



Public Sector Labor-Management Council

Civil Service Commission Central Office Building
Batasang Pambansa Complex, Constitution Hills, Diliman, 1126 Quezon City
Tel. No. 931-80-71, Telefax No. 931-41-49

Appeal of DOLE Management on the
Effectivity Date of the Registration
of the CNA between DOLE and the
accredited union, DOLE EU-COURAGE

X-----X

PSLMC Resolution No. 01

WHEREAS, Section 1 and 2, Rule XIII (Registration of Collective Negotiation Agreements) of the Amended Rules and Regulations of Executive Order No.180 provide that the signed Collective Negotiation Agreement (CNA) shall be submitted to the CSC-Personnel Relations Office (CSC-PRO) within thirty (30) calendar days from the execution of such Agreement, together with a proof of ratification by the majority of the employees in the negotiating unit, among others;

WHEREAS, Section 4, Rule XII (Collective Negotiations) of the said Amended Rules provides that the CNA shall take effect upon its signing by the parties and ratification by the majority of the rank-and-file employees in the negotiating unit;

WHEREAS, the CNA between the management of the Department of Labor and Employment (DOLE) and its accredited union, DOLE Employees' Union-COURAGE was signed by both parties on December 20, 2004;

WHEREAS, the DOLE Employees' Union-COURAGE was able to comply with the ratification requirements only on January 5, 2007;

WHEREAS, the DOLE Employees' Union-COURAGE, having complied with the prescribed requirements for CNA registration was issued Certificate of Registration No. 230 by the Civil Service Commission, to take effect for a period of three (3) years, starting on January 5, 2007 up to January 5, 2010;

WHEREAS, the DOLE management appeals the effectivity date of the CNA registration considering that management has been abiding with the agreements stipulated in the said CNA since December 2004, even if it was the previous management who were signatories to the Agreement;

WHEREAS, the Public Sector Labor-Management Council (PSLMC) finds that the ratification of the CNA by the members of the DOLE Employees' Union-COURAGE was not made within a reasonable period of time;

WHEREAS, the PSLMC recognizes that the delay in the submission of the ratification requirements for CNA registration gives undue extension to the life of the CNA, to the detriment of both parties, as follows: 1) for the agency management, if there are provisions specifically in the grant of benefits and/or CNA incentives which are no longer implementable and/or sustainable given the new programs and projects of the new

management; 2) for the association/union, if there is a need to re-negotiate better terms and conditions of employment or improvements thereof not fixed by law;

WHEREAS, amending the effectivity date of the registration of the CNA to be reckoned from the date of its signing rather than from the date of compliance with ratification requirements will be beneficial to both the DOLE management and the DOLE Employees' Union-Courage;

WHEREFORE, the Council **RESOLVES** as it hereby **RESOLVED** to amend the effectivity date of registration of the CNA between the management of DOLE and the DOLE Employees' Union-COURAGE from January 5, 2007 - January 5, 2010 to December 20, 2004 - December 20, 2007;

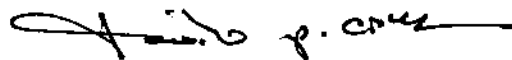
RESOLVED FURTHER, that Certificate of Registration No. 230 issued by the Civil Service Commission on February 16, 2007 is hereby amended accordingly.

This Resolution shall take effect immediately.

Quezon City, June 20, 2007.




KARINA CONSTANTINO-DAVID
Chairperson, Civil Service Commission
CHAIRMAN




DANILO P. CRUZ
Acting Secretary, Department of Labor and Employment
VICE-CHAIRMAN

ABSENT
RAUL M. GONZALEZ
Secretary, Department of Justice
MEMBER

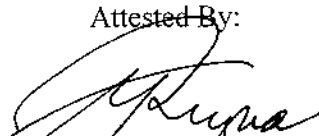


MARGARITO B. TEVES
Secretary, Department of Finance
MEMBER



ROLANDO G. ANDAYA, JR.
Secretary, Department of Budget and Management
MEMBER

Attested By:



MARIA LETICIA G. REYNA
Director IV, Personnel Relations Office
Civil Service Commission
Chair, PSLMC Secretariat