

DepED MEMORANDUM
No. **209**, s. 2011

SEP 16 2011

**DISSEMINATION OF PUBLIC SECTOR LABOR-MANAGEMENT COUNCIL (PSLMC)
RESOLUTION (Registration and Accreditation of Public Elementary and High
School Teaching Personnel Organizations of the Department of Education)**

To: Undersecretaries
Assistant Secretaries
Bureau Directors
Directors of Services, Centers and Heads of Units
Regional Directors
Schools Division/City Superintendents

1. For the information and guidance of all concerned, the Public Sector Labor-Management Council (PSLMC) Resolution on **Registration and Accreditation of Public Elementary and High School Teaching Personnel Organizations in the Department of Education (DepEd)**, has been promulgated on September 2, 2011 with the Chairman, Civil Service Commission (CSC) as Chairman; Secretary of the Department of Labor and Employment (DOLE) as Vice Chairman; Secretary of the Department of Justice (DOJ) as member; Secretary of the Department of Finance (DOF) as member; and the Secretary of the Department of Budget and Management (DBM) as member. This was also attested by the Director IV, Personnel Relations Office (PRO) of the Civil Service Commission (CSC). Its original copy is now on file with the CSC.
2. Enclosed is a copy of the PSMLC Resolution.
3. For more information, please contact **Mr. Allan P. Alegria**, Director IV, PRO, CSC and Head, PSLMC Secretariat at telephone no.: (02) 931-8071, telefax no.: (931-4149 or visit this Office at 4th Floor, CSC Central Office Building, Constitution Hills, Batasan Pambansa Complex, Diliman, Quezon City or visit its website address at www.csc.gov.ph or send a message through e-mail address: csc@yahoo.com.
4. Immediate dissemination of this Memorandum is desired.


BR. ARMIN A. LUISTRO FSC
Secretary

Encl.: As stated
To be indicated in the Perpetual Index under the following subjects:

EMPLOYEES
LEGISLATIONS

ORGANIZATIONS
TEACHERS





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.: 931-4149

**REGISTRATION AND ACCREDITATION OF
PUBLIC ELEMENTARY AND HIGH SCHOOL
TEACHING PERSONNEL ORGANIZATIONS
IN THE DEPARTMENT OF EDUCATION (DEPED)**
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DEPARTMENT OF FINANCE
Republic of the Philippines



PSLMC Resolution

WHEREAS, pursuant to Section 1 (hh), Rule 1 of the Amended Implementing Rules and Regulations (IRR) of Executive Order No. 180 (EO 180), the "organizational unit" at the Department of Education (DepEd) shall refer to the Office of the Secretary, including the services and staff bureaus under it, the attached agencies, and the Regional Offices which are subdivided further into Division Offices, District Offices and Schools;

WHEREAS, Public Sector Labor-Management Council (PSLMC) Resolution No. 1, s. 2002 provides that the DepEd composed of the Office of the Secretary including the services and staff bureaus under it, and its Regional Offices, shall compose the single "organizational unit" therein for purposes of accreditation as the sole and exclusive negotiating representative of the rank-and-file employees;

WHEREAS, pursuant to Section 1, Rule V of the said Amended Rules and Regulations, the application for registration of an employees' organization shall be signed by at least 10%, as amended by PSLMC Resolution No. 4, s. 2010, of the rank-and-file employees in the "organizational unit", while the petition for association/union accreditation shall be signed by 50% + 1 of said rank-and-file employees of the "negotiating unit" to get majority support in accordance with Section 2, Rule VIII of the same law;

WHEREAS, the DepEd comprises about 232,031 (career and non-career) government workforce (CSC 2nd quarter updated 2010 IGP), with each Regional Office with an approximate 36,500 personnel, and each Division Office (provincial/city) with around 5,000 personnel;

WHEREAS, the DepEd has the biggest number of personnel compared to other national government agencies, and its Division Office personnel still much bigger compared to those of the Regional Offices of other national government agencies;

WHEREAS, considering the enormous number of personnel in DepEd, the uniqueness of its structure, and the geographical location specifically the public schools situated in the remote barangays, it is cumbersome for the rank-and-file employees to organize themselves, having to comply with the required 10%, as amended by PSLMC Resolution No. 4, s. 2010, (roughly 23,203) signatures of the entire DepEd workforce to be qualified for organization/union registration, and even more unwieldy for the organization/union to petition for accreditation with the required 50% + 1 (roughly 116,017) signatures of the entire DepEd personnel;

Civil Service Commission
Personnel Relations Office
CERTIFIED TRUE COPY
Date: 9/2/2011

WHEREAS, the PSLMC has received numerous requests for the review of the provision of PSLMC Resolution No. 1, s. 2002 and the Amended Rules and Regulations of EO 180, particularly their application to the employees' organizations at the DepEd;

