sa kalisod  
kami mupasas, lihok nga kumpas  
ug way kasikas  
timan-i, di ka namo makaato  
kay mas milambo pa kami.  
dili na musimang sama niadto...

Hustisya ug kaangayan  
Sa mga trabahanteng  
kabus ug mga

hinikawan

Dili na ninyo kini ikalilong  
Nga dili ug dili gayud kini ninyo  
kanamo ipaangkon

Apan bisan tuod man, lisod ug dili  
sayon...  
sa kasaysayan kini gipamatud-an  
ang hut-ong mamumuo, sa iyang  
pamunuan  
dili ug dili na gayud kapugngan  
nga ang rebolusyon sa masang nilu-  
pigan  
musangpot gayud  
sa iyang kadaugan.

*In memory  
of Butch  
Rosales...*



**SUPPORT THE  
WORKERS' CAUSE!**

**BE A VIHDA  
VOLUNTEER!**

