



Republic of the Philippines
Department of Education

25 JUN 2013

DepEd MEMORANDUM
No. **109**, s. 2013

**CONDUCT OF NEGOTIATION MEETINGS OF THE DEPED MANAGEMENT
WITH THE DEPED NATIONAL EMPLOYEES' UNION (DEPED-NEU)
FOR PURPOSES OF COLLECTIVE BARGAINING**

To: Undersecretaries
Assistant Secretaries
Bureau Directors
Directors of Services, Centers and Heads of Units
Regional Directors
Schools Division/City Superintendents
Heads, Public Elementary and Secondary Schools
All Others Concerned

1. Pursuant to the provisions of the 1987 Constitution which recognizes the right of employees in the public sector to form unions or associations for the purpose of collective negotiations, 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 (PSLMC) and for Other Purpose* was promulgated to facilitate the establishment of an adequate consultation mechanism.

2. For the Department of Education (DepEd), the Civil Service Commission (CSC) has accredited DepEd-NEU as the sole and exclusive negotiating agent for the non-teaching rank-and-file employees in DepEd, who shall collectively negotiate with DepEd.

3. In this connection, the Negotiation Meetings and Joint Secretariat Meetings will be conducted at the DepEd Central Office (CO) on the following dates which was agreed upon by the Panels:

Negotiation Meeting	Joint Secretariat Meeting
June 27, 2013	June 18, 2013
July 11, 2013	June 25, 2013
July 25, 2013	July 2, 2013
August 8, 2013	July 9, 2013
August 22, 2013	July 16, 2013
	July 23, 2013
	July 30, 2013
	August 6, 2013
	August 13, 2013
	August 20, 2013

4. The members of the Negotiating Panels and the Secretariat are as follows:

DepEd Management Panel

- a. Usec. Alberto T. Muyot
- b. Usec. Francisco M. Varela
- c. ASec. Armando C. Ruiz
- d. Dir. Robert M. Agustin
- e. Mr. Ramon Diel G. Abcede

DepEd Management Panel Alternates

- a. ASec. Jesus L.R. Mateo
- b. ASec. Lorna Dig-Dino

DepEd Management Panel Secretariat

- a. Atty. Angela Lysa L. Balacano
- b. Mr. Mark Vincent O. Chua
- c. Ms. Marienelle G. Blacer
- d. Ms. Leslie Rose S. Lontok
- e. Ms. Dolores Blanquita D. Bautista

DepEd Union Panel

- a. Atty. Domingo B. Alidon
- b. Mr. Johny G. Balawag
- c. Atty. Renato S. Bartolo, Jr.
- d. Mr. Dalmacio C. Sabio
- e. Atty. Jose B. Guibone

DepEd Union Panel Alternate

- a. Mr. Ervin V. Banza
- b. Mr. Jose G. Talosig
- c. Ms. Isabelita S. Sampayan
- d. Mr. Ronaldo Z. Carreon
- e. Ms. Al Rahimin T. Kenoh


DepEd Union Panel Secretariat

- a. Mr. Fidel E. Salosagcol
- b. Mr. Francis Allen B. Dela Cruz
- c. Mr. Efren Ll. Alcera
- d. Ms. Ingrid S. Juanday

5. An alternate can only attend a Negotiation Meeting as replacement for a Negotiating Panel member who is absent. The members of the Panel Secretariat shall attend the Negotiation Meetings and the Joint Secretariat Meetings.

6. During the conduct of these negotiation meetings, the members of the Negotiating Panels and the Secretariat shall be **on official business**. A travel authority shall be issued by their respective superiors (Regional Directors (RDs) and/or Schools Division/City Superintendent (SDS) for the participants from the Regional or Division Office). The transportation and incidental expenses of the participants shall be charged to OSEC Funds subject to the usual accounting and auditing rules and regulations.

7. Immediate dissemination of this Memorandum is desired.


BR. ARMIN A. LUISTRO FSC
Secretary

References:

Office Memorandum dated April 17, 2013

DepEd Memorandum: No. 28, s. 2013

To be indicated in the Perpetual Index
under the following subjects:

CONFERENCES
EMPLOYEES

OFFICIALS
SOCIETY or ASSOCIATIONS