



Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City



TWENTIETH (20<sup>TH</sup>) CONGRESS  
First Regular Session

HOUSE RESOLUTION NO. 86

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Introduced by KAMANGGAGAWA Partylist  
Representative **ELIJAH R. SAN FERNANDO**

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### A RESOLUTION

**URGING THE COMMITTEE ON LABOR AND EMPLOYMENT TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, INTO THE BLATANT CASES OF UNION BUSTING IN THE COUNTRY, WITH THE END VIEW OF ENACTING STRONGER MEASURES FOR THE PROTECTION OF WORKERS' RIGHT TO FREEDOM OF ASSOCIATION**

**WHEREAS**, Article XIII, Section 3 of the 1987 Constitution guarantees the right of workers to self-organization, collective bargaining, and negotiations, and mandates the State to protect labor, promote full employment, ensure equal work opportunities, and guarantee workers' participation in policy and decision-making processes affecting their rights and welfare;

**WHEREAS**, Book V of the Labor Code of the Philippines particularly affirms the workers' right to form unions and prohibits unfair labor practices, including acts of interference, coercion, harassment, and dismissal of workers for union activity;

**WHEREAS**, despite these constitutional and legal guarantees, there has been a rise in cases of blatant union busting in recent years, with employers using retrenchment, suspensions, non-renewal of contract, harassment, and legal maneuvers to weaken or dismantle workers' organizations;

**WHEREAS**, several cases that exemplify union-busting patterns as specified in the law were reported by the media and by various labor organizations, including Kamanggagawa Partylist's Sumbungan ng Kamanggagawa;

**WHEREAS**, in March 2025, over 100 riders and drivers of J&T Express/XLR8 Courier affiliated with PHGJEIEU went on strike over issues of contractualization, CBA non-implementation, and union busting. Shortly after a DOLE-mediated agreement was reached, these workers, including union officers, were suspended or terminated. Six union officers in Pampanga were also dismissed. Labor rights groups, including the Center for Trade Union and Human Rights (CTUHR), have called for a formal DOLE investigation. *(CTUHR, Philippine Revolution)*

**WHEREAS**, amid retrenchments and financial distress claims, Sky Cable reportedly dismissed 133 union members under a third retrenchment program. Retrenched workers were invited to reapply via a third-party contractor, raising concerns of illegal labor-only contracting. The SSPTEU union staged a strike on June 24, 2025, citing violations of DOLE Order No. 174-17. CTUHR and allied unions call for government intervention. *(CTUHR, 2025; Ang Bayan Ngayon, June 26, 2025)*

**WHEREAS**, a strike by several FOC Transportation Corporation employees led by the United Rank and File Association, affiliated with the Federation of Free Workers, protested underpayment, union suppression, and bad-faith retrenchment. Despite mediation efforts under the NCMB, workers rejected the company's inadequate separation package. *(CTUHR, 2025; Dig, May 28, 2025; Ang Bayan Ngayon, May 22, 2025)*

**WHEREAS**, drivers and conductors of Mark Eve's Transport went on strike in Quezon City to protest low wages, terminations without due process, and anti-union practices. The strike gained widespread online and community support. No formal resolution has been reported to date. *(Philippine Revolution Web Central, 2024)*

**WHEREAS**, Joel Romeo Gawilan, a casino dealer and union leader of Hann Casino Resort, was preventively suspended for thirty days shortly after the union's registration with DOLE Region III. He was accused of vague and unproven charges, including libelous conduct, without due process. His case typifies retaliatory suspension meant to intimidate union members. *(Batas Manggagawa/Sumbungan ng Kamanggagawa Youtube Channel)*

**WHEREAS**, the union OMEGA-PIGLAS at Metro Wear Inc., a supplier for Lululemon in Cebu, was targeted for a planned three-month shutdown, despite being the only unionized shop among sister companies. Five union officers were also terminated. Labor group SENTRO condemned the shutdown as a "classic union-busting tactic." *(Rappler, June 2024)*

**WHEREAS**, electronics workers in a Nexperia facility in Laguna protested wage exploitation and union busting. The protests were joined by global labor organizations and highlighted poor labor conditions and violations of union rights. *(Green Left, 2024)*

**WHEREAS**, these cases reveal consistent patterns of management retaliation against union organizing, including preventive suspensions, retrenchment schemes, and plant shutdowns,

which point to systemic weaknesses in the enforcement of labor laws and protections against union busting, despite existing laws;

**WHEREAS**, a comprehensive review of labor policies, including the implementation of DOLE Orders, the labor adjudication system, and employer accountability mechanisms, is necessary to uphold the constitutional right to freedom of association.

**NOW, THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED**, that the House of Representatives, through the Committee on Labor and Employment, conduct an inquiry, in aid of legislation, on the increasing and blatant cases of union busting in the country, with the end view of recommending stronger and more enforceable legislative safeguards for workers' right to unionize and collectively bargain.

*Adopted,*

  
**ELIJAH R. SAN FERNANDO**  
*Representative*  
KAMANGAGAWA PARTYLIST