



Republic of the Philippines
Department of Education

DEC 03 2012

DepEd MEMORANDUM
No. **216**, s. 2012

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

To: Undersecretaries
Assistant Secretaries
Bureau Directors
Regional Directors
Schools Division/City Superintendents

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 CNA 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 CNA 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).
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 CNA 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 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.



BR. ARMIN A. LUISTRO FSC
Secretary

Reference:

N o n e

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

COMMITTEE
EMPLOYEES
OFFICIALS
ORGANIZATIONS
TEACHERS

