



Public Sector Labor-Management Council

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

**PROVISION OF EMPLOYEES'
ORGANIZATION – MANAGEMENT
CONSULTATIVE COMMITTEE IN
THE COLLECTIVE NEGOTIATION
AGREEMENT (CNA)**

Number: 2, s. 2022

Promulgated: May 13, 2022

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PSLMC RESOLUTION

WHEREAS, Section 3, Article 13 of the 1987 Philippine Constitution avowed that the State shall regulate the relations between workers and employers, recognizing the right of labor to its just share in the fruits of production and the right of enterprises to reasonable returns to investments, and to expansion and growth;

WHEREAS, Section 1 (i) of Rule 1 of the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize defines Collective Negotiation Agreement (CNA) as the negotiated contract between an accredited employees' organization representing a negotiating unit and the employer/management concerning terms and conditions of employment and improvements thereof that are not fixed by law;

WHEREAS, Section 2 of Rule 2 provides that employees in agencies of the national government and their regional offices, attached agencies and their regional offices, state universities and colleges, government-owned or controlled corporations with original charters, and local government units, can form, join or assist employees' organizations, labor-management committees, work councils and other forms of employees' participation schemes of their own choosing for the purposes above-stated;

WHEREAS, there is a need to create an Employees' Organization – Management Consultative Committee (Committee, for brevity) or a similar body composed of representatives from management and the Sole and Exclusive Negotiating Agent (SENA) which shall monitor the implementation of the CNA provisions and shall foster better relations between labor and management;

WHEREFORE, foregoing premises considered, the Council **RESOLVES** to require the establishment of an Employees' Organization – Management Consultative Committee in all agencies, subject to the following guidelines:

Section 1: The Composition of the Committee.

The Committee shall be composed of not more than five (5) members each from the management and the accredited employees' organization and shall be constituted before the start of negotiations. The SENA will identify its representatives to the Committee.

Section 2: The Committee shall exercise the following duties and responsibilities during the lifespan of the CNA:

- a. Upon submission of the CNA proposal by the SENA, the management will present the financial records, cost-cutting or systems improvement measures and submit recommendations through a written resolution to the negotiating panel;
- b. To identify economic benefits stipulated in the CNA that were disallowed by COA, if any, and the reasons thereof and to know the actions taken by both management and employees' organization;
- c. To monitor the implementation of CNA provisions;
- d. To resolve CNA related issues on grievance machinery pursuant to PSLMC Resolution dated October 25, 2011; and
- e. Perform other related functions as may be determined by the Committee.

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
Commissioner, Civil Service Commission
CHAIRPERSON



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ANA C. DIONE

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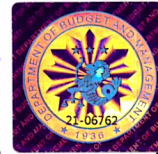
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Attested by:

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Acting Director IV, Human Resource Relations Office
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