WHEREFORE, the Council hereby **RESOLVES** as it is hereby **RESOLVED** to adopt the following guidelines for purposes of registration and accreditation of the public elementary and high school teaching employees' organizations/unions at the DepEd:

1. The appropriate "organizational unit" for purposes of registration, shall refer to the Office of the Secretary (DepEd Central Office) including its staff bureaus and services. Also, each of its Regional Offices (which include the division/schools/ community learning centers under them) shall be considered as a separate and individual "organizational unit" for the public Elementary and High Schools teaching personnel.
2. The appropriate "negotiating unit", for purposes of accreditation, shall refer to Office of the Secretary (DepEd Central Office) including its staff bureaus and services offices. Also, each of its Regional Offices (which include the Division/District offices, school/community learning centers under them) shall be considered as a separate and individual "negotiating unit" for the public Elementary and High Schools teaching personnel within the Region.
3. The teaching personnel of the public elementary and high schools, whether registered or non-registered organizations/unions within the region's negotiating unit, may form a new mother organization/union or may affiliate with an existing registered organization/union to comply with the 50% +1 required majority support for purposes of accreditation as the sole and exclusive negotiating representative in that given Regional Office. Employees' organizations/unions at the DepEd, which were registered under the previous Rules may maintain their status unless same has been cancelled or revoked.
4. The registration and accreditation of the teaching personnel employees' association in the public elementary and secondary schools employees' association with the DepEd shall be covered by the pertinent provisions of the Amended Rules and Regulations of EO 180.


RESOLVED FURTHER that the only authorized official who can negotiate for the terms and conditions of employment involving CNA incentive benefits and other monetary benefits for the teaching personnel of the DepEd shall be the Regional Director or any duly authorized representative of the Secretary of the Department of Education: **PROVIDED, That** The DepEd Secretary shall formulate guidelines for the negotiation of the terms and conditions of employment involving CNA Incentive Benefits and other monetary benefits between the Regional Director and the recognized negotiating unit of the teachers in the Region.

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By: *[Signature]*

For this purpose, the pertinent portion of the list of negotiating units listed under Annex "A" of PSLMC Resolution No. 1, s. 2002 and all other issuances inconsistent herewith are hereby deemed repealed or amended accordingly.

Quezon City, 02 SEP 2011


FRANCISCO T. DUQUE III
Chairman, Civil Service Commission
CHAIRMAN


ROSALINDA DIMAPILIS-BALDOZ
Secretary, Department of Labor and Employment
VICE-CHAIRMAN





LEILA M. DE LIMA
Secretary, Department of Justice
MEMBER


CESAR V. PURISIMA
Secretary, Department of Finance
MEMBER

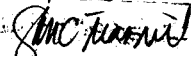
Department of Justice
CN : 0201107171


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FLORENCIO B. ABAD
Secretary, Department of Budget and Management
MEMBER

ATTESTED BY:


ALAN B. ALEGRIA
Director IV, Personnel Relations Office
Civil Service Commission
Head, PSLMC Secretariat

Civil Service Commission
Personnel Relations Office
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Date: 9/2/2011
By: 

Annex A

CONGRESS OF THE PHILIPPINES

Senate
Senate Electoral Tribunal
Commission on Appointments
House of Representatives
House Electoral Tribunal

OFFICE OF THE PRESIDENT

The President's Offices

OFFICE OF THE VICE-PRESIDENT

DEPARTMENT OF AGRARIAN REFORM

Office of the Secretary

DEPARTMENT OF AGRICULTURE

Office of the Secretary
Agricultural Credit Policy Council
Bureau of Fisheries and Aquatic Resources
x Bureau of Post-Harvest Research and Extension
Cotton Development Administration
Fertilizer and Pesticide Authority
Fiber Industry Development Authority
Livestock Development Council
National Agricultural and Fishery Council
National Meat Inspection Commission
National Nutrition Council
Philippine Carabao Center

DEPARTMENT OF BUDGET AND MANAGEMENT

Office of the Secretary

DEPARTMENT OF EDUCATION

Office of the Secretary
Philippine High School for the Arts

STATE UNIVERSITIES AND COLLEGES

National Capital Region

Eulogio "Amang" Rodriguez Institute of Science and Technology
Philippine Normal University
Philippine State College of Aeronautics
Polytechnic University of the Philippines

Rizal Technological University
Technological University of Philippines
University of the Philippines System

Region I - Ilocos Region

Don Mariano Marcos Memorial State University
Ilocos Sur Polytechnic State College
Mariano Marcos State University
Pangasinan State University
University of Northern Philippines

Cordillera Administrative Region

Abra State Institute of Science and Technology
Apayao State College
Benguet State University
Ifugao State College of Agriculture and Forestry
Kalinga Apayao State College
Mountain Province State Polytechnic College

