



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

**Supporting Documents for Accreditation
of Employees' Organization/Union
(Amendment to Section 4, Rule VIII
of the Amended Rules and Regulations
of Executive Order No. 180)**

X ----- X

PSLMC RESOLUTION No. 02, s. 2008

WHEREAS, Section 2, Rule VIII of the Amended Rules and Regulations of Executive Order (EO) No. 180 provides that an employees' organization seeking accreditation shall file with the Civil Service Commission - Personnel Relations Office a sworn petition for accreditation signed by a majority of the rank-and-file employees of the negotiating unit it seeks to represent;

WHEREAS, Section 4 of the same Rule enumerates the supporting documents accompanying the petition for the accreditation of unions, as follows: a) certified true copy of the latest agency plantilla of positions; b) certified true copy of the latest approved payroll; and c) certification from the Department of Labor and Employment - Bureau of Labor Relations (DOLE-BLR) that the employees' organization seeking accreditation is the only registered employees' organization in the negotiating unit and that no other employees' organization in the same negotiating unit is seeking registration;

WHEREAS, the plantilla of positions is required to ensure that only legitimate or existing employees who hold rank-and-file positions in the agency support the employees' organizations/unions' petition for accreditation;

WHEREAS, the employees' organizations/unions oftentimes find it difficult to secure an updated plantilla of positions from their respective agencies, which results in the disapproval of their petition for accreditation for non-compliance with said requirement, and thereby prolonging the period by which an employees' organization/union gets accredited by the Civil Service Commission;

WHEREAS, the Council finds the agency's latest approved payroll as a document sufficient to establish the requirements for the approval of the petition for accreditation of an employees' organization/union as provided for in Section 3, Rule VIII of the Amended Rules and Regulations of E.O. 180;

WHEREAS, Section 1, Rule VIII of the same Amended Rules and Regulations provides that proceedings to determine the sole and exclusive collective negotiating agent are expeditious, non-litigious in nature, and free from technicalities of law and procedure, hence, the Council sees the need to simplify and expedite the process of accreditation of employees' organization/unions;

WHEREFORE, the Council **RESOLVES**, as it hereby **RESOLVED**, to amend Section 4, Rule VIII (Accreditation of Employees' Organization), as follows:

"Sec. 4. Supporting documents. – The following documents shall accompany the petition for accreditation:

- (a) Certification signed by the President and the Board of Directors/Officers of the employees' organization/union attesting to the accuracy and authenticity of the names and signatures of the employees appearing in the petition for accreditation, and that the list of names are devoid of duplicate/double entries;*
- (b) Latest approved payroll, duly signed/certified by authorized official/s of the organizational unit where such employees' organizations/unions belong, regardless of whether salaries of employees are drawn from the agency's Cashier or through the Automated Teller Machine (ATM); and*
- (c) Certification from the Department of Labor and Employment - Bureau of Labor Relations (DOLE-BLR) that the employees' organization seeking accreditation is the only registered employees' organization in the negotiating unit and that no other employees' organization in the same negotiating unit is seeking registration.*

The President and the Board of Directors/Officers of the employees' organization/union shall be held liable for any misrepresentation, false statement or fraud committed in the declaration of names and signatures in the petition for accreditation."

This Resolution shall take effect fifteen (15) days from its publication in a newspaper of general circulation.

Quezon City, January 29, 2008



KARINA CONSTANTINO-DAVID
Chairperson, Civil Service Commission
CHAIRMAN

Dept. of Labor & Employment
Office of the Secretary
072167

ARTURO D. BRION

Secretary, Department of Labor and Employment
VICE-CHAIRMAN

RAUL M. GONZALEZ

Secretary, Department of Justice
MEMBER



Department of Justice
RMG-08-0001437

MARGARITO B. TEVES

Secretary, Department of Finance
MEMBER

004914

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