



# Public Sector Labor-Management Council

Civil Service Commission Central Office Building  
Batasang Pambansa Complex, Constitution Hills, Diliman, 1126 Quezon City  
Telefax No. 931-4149

## GUIDELINES ON THE LIFETIME AND AUTOMATIC RENEWAL CLAUSE OF COLLECTIVE NEGOTIATION AGREEMENTS (CNAs)

Re: Amending PSLMC Resolution No. 2,  
s. 1991 and PSLMC Resolution No.1, s. 2014  
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Number: 1, s. 2022

Promulgated: MAY 13, 2022

### PSLMC RESOLUTION

**WHEREAS**, Rule VIII of the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize recognized the accredited Employees' Organization (EO) as the sole and exclusive representative of the rank and file employees of the agency in negotiating with the management on terms and conditions of employment not fixed by law.

**WHEREAS**, PSLMC Resolution No. 2, s. 1991 (Policies on Accreditation) states that the Collective Negotiation Agreement shall in no case have a lifetime of more than three (3) years and PSLMC Resolution No. 2, s. 2007 stipulates that a CNA has a maximum effectivity period of three (3) years upon its signing and ratification and the EO must renegotiate within sixty (60) calendar days prior to its expiration to bar any challenge by another registered EO in the same organizational unit;

**WHEREAS**, PSLMC Resolution No. 1, s. 2014 Re: Clarification on the Automatic Renewal of Collective Negotiation Agreement (CNA) allows a maximum extension period of six (6) months for an EO to renegotiate with its management;

**WHEREAS**, the EO is obliged to forge its CNA sixty (60) days prior to the expiration of the three (3) - year lifetime in consideration of the CNA's intended benefits for the rank and file employees;

**WHEREAS**, a large number of CNAs have not been renewed on time due to various factors like: 1) difficulty of both the Management and the EO to find common schedule to negotiate; 2) members of some EOs are stationed in various islands in their region; 3) cluster offices of some EOs are regionally scattered, etc.

**WHEREAS**, EOs and the management experience difficulty to convene and forge an agreement between them within the six (6) - month automatic renewal as prescribed under the said Resolution.

**WHEREFORE**, the Council **RESOLVES**, as it hereby **RESOLVED** to amend PSLMC Resolution No. 2, s. 1991 and PSLMC Resolution No.1, s. 2014 and prescribes the following guidelines on the lifetime and automatic renewal of Collective Negotiation Agreements (CNAs):

- 1) CNAs in all agencies shall have a lifetime of four (4) years; and
- 2) All CNAs, regardless of the presence of an “automatic renewal clause” provision may be granted an extension of a maximum of one (1) year after its expiration, provided the employees’ organization has shown proof of an earnest effort to renegotiate with the management within sixty (60) calendar days prior its expiration.

Notwithstanding the foregoing, the parties may negotiate a supplemental agreement or a new CNA during its lifetime.

All issuances inconsistent herewith are hereby repealed or amended accordingly.

This Resolution shall take effect after fifteen (15) days from the date of publication in the Official Gazette, or in a newspaper of general circulation.

Quezon City.



**ALICIA dela ROSA-BALA**  
Chairperson, Civil Service Commission  
**CHAIRPERSON**



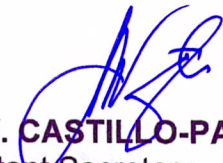
**ANA C. DIONE**  
Undersecretary  
FOR

**SILVESTRE H. BELLO III**  
Secretary, Department of Labor and Employment  
**VICE-CHAIRMAN**





**GIL S. BELTRAN**  
Undersecretary  
FOR  
**CARLOS G. DOMINGUEZ**  
Secretary, Department of Finance  
**MEMBER**



**MARGARET V. CASTILLO-PADILLA**  
Assistant Secretary  
FOR  
**MENARDO I. GUEVARRA**  
Secretary, Department of Justice  
**MEMBER**



**TINA ROSE MARIE L. CANDA**  
Officer-in-Charge, Department of Budget and Management  
**MEMBER**



Attested by:



**MA. THERESA C. FERNANDEZ**  
Acting Director IV, Human Resource Relations Office  
Civil Service Commission  
**Head, PSLMC Secretariat**