Region II - Cagayan Valley

Cagayan State University
Isabela State University
Nueva Vizcaya State Institute of Technology
Nueva Vizcaya State Polytechnic College
Quirino State College

Region III - Central Luzon

Bataan Polytechnic State College
Bataan State College
Bulacan National Agricultural State College
Bulacan State University
Central Luzon State University
Don Honorio Ventura College of Arts and Trades
Nueva Ecija University of Science and Technology
Pampanga Agricultural College
Philippine Merchant Marine Academy
Ramon Magsaysay Technological University
Tarlac College of Agriculture
Tarlac State University

Region IV - Southern Tagalog and Palawan

Aurora State College of Technology
Batangas State University
Cavite State University
Laguna State Polytechnic College
Marinduque State College

Mindoro State College of Agriculture and Technology
Occidental Mindoro National College
Palawan State University
Rizal State College
Rizal Polytechnic College
Romblon State College
Southern Luzon Polytechnic College
State Polytechnic College of Palawan

Region V - Bicol

Bicol University
Camarines Norte State College
Camarines Sur Polytechnic Colleges
Camarines Sur State Agricultural College
Catanduanes State Colleges
Dr. Emilio B. Espinosa Memorial State College of Agriculture and Technology
Partido State University
Sorsogon State College

Region VI - Western Visayas

Aklan State University
Carlos C. Hilado Memorial State College
Guimaras State College
Iloilo State College of Fisheries
Negros State College of Agriculture
Northern Iloilo Polytechnic State College
Northern Negros State College of Science and Technology
Panay State Polytechnic College
Polytechnic State College of Antique
Western Visayas College of Science and Technology
West Visayas State University

Region VII - Central Visayas

Cebu Normal University
Cebu State College of Science and Technology
Central Visayas Polytechnic College
Central Visayas State College of Agriculture, Forestry and Technology
Siquijor State College

Region VIII - Eastern Visayas

Eastern Samar State College
Leyte Institute of Technology
Leyte Normal University
Leyte State University
Naval Institute of Technology
Palompon Institute of Technology

Samar State College of Agriculture and Forestry
Samar State Polytechnic College
Southern Leyte State College of Science and Technology
Tiburcio Tancinco Memorial Institute of Science and Technology
Tomas Oppus Normal College
University of Eastern Philippines

Region IX - Western Mindanao

Basilan State College
J.H. Ceriles State College
Jose Rizal Memorial State College
MSU-Tawi-Tawi College of Technology and Oceanography
Sulu State College
Tawi-Tawi Regional Agricultural College
Western Mindanao State University
Zamboanga City State Polytechnic College
Zamboanga State College of Marine Science and Technology

Region X - Northern Mindanao

Bukidnon State College
Camiguin Polytechnic State College
Central Mindanao University
Mindanao Polytechnic State College
Misamis Oriental State College of Agriculture and Technology
Northwestern Mindanao State College of Science and Technology

Region XI - Southeastern Mindanao

Davao del Norte State College
Davao Oriental State College of Science and Technology
Southern Philippines Agri-Business and Marine and Aquatic School of Technology
University of Southeastern Philippines

Region XII - Central Mindanao

Adiong Memorial Polytechnic State College
Cotabato City State Polytechnic College
Cotabato Foundation College of Science and Technology
Mindanao State University
MSU-Iligan Institute of Technology
Sultan Kudarat Polytechnic State College
University of Southern Mindanao

Region XIII - CARAGA Administrative Region

Agusan del Sur State College of Agriculture and Technology
Northern Mindanao State Institute of Science and Technology
Surigao del Sur Polytechnic State College
Surigao State College of Technology

DEPARTMENT OF ENERGY

Office of the Secretary

DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

Office of the Secretary

Environmental Management Bureau

Mines and Geo-Sciences Bureau

National Mapping and Resource Information Authority

DEPARTMENT OF FINANCE

Office of the Secretary

Bureau of Customs

Bureau of Internal Revenue

Bureau of Local Government Finance

Bureau of the Treasury

Central Board of Assessment Appeals

Insurance Commission

National Tax Research Center

DEPARTMENT OF FOREIGN AFFAIRS

Office of the Secretary

Commission on Filipinos Overseas

Foreign Service Institute

Technical Cooperation Council of the Philippines

UNESCO National Commission of the Philippines

DEPARTMENT OF HEALTH

Office of the Secretary

Dangerous Drugs Board

DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT

Office of the Secretary

Bureau of Fire Protection

Bureau of Jail Management and Penology

Local Government Academy

National Police Commission

Philippine National Police

Philippine Public Safety College

DEPARTMENT OF JUSTICE

Office of the Secretary

Bureau of Corrections

Bureau of Immigration

Commission on the Settlement of Land Problems

Land Registration Authority

National Bureau of Investigation
Office of the Government Corporate Counsel
Office of the Solicitor General
Parole and Probation Administration
Public Attorney's Office

