

Title:

****Associated Labor Union vs. Judge Amador E. Gomez and Superior Gas and Equipment Co. of Cebu, Inc.: Jurisdiction Over Unfair Labor Practice Cases****

Facts:

The dispute began with a collective bargaining agreement (CBA) between Associated Labor Union (Union) and Superior Gas and Equipment Co. of Cebu, Inc. (Sugeco), which was set to expire on January 1, 1966. Prior to the expiration, negotiations for renewal were initiated but stalled when 12 employees resigned from the Union in late February 1966. The Union requested Sugeco to prevent these employees from working unless they could produce clearance from the Union, which was rejected by Sugeco. Sugeco then claimed the Union was no longer the majority's representative, halting negotiations. In response to alleged unfair labor practices by Sugeco, the Union declared a strike on March 4, 1966.

Sugeco petitioned the Court of First Instance (CFI) of Cebu to restrain the Union from picketing, securing an ex parte preliminary injunction on March 5, 1966. That same day, the Union filed a charge for unfair labor practice against Sugeco with the Court of Industrial Relations (CIR), alleging coercion in employee resignations to undermine the Union's bargaining position.

Issues:

1. Whether the Court of First Instance of Cebu had jurisdiction over the matter involving alleged unfair labor practices.
2. If jurisdiction falls exclusively within the scope of the Court of Industrial Relations regarding the alleged unfair labor practices.

Court's Decision:

The Philippine Supreme Court held that the CFI of Cebu lacked jurisdiction over the subject matter, stating that jurisdiction over unfair labor practices cases is vested exclusively in the Court of Industrial Relations (CIR) as per the Industrial Peace Act. The Court emphasized that any acts of coercion or pressure exerted by either the employer (Sugeco) or the Union, to the detriment of employee rights under the act, constituted unfair labor practices. Consequently, the Supreme Court granted the petition for certiorari and prohibition filed by the Union, permanently enjoining the CFI's proceedings and declaring the preliminary injunctions issued therein null and void. The respondent judges were directed to dismiss the case (No. R-9221).

Doctrine:

The case reiterates the doctrine that jurisdiction over unfair labor practices is exclusively vested in the Court of Industrial Relations, not in the Court of First Instance or any other judicial body. This exclusive jurisdiction is aimed at centralizing authority in labor disputes to ensure expert handling and uniformity in the application of labor laws.

Class Notes:

- **Unfair Labor Practices (ULP):** Actions that interfere with, restrain, or coerce employees in the exercise of their statutory rights to self-organization and collective bargaining are considered unfair labor practices.
- **Jurisdiction over ULP Cases:** Exclusive jurisdiction over unfair labor practice cases lies with the Court of Industrial Relations, as mandated by the Industrial Peace Act.
- **Exclusivity Principle:** The principles ensure that cases involving labor disputes, especially those alleging unfair labor practices, are adjudicated by a specialized tribunal skilled in labor law and relations, thereby preventing conflicting rulings and ensuring uniformity in decisions.
- **Statutory Reference:** Industrial Peace Act, specifically Sections 4(a), (b), and 5(a), determining what constitutes unfair labor practices and establishing the jurisdiction of the CIR over such cases.

Historical Background:

This case is situated within a period of evolving labor law in the Philippines, focusing on the protection of labor rights and the establishment of clear jurisdictional boundaries for labor dispute resolution. It underscores the legislative intent to centralize jurisdiction over labor disputes, particularly unfair labor practices, within a specialized court (the Court of Industrial Relations) to ensure a focused and expert resolution of labor issues. This centralization aims to promote industrial peace and protect workers' rights more efficiently, reflecting the labor policy framework of strengthening workers' bargaining power while ensuring orderly dispute resolution.