



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

En Banc Resolution No. 10-13  
(Series of 2013)

**WHEREAS**, Article 224 (a) of the Labor Code, as amended, states that –  
“Xxx. In any case, it shall be the duty of the responsible officer to separately furnish **immediately** the counsels of record and the parties with copies of said decisions, orders or awards. Failure to comply with the duty prescribed herein shall subject such responsible officer to appropriate administrative sanctions.”

**WHEREAS**, Section 4, Rule III of the 2011 NLRC Rules of Procedure, as amended, does not include personal service as a mode of serving decisions and final awards on both parties and their counsel;

**WHEREAS**, to effect **immediate** service of decisions and final awards, there is a need to supplement Section 4, Rule III of the 2011 NLRC Rules of Procedure, as amended;

**WHEREFORE, RESOLVED AS IT IS HEREBY RESOLVED**, that Section 4, Rule III of the 2011 NLRC Rules of Procedure, as amended, shall read as follows:


b) In case of decisions and final awards, copies thereof shall be served on both parties and their counsel or representative by **personal service**, registered mail or by private courier; Provided that, in cases where a party to a case or his/her counsel on record personally seeks service of the decision upon inquiry thereon, service to said party shall be deemed effected as herein provided. Where parties are numerous, service shall be made on counsel and upon such number of complainants, as may be practicable and shall be considered substantial compliance with Article 224 (a) of the Labor Code, as amended.

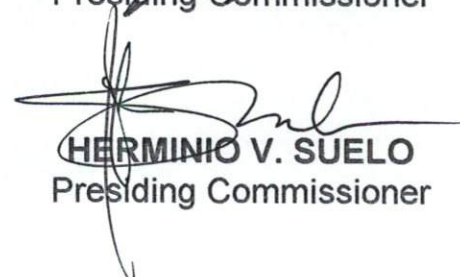
Xxx.

Signed this 9<sup>th</sup> day of October 2013 at Tagaytay City, Philippines.

  
GERARDO C. NOGRALES  
Chairman


  
RAUL T. AQUINO  
Presiding Commissioner

  
ALEX A. LOPEZ  
Presiding Commissioner

  
HERMINIO V. SUELO  
Presiding Commissioner

  
GRACE M. TAN  
Presiding Commissioner

**CERTIFIED TRUE COPY:**

  
PURDEY P. PEREZ  
LAA/OIC, Research, Information and  
Publication Division

  
**JOSEPH GERARD E. MABILOG**  
Presiding Commissioner

  
**VIOLETA O. BANTUG**  
Presiding Commissioner

  
**BARIO-ROD M. TALON**  
Presiding Commissioner

  
**PERLITA B. VELASCO**  
Commissioner

  
**ROMEO L. GO**  
Commissioner

  
**TERESITA D. CASTILLON-LORA**  
Commissioner


  
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Commissioner

  
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Commissioner

  
**NIEVES E. VIVAR-DE CASTRO**  
Commissioner


  
**JOSE G. GUTIERREZ**  
Commissioner

  
**JULIE C. RENDOQUE**  
Commissioner

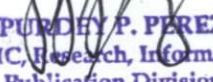
  
**PROCULO T. SAR MEN**  
Commissioner

  
**DOMINADOR B. MEDROSO, JR.**  
Commissioner

Attested by:

  
**ELENITA B. CRUZ**  
Executive Clerk of Court IV

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**PURDEY P. PEREZ**  
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