



Public Sector Labor-Management Council

Civil Service Commission Central Office Building
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Tel. No. 931-80-71, Telefax No. 931-41-49

CNA Registration and Effectivity
(Amendments to Sections 1 and 4, Rule XIII
and Section 4, Rule XII of the Amended Rules
and Regulations of Executive Order No. 180)
X-----X

PSLMC Resolution No. 02, s. 2007

WHEREAS, the CSC-Personnel Relations Office (CSC-PRO), Secretariat to the Public Sector Labor-Management Council (PSLMC) receives queries from a number of agency management and employees' association/union alike relative to the effectivity date of the registration of Collective Negotiation Agreement (CNA);

WHEREAS, Section 4, Rule XII (Collective Negotiations) of the Amended Rules and Regulations of Executive Order No. 180 provides that the CNA shall take effect upon its signing by the parties and ratification by the majority of the rank-and-file employees in the negotiating unit;

WHEREAS, it has been observed by the CSC-PRO that employees' associations/unions, specifically those in national government agencies, are not able to comply with the documentary requirements for CNA registration within thirty (30) calendar days as provided for in Sections 1 and 4, Rule XIII (Registration of Collective Negotiation Agreements) of the Amended Rules and Regulations of Executive Order No. 180;

WHEREAS, employees' associations/unions, particularly those with a large membership in their negotiating unit or those with members in regional/field offices and attached agencies, have manifested that they experience difficulty in getting the signatures of the majority of the rank-and-file employees for the CNA ratification;

WHEREAS, the PSLMC recognizes that the delay in the submission of the ratification requirements for CNA registration would definitely extend the life of the CNA, to the detriment of both parties, as follows: 1) for the agency management, specifically if there are provisions for the grant of benefits and/or CNA incentives which are no longer implementable and/or sustainable given the new programs and projects of the new management; 2) for the association/union, if there is a need for them to re-negotiate better terms and conditions of employment or improvements thereof not fixed by law;

WHEREAS, the PSLMC, aware of the difficulties of the employees' associations/unions in complying with the ratification requirement within the prescribed period set in the Rules, sees the need to establish a more practical mechanism for CNA registration of employees' associations/unions;

WHEREFORE, the Council **RESOLVES** as it hereby **RESOLVED** to amend **Section 1 and 4, Rule XIII (Registration of Collective Negotiation Agreements)** of the Amended Rules of Executive Order No. 180 to read, as follows:

"Section 1. Where to file.— Within ninety (90) calendar days from the execution of a Collective Negotiation agreement (CNA), the parties thereto shall submit to the CSC-PRO, four (4) signed original copies of the agreement, together with the requirements for CNA registration enumerated in the succeeding Section.

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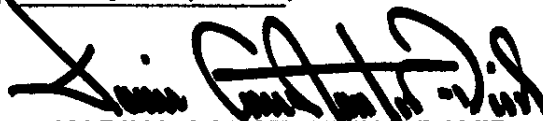
"Section 4. Action on the application. – xxx The applicant-employees' organization has ten (10) calendar days from receipt of the notice to submit the lacking requirements, otherwise the application for registration shall be denied.

RESOLVED FURTHER, that Section 4, Rule XII (Collective Negotiations) shall read as follows:

"Section 4. Effectivity of the CNA. – The CNA shall take effect upon its signing by the parties and ratification by majority of the rank-and-file employees in the negotiating unit. The ratification, however, shall not be beyond ninety (90) calendar days after the signing of the CNA by the parties concerned. Otherwise, the application for registration shall be denied."

The Resolution shall take effect immediately.

Quezon City, July 19, 2007



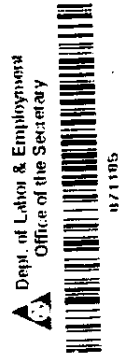
KARINA CONSTANTINO-DAVID
Chair, Civil Service Commission
CHAIR





ARTURO D. BRION


Secretary, Department of Labor and Employment
VICE CHAIR



ABSENT

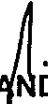
RAUL M. GONZALEZ

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MEMBER



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004032



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Attested by:



MARIA LETICIA G. REYNA
Director IV, Personnel Relations Office
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Chair, PSLMC Secretariat