DEPARTMENT OF LABOR AND EMPLOYMENT

Office of the Secretary
Institute of Labor Studies
National Conciliation and Mediation Board
National Labor Relations Commission
National Maritime Polytechnic
National Wages and Productivity Commission
Philippine Overseas Employment Administration
Technical Education and Skills Development Authority

DEPARTMENT OF NATIONAL DEFENSE

Office of the Secretary
Armed Forces of the Philippines
 General Headquarters
 Philippine Air Force
 Philippine Army
 Philippine Navy
 Philippine Military Academy
 Armed Forces of the Philippines Medical Center
Government Arsenal
National Defense College of the Philippines
Office of Civil Defense
Philippine Veterans Affairs Office
 Philippine Veterans Affairs Office (Proper)
 Military Shrine Services
 Veterans Memorial Medical Center

DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS

Office of the Secretary
National Water Resources Board

DEPARTMENT OF SCIENCE AND TECHNOLOGY

Office of the Secretary
Advanced Science and Technology Institute
Food and Nutrition Research Institute
Forest Products Research and Development Institute
Industrial Technology Development Institute
Metals Industry Research and Development Center
National Academy of Science and Technology
National Computer Center

National Research Council of the Philippines
Philippine Atmospheric, Geophysical and Astronomical Services Administration
Philippine Council for Advanced Science and Technology Research and Development
Philippine Council for Agriculture, Forestry and Natural Resources and Research Development
Philippine Council for Aquatic and Marine Research and Development
Philippine Council for Health Research and Development
Philippine Council for Industry and Energy Research and Development
Philippine Institute of Volcanology and Seismology
Philippine Nuclear Research Institute
Philippine Science High School
Philippine Textile Research Institute
Science Education Institute
Science and Technology Information Institute
Technology Application and Promotion Institute

DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT

Office of the Secretary
Council for the Welfare of Children and Youth
Inter-Country Adoption Board
National Council for the Welfare of Disabled Persons

DEPARTMENT OF TOURISM

Office of the Secretary
Intramuros Administration
National Parks Development Committee

DEPARTMENT OF TRADE AND INDUSTRY

Office of the Secretary
Board of Investments
Bonded Export Marketing Board
Construction Industry Authority of the Philippines
Construction Manpower Development Foundation
International Coffee Organization-Certifying Agency
Philippine Trade Training Center
Product Development and Design Center of the Philippines

DEPARTMENT OF TRANSPORTATION AND COMMUNICATIONS

Office of the Secretary
Civil Aeronautics Board
Maritime Industry Authority
National Telecommunications Commission
Office of Transportation Cooperatives

NATIONAL ECONOMIC AND DEVELOPMENT AUTHORITY

Office of the Director-General
Commission on Population

National Statistical Coordination Board
National Statistics Office
Philippine National Volunteer Service Coordinating Agency
Statistical Research and Training Center
Tariff Commission

OFFICE OF THE PRESS SECRETARY

Office the Press Secretary (Proper)
Bureau of Broadcast Services
Bureau of Communications Services
National Printing Office
News and Information Bureau
Philippine Information Agency
Presidential Broadcast Staff (RTVM)

OTHER EXECUTIVE OFFICES

Commission on Higher Education
Commission on Filipino Language
Cooperative Development Authority
Energy Regulatory Commission
Games and Amusements Board
Housing and Land Use Regulatory Board
Housing and Urban Development Coordinating Council
Intellectual Property Office
Movie and Television Review and Classification Board
National Anti-Poverty Commission
National Book Development Board
National Commission for Culture and Arts
National Commission for Culture and the Arts (Proper)
National Historical Institute
The National Library
National Museum
Records Management and Archives Office
National Commission on Indigenous Peoples
National Commission on the Role of Filipino Women
National Intelligence Coordinating Agency
National Security Council
National Youth Commission
Office on Muslim Affairs
Palawan Council for Sustainable Development Staff
Philippine Racing Commission
Philippine Sports Commission
Presidential Commission on Good Government
Presidential Commission for the Urban Poor
Presidential Legislative Liaison Office

Presidential Management Staff
Professional Regulations Commission
Securities and Exchange Commission
Toll Regulatory Board
Videogram Regulatory Board

THE JUDICIARY

Supreme Court of the Philippines and the Lower Courts
Presidential Electoral Tribunal
Sandiganbayan
Court of Appeals
Court of Tax Appeals

CONSTITUTIONAL OFFICES

Civil Service Commission
Civil Service Commission (Proper)
Career Executive Service Board
Commission on Audit
Commission on Elections

OFFICE OF THE OMBUDSMAN

COMMISSION ON HUMAN RIGHTS

AUTONOMOUS REGIONS

Autonomous Regional Government in Muslim Mindanao