



Republic of the Philippines
Supreme Court
Manila

THIRD DIVISION

NOTICE

Sirs/Mesdames:

*Please take notice that the Court, Third Division, issued a Resolution dated **September 7, 2022**, which reads as follows:*

“G.R. No. 253171 – JENNIFER GARCIA RAMIREZ, Petitioner, vs. ANZ GLOBAL SERVICES AND OPERATIONS MANILA, INC. and MARK MELTON, Respondents. –

This Court resolves to affirm the Decision,¹ dated 30 August 2019, and Resolution,² dated 26 June 2020, of the Court of Appeals (CA), in consolidated cases CA-G.R. SP Nos. 157544 and 158018, which reversed and set aside the Decision,³ dated 30 April 2018, and Resolution,⁴ dated 19 July 2018, of the National Labor Relations Commission (NLRC), in NLRC LAC No. 01-000169-18, and upheld with modification the Decision,⁵ dated 6 November 2017, of the Labor Arbiter, in NLRC NCR Case No. 08-11580-17, dismissing the illegal dismissal complaint with claims for full backwages, payment of benefits, moral and exemplary damages, and attorney’s fees filed by petitioner Jennifer Garcia Ramirez (**Ramirez**) against respondents ANZ Global Services and Operations Manila, Inc. (ANZ) and Mark Melton (**Melton**).

The issue in this case is the validity of Ramirez’s dismissal by ANZ on the ground of loss of trust and confidence. Ramirez’s actions which fostered an unhealthy working environment warranted the revocation of the trust and confidence ANZ reposed in her as a Senior Manager and were proven by substantial evidence.

¹ *Rollo*, pp. 7-27. Penned by Associate Justice Pedro B. Corales and concurred in by Associate Justices Marlene-Gonzales-Sison and Ronaldo Roberto B. Martin.

² *Id.* at 29-31.

³ *Id.* at 276-298.

⁴ *Id.* at 317-325.-

⁵ *Id.* at 258-273.

On the issue of Ramirez's claims for full backwages, payment of benefits, moral and exemplary damages, and attorney's fees, the Court affirms their denial. With regard to Melton's liability, the Court likewise affirms that he cannot be held solidarily liable with ANZ.

In sum, the Court finds that the CA did not commit any reversible error in upholding the validity of Ramirez's termination from employment on the ground of loss of trust and confidence, as ANZ was able to prove, by substantial evidence, her acts which warranted the same.

WHEREFORE, the Petition for Review on *Certiorari* filed by Jennifer Garcia Ramirez is **DENIED**. The Decision, dated 30 August 2019, and Resolution, dated 26 June 2020, of the CA, in consolidated cases CA-G.R. SP Nos. 157544 and 158018, are **AFFIRMED**.

SO ORDERED."

By authority of the Court:

Misael C. Battung III
MISAEAL DOMINGO C. BATTUNG III
Division Clerk of Court *02-01-23*

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(NLRC NCR Case No. 08-11580-17)

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