



Republic of the Philippines
 Department of Labor and Employment
NATIONAL LABOR RELATIONS COMMISSION
 Quezon City



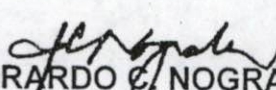
Certificate No.: AJA15-0048E

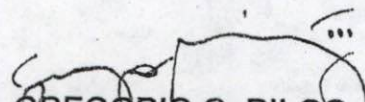
En Banc Resolution No. 08-16
 Series of 2016

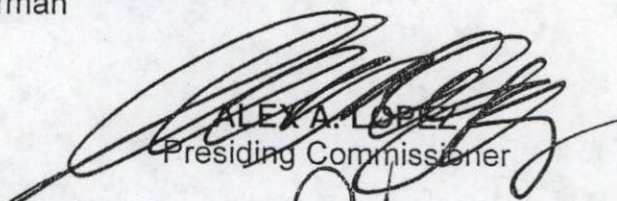
WHEREAS, Section 8, Rule V of the 2011 NLRC Rules of Procedure, as amended, requires the determination of the real parties in interest during the mandatory conciliation and mediation conference;

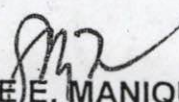
WHEREFORE, RESOLVED AS IT IS HEREBY RESOLVED that if during the mandatory conciliation and mediation conference, but before the filing of the position paper, it becomes readily apparent that real parties in interest have not been included, the Labor Arbiter shall issue an order impleading such real party in interest and issue summons accordingly.

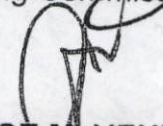
Signed this 6th day of October 2016 at Quezon City, Philippines.


GERARDO C. NOGRALES
 Chairman

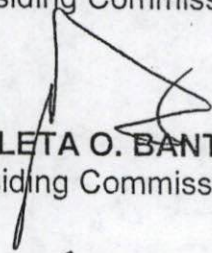

GREGORIO O. BILOG
 Presiding Commissioner



ALEX A. LOPEZ
 Presiding Commissioner

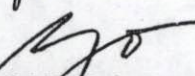

GRACE E. MANQUIZ-TAN
 Presiding Commissioner


GRACE M. VENUS
 Presiding Commissioner

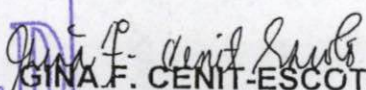

JOSEPH GERARD E. MABILOG
 Presiding Commissioner

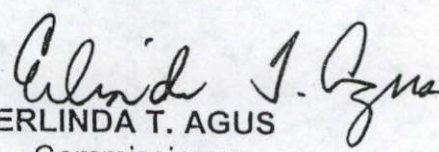

VIOLETA O. BANTUG
 Presiding Commissioner

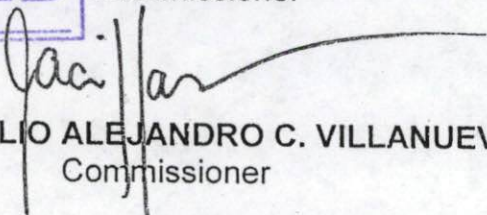

BARIO-ROD M. TALON
 Presiding Commissioner

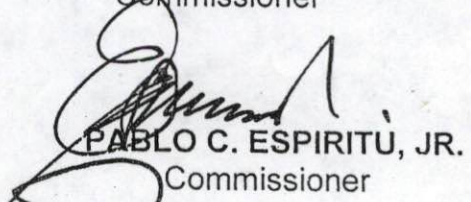

ROMEO L. GO
 Commissioner

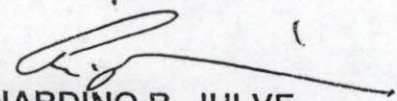
U.P. LAW CENTER
 OFFICE of the NATIONAL ADMINISTRATIVE REGISTER
 Administrative Rules and Regulations
RECEIVED
 FEB 17 2017
 TIME: 4:02 BY: [Signature]


GINA F. CENT-ESCOTO
 Commissioner


ERLINDA T. AGUS
 Commissioner


CECILIO ALEJANDRO C. VILLANUEVA
 Commissioner


PABLO C. ESPIRITU, JR.
 Commissioner


BERNARDINO B. JULVE
 Commissioner


LEONARD VINZ O. IGNACION
 Commissioner

Mercades R. Fosada-Lacap
MERCEDES R. FOSADA-LACAP
Commissioner

Dolores M. Peralta-Beley
DOLORES M. PERALTA-BELEY
Commissioner

Isabel G. Panganiban-Ortiguerra
ISABEL G. PANGANIBAN-ORTIGUERRA
Commissioner

Nieves E. Vivar-de Castro
NIEVES E. VIVAR-DE CASTRO
Commissioner

Julie C. Rendoque
JULIE C. RENDOQUE
Commissioner

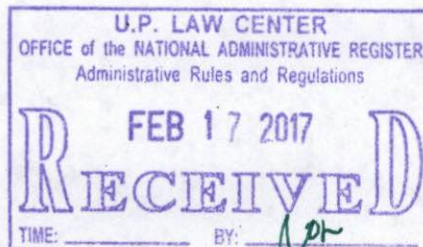
Jose G. Gutierrez
JOSE G. GUTIERREZ
Commissioner

Proculo T. Sarmen
PROCULO T. SARMEN
Commissioner

Dominador B. Medroso, Jr.
DOMINADOR B. MEDROSO, JR.
Commissioner

Attested by:

Divina L. Bautista
DIVINA L. BAUTISTA
Executive Clerk of Court II



Certified True Copy of the
Copy on File

Pondevy R. Perez
PONDEVY R. PEREZ
LAA/OIC, Research, Information and
Publication Division