

CODE OF CONDUCT FOR COMMISSIONERS AND LABOR ARBITERS

PREAMBLE

An honorable, independent, competent, effective and worthy of trust National Labor Relations Commission exists to administer labor justice without fear, favor, bias nor prejudice, to serve the common good and to help maintain industrial peace in the country.

RULE 1

Commissioners and Labor Arbiters shall uphold the integrity and independence of the Commission

Section 1. Commissioners and Labor Arbiters shall always uphold the cause of labor justice over personal interest.

Section 2. Commissioners and Labor Arbiters shall be the embodiment of competence, integrity and independence.

Section 3. Commissioners and Labor Arbiters shall be vigilant in resisting all attempts to subvert the independence of the Commission

RULE 2

Commissioners and Labor Arbiters shall avoid impropriety and the appearance of impropriety at all times.

Section 1. Commissioners and Labor Arbiters shall behave in a manner that would promote public confidence in the integrity and impartiality of the Commission.

Section 2. Commissioners and Labor Arbiters shall not seek publicity for personal glory.

Section 3. Commissioners and Labor Arbiters shall not fraternize with lawyers or litigants who have pending cases with them.

Section 4. Commissioners and Labor Arbiters shall not allow family or social relationships to influence them in deciding cases.

Section 5. Commissioners and Labor Arbiters shall not allow members of their family, friends or employees to convey the impression that they could influence the outcome of cases.

Section 6. Commissioners and Labor Arbiters shall not take part in proceedings where they are related by consanguinity or affinity within the fourth civil degree to any of the litigants or their counsels.

Section 7. Commissioners and Labor Arbiters as well as members of their families shall neither ask for nor accept any gift, bequest, loan or favor in relation to anything done or to be done or omitted to be done by them in the performance of official duties.

Section 8. Commissioners and Labor Arbiters shall not permit Commission personnel to ask for, or accept any gift, bequest, loan or favor in relation to anything done or to be done in connection with their official duties.

Section 9. Commissioners and Labor Arbiters may receive a token gift, award or benefit appropriate to the occasion on which it is made, provided that such gift award or benefit might not be reasonably perceived as intended to influence them in the performance of their duties.

Section 10. Commissioners and Labor Arbiters shall lead modest lives appropriate to public servants.

RULE 3

Commissioners and Labor Arbiters shall perform official duties honestly, impartially and diligently.

Section 1. Commissioners and Labor Arbiters shall be faithful to the law and should be the epitome of competence.

Section 2. Commissioners and Labor Arbiters shall in every case strive to ascertain the facts, issues, applicable law and jurisprudence, as well as equitable grounds upon which their decisions will be based.

Section 3. Commissioners and Labor Arbiters shall at all times display professionalism in their appearance, language and dealings with everyone.

Section 4. Commissioners and Labor Arbiters shall maintain order and proper decorum in the Commission.

Section 5. Commissioners and Labor Arbiters shall be courteous, patient and attentive to whoever may appear before them.

Section 6. Commissioners and Labor Arbiters shall endeavor to settle or decide cases promptly.

Section 7. Commissioners and Labor Arbiters shall abstain from making public comments or giving interviews in the tri-media on cases pending before them and they shall require the same restraint from their personnel.

Section 8. Commissioners and Labor Arbiters shall diligently discharge their administrative responsibilities, maintain professional competence in management of work, people and resources, and facilitate the performance of the administrative functions of other Commissioners, Labor Arbiters and personnel of the Commission.

Section 9. Commissioners and Labor Arbiters shall supervise the Commission personnel in such manner that will ensure prompt and efficient delivery of public service.

Section 10. Commissioners and Labor Arbiters shall require personnel of the Commission to observe the highest standards of public service.

Section 11. Commissioners and Labor Arbiters shall take or initiate appropriate disciplinary measures against lawyers, litigants or personnel of the Commission for corrupt or unprofessional conduct of which they have become aware.

RULE 4

Commissioners and Labor Arbiters shall be prudent in their conduct during external activities to minimize the risk of conflict with official duties.

Section 1. Commissioners and Labor Arbiters shall not engage in the practice of law directly or indirectly or in any kind of business or financial transactions with anyone whose labor disputes may fall within the jurisdiction of the Commission.

Section 2. Commissioners and Labor Arbiters may speak, write, teach, act as resource person on labor laws and related disciplines provided prior

permission is sought and that these activities do not impede the performance of their official duties.

Section 3. Commissioners and Labor Arbiters are entitled to entertain personal views on political questions but to avoid suspicion of political partisanship, they shall not make political speeches, contribute to party funds, publicly endorse candidates for political office or participate in other partisan political activities.

COMPLIANCE WITH THE CODE OF CONDUCT

All Commissioners and Labor Arbiters shall strictly comply with this Code of Conduct.

Date of Effectivity