

Republic of the Philippines

Department of Education

Region VII, Central Visayas

**DIVISION OF CEBU PROVINCE**

Sudlon, Lahug, Cebu City



January 16, 2013

**DIVISION MEMORANDUM**

No. 43, s. 2013

**CONSTITUTING A NATIONAL COMMITTEE TO FORMULATE GUIDELINES ON COLLECTIVE NEGOTIATION AGREEMENT (CNA)**

TO : OIC, Assistant Superintendents  
Education Supervisors/Coordinators  
District Supervisors/OICs  
Elementary and Secondary School Heads

1. Attached is a copy of Regional Memorandum No. 28, s. 2013, dated January 14, 2013, entitled, "Constituting a National Committee to Formulate Guidelines on Collective Negotiation Agreement (CNA)", for the guidance and information of all concerned.
2. Immediate and wide dissemination of this Memorandum is desired.

**ARDEN D. MONISIT, Ed. D.**  
Schools Division Superintendent

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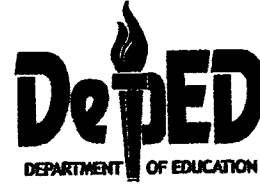
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REPUBLIKA NG PILIPINAS  
REPUBLIC OF THE PHILIPPINES  
**KAGAWARAN NG EDUKASYON**  
DEPARTMENT OF EDUCATION  
**REHIYON VII, GITNANG VISAYAS**  
Region VII, Central Visayas  
Sudlon, Lahug, Cebu City



JAN 14 2013

REGIONAL MEMORANDUM  
NO. 28, s. 2013

**CONSTITUTING A NATIONAL COMMITTEE TO FORMULATE GUIDELINES  
ON COLLECTIVE NEGOTIATION AGREEMENT (CNA)**

TO : *Schools Division Superintendents*  
*Officers-in-Charge of Interim City Divisions*  
*Asst. Schools Division Superintendents*  
*Regional Office Division Chiefs and Head of Sections/Units*

1. The Civil Service Commission (CSC) has accredited the sole and exclusive negotiating agents for the academic rank-and-file employees in the Department of Education (DepED) National Capital Region (NCR) and the non-academic rank-and-file employees in DepED, respectively, which shall negotiate Collective Negotiation Agreement (CNA) with DepED pursuant to Executive Order (EO) No. 180, s. 1987 entitled Providing guidelines for the Exercise of the Right to Organize of Government Employees, Creating a Public Sector Labor Management Council and for other Purposes.
2. Pursuant to Public Sector Labor-Management Council (PSLMC) Resolution dated February 14, 2011, treating on the registration and accreditation of non-teaching personnel organizations in the DepED, the negotiation for the terms and conditions of employment or matters involving CAN incentive benefits and other monetary benefits for the non-teaching personnel of the DepED shall be directly negotiated with the DepED Secretary or his duly authorized representative.
3. On the other hand, pursuant to PSLMC Resolution dated September 2, 2011, on the matter of registration and accreditation of public elementary and high school teaching personnel organizations in the DepED, the only authorized official who can negotiate for the terms and conditions of employment involving CAN incentive benefits and other monetary benefits for the teaching personnel of the DepED shall be the Regional Director (RD) or any duly authorized representative of the Secretary of the Department of Education (DepED).

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Training and Development Division: (032) 255-5239 loc. 112; Planning, Policy and Research Division: (032) 233-9030; 414-7065;  
Administrative Division: (032) 414-7326; 255-1313; 414-7366 414-4367; Budget and Finance Division: (032) 256-2375; 253-8061; 414-7321  
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4. The above stated PSLMC Resolution dated September 2, 2011 provides further that the DepED Secretary shall formulate guidelines for the negotiation of the terms and conditions of employment or matters involving CAN incentive benefits and other monetary benefits between the RD and the recognized negotiating unit of the teachers in the region.

5. To effectively implement and comply with the aforementioned PSLMC Resolution leading to the formal negotiations on matters covered under existing policies, rules, and regulations, this Department creates the National Committee to Formulate Guidelines on Collective Negotiation Agreement (CNA) with the following composition:

Chairman	: Undersecretary for Legal and Legislative Affairs
Vice Chairman	: Undersecretary for Finance and Administration
Members	: Undersecretary for Regional Operations Assistant Secretary for Planning and Development Assistant Secretary for Finance Director, Administrative Service President, Association of DepED Directors (ADD) President, Philippine Association of Schools Superintendents (PASS)
Secretariat	: Administrative Service Staff

6. The National Committee shall, within two (2) months from its constitution, formulate the guidelines on the negotiation of the terms and conditions of employment and improvements thereof, including the standard composition of the Negotiation Panels at the National and Regional Levels, and submit the same to the Secretary.

7. Immediate dissemination of this Memorandum is desired.

  
CARMELITA T. DULANGON  
Director III  
Officer-in-Charge

