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 reopening 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
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
   ii. 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
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.“

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