



"Enhancing Global Competitiveness Through Best Practices"

Labor Law Updates and Compliance in the New Normal

Tuesday, December 28, 2021 * 1:30PM to 4:45 PM via ZOOM

Course Outline

- I. Brief Background on the state of New Normal
 - a. Proclamation declaring State of Calamity due to COVID-19
 - i. Proclamation No. 929
 - ii. Proclamation No. 1021
 - iii. Proclamation No. 1218
 - b. Meaning of New Normal
- II. Major agency regulating labor compliance under the New Normal
 - a. Department of Labor and Employment
 - b. Other agencies with related enforcement
 - i. Department of Trade and Industry
 - ii. Department of Interior and Local Government
- III. Essential and Non-Essential Establishments in relation to limitation on number workers under certain quarantine restrictions
 - a. IATF Omnibus Guidelines
 - i. Onsite capacity
 - ii. Encouragement to process payrolls online
- IV. DTI-DOLE-DILG Joint Advisory No. 20-01 series of 2020 on implementation of shifts from total risk avoidance to risk management and on the further re-opening of the economy
 - a. Workplace Safety and Health
 - b. Increase Physical and Mental Resilience
 - c. Promotion of Work-Life Balance
 - i. Proper scheduling of activities
 - ii. Workforce Rotation
 - d. Reducing COVID-19 transmission
 - i. Masks
 - ii. Face shields (modifications per recent rules)
 - iii. Physical distancing



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- iv. Frequent disinfection
 - v. Handwashing
 - vi. Supplies and materials
 - vii. Proper signages
 - viii. Provision of shuttle service for large and medium sized private establishments
 - e. Minimum public health standards in shuttle service
 - f. Compliance with mandatory advocacy awareness raising programs
 - g. Role of Occupational Safety and Health Committee on webinars, lectures, and trainings on COVID-19
 - h. Compliance with policy on Reduce Contact, Reduce Duration of Infection
 - i. Detection
 - i. Management of Asymptomatic and Symptomatic Employees in the Workplace
 - i. Remote Management of Cases and Close Contacts
 - ii. Isolation and Referral
 - j. Contact tracing by Employers
 - k. COVID-19 testing
 - l. Employer's Duty on Notification and Reporting
 - m. Compliance with Detection and Closure of Buildings/Workplaces
- V. Ventilation standards under DOLE D.O. 224-21
- VI. Suspension of Employment Relationship
- a. D.O. 215-20
 - b. Amendment of Sec. 12, Rule I, IRR of Book VI of the Labor Code
 - c. Temporary Off-Detail and Extension
- VII. Work arrangements
- a. Flexible Work Arrangement (FWA)
 - b. Alternative Work Scheme (AWS)
 - i. Contracts to comply
 - ii. DOLE Report that needs to be complied with
 - DOLE RKS Form 5 of 2020
- VIII. Holiday Pay
- a. Establishments exempted from payment of holiday pay
- IX. Compliance with the Data Privacy
- X. Compliance with Safe Spaces Act
- XI. Leaves of Absences and Entitlements for COVID-19 Affected Employees



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This webinar will cover relevant issuances and regulations from government agencies on labor related matters until Dec. 15, 2021.

Note: Attendees from the government are exempted from the P2,000.00 limit set by COA for attending training provided by the private sector based on Department of Budget and Management Circular No. 563 dated April 22, 2016.

Attending this training is not covered by Philippine Procurement Law or RA 9184 based on its Revised IRR's Section 4.5-b. Enumerated as non-procurement activities are the following: Participation in local or foreign scholarships, trainings, continuing education, conferences, seminars or similar activities that shall be governed by applicable COA, CSC, and DBM rules."

For query, consulting requirements or request for in-house training programs, please contact:

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