



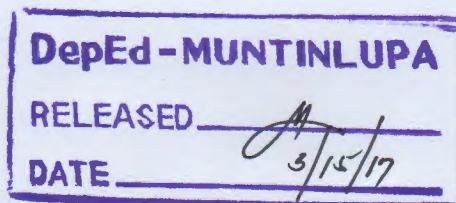
Republic of the Philippines
Department of Education
National Capital Region

SCHOOLS DIVISION OFFICE CITY OF MUNTINLUPA

March 13, 2017

MEMORANDUM


To: OIC- Asst. Schools Division Superintendent
Chief Education Supervisor, SGOD
Chief Education Supervisor, CID
Administrative Officer V
All Public Secondary School Principals/OICs
All Others Concerned



SUPPLEMENTAL TO THE COLLECTIVE NEGOTIATION AGREEMENT (CNA)

Attached is DepEd Order No. 24, s. 2017 re: Supplemental to the Collective Negotiation Agreement (CNA) dated February 22, 2017, the contents of which are self-explanatory, for information and guidance of all concerned.

Immediate and wide dissemination of this Memorandum is desired.


MAURO C. DE GULAN, Ed. D.
Schools Division Superintendent





Republika ng Pilipinas
(Republic of the Philippines)

KAGAWARAN NG EDUKASYON
(DEPARTMENT OF EDUCATION)

PAMBANSANG PUNONG REHIYON
(NATIONAL CAPITAL REGION)

Daang Misamis, Bago Bantay, Lungsod Quezon
(Misamis St., Bago Bantay, Quezon City)

Department of Education
National Capital Region

RECORDS AND PUBLICATION UNIT

RELEASED

By: _____
Date: _____ Time: _____

01 MAR 2017

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Regional Memorandum

No. 24, s. 2017

February 22, 2017

To : Schools Division Superintendents
Public School Principals/Heads

SUPPLEMENTAL TO THE COLLECTIVE NEGOTIATION AGREEMENT (CNA)

1. The Collective Negotiation Agreement(CNA) between the DepEd-NCR and the Alliance of Concerned Teacher Union (ACT-NCR Union) is registered with Civil Service Commission(CSC) which issued a Certificate of Registration. However, as observed by the Director of the Human Resource Relations Office of the CSC, Article XIX thereof entitled "CNA Incentive" did not specify the cost-cutting measures/systems improvement which shall be the source of savings to be used for the grant of monetary benefits/CNA incentives.
2. Accordingly, DepEd-NCR and ACT-NCR Union executed a **Supplemental** to the CNA on August 5, 2016 providing for the cost-cutting measures to be adopted by public schools in the Region. The same was acknowledged and duly noted by the Civil Service Commission. A copy of the Supplemental to the CNA is attached, for guidance and information.
3. Pursuant to *DBM Circular No. 2016-7* dated December 1, 2016, CNA Incentive shall be sourced solely from allowable MOOE allotments provided that the same have become available as a result of cost-cutting and systems improvement measures undertaken by the agencies in the use of the MOOE only on the following items:
 - a. Travelling Expenses;
 - b. Communication Expenses;
 - c. Repairs and Maintenance;
 - d. Transportation and Delivery Expenses;
 - e. Supplies and Materials; and
 - f. Utility Expenses

DIVISION OF CITY SCHOOLS
 RECEIVED _____
 DATE 3/2/17
 TIME 8:15
CITY OF MUNTINLUPA

4. The savings to be realized by schools from the above items chargeable against MOOE and from the cost-cutting measures as provided by the Supplemental to the CNA shall be used as source for CNA incentive of teaching personnel and



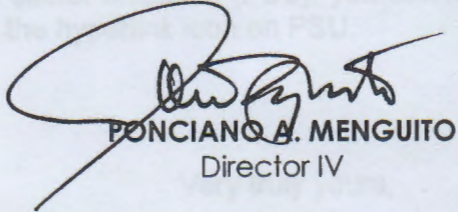
August 17, 2018

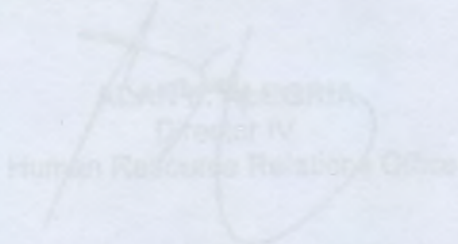
school heads. As such, school heads and school personnel are encouraged to jointly promote the observance of the identified cost-cutting measures and systems improvement to realize savings.

5. At the end of every fiscal year, the Division Accountants shall submit a report and certification as to the realized savings, if any. The total savings shall be requested to the DBM for realignment to CNA Incentive.
6. Immediate and wide dissemination of this Memorandum is advised.
7. For information and compliance.

For more information about public sector unions (PSU), you can log on to our website www.csc.gov.ph and access the link to PSU.

Thank you.


PONCIANO A. MENGUITO
Director IV


Director IV
Human Resource Relations Office



August 17, 2016

MR. PONCIANO A. MENGUITO
Director IV
Department of Education – NCR
Misamis St., Bago Bantay
Quezon City

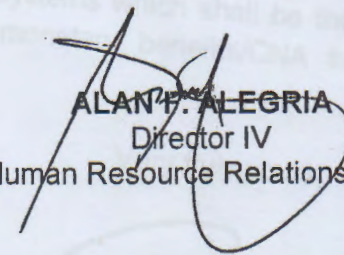
Dear *Director Menguito*:

This is to acknowledge receipt copy of the Supplemental to the CNA between DepEd-NCR and ACT-NCR Union re: cost-cutting measure/system, the contents of which have been duly noted.

For more information about public sector unionism (PSU), you can log on to our website www.csc.gov.ph and access the hyperlink icon on PSU.

Thank you.

Very truly yours,


ALAN F. ALEGRIA
Director IV
Human Resource Relations Office

Pro/racd/add/mla/Acknow deped sug 2016

cc

SUPPLEMENTAL TO THE COLLECTIVE NEGOTIATION AGREEMENT

RECEIVED
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BY: *fel-csc-p.41*

WHEREAS, ACT-NCT Union and DepEd-NCR entered a Collective Negotiation Agreement on May 29, 2015;
WHEREAS, the parties agree in the spirit of CNA incentive under CNA, that they will perform guidelines of the DDM.

August 9, 2016

ALAN F. ALEGRIA
Director IV
Human Resource Relations Office
Civil Service Commission
CSC Building, IBP Road, Constitution Hills
Quezon City

Department of Education
- National Capital Region
RECORDS AND PUBLICATION UNIT
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Dear Director Alegria :

By: _____
Date: August 11/16

Greetings!

As suggested in the letter of that Office dated August 27, 2015 relative to the Collective Negotiation Agreement (CNA) between DepEd-NCR and ACT-NCR Union, enclosed is a copy of the Supplemental to the CNA entered into by both parties, re: cost-cutting measures/systems which shall be the sources of savings to be used for the grant of monetary benefits/CNA incentive, for consideration and approval.

Very truly yours,

Ponciano A. Menguito
PONCIANO A. MENGUITO
Director IV *nx*

Handwritten notes on the left margin:
1. Reduce electric consumption by, among others, turning off air conditioning unit and any other electrical equipment in vacant rooms and all electrical units not in actual use, maintaining the use of natural light, repairing defective faucets and water closets, and following pipe and discouraging wasteful water use practices;
2. Observe proper use and care of office equipment and facilities;
3. Promote paperless transactions and communication through the use of electronic transmission;
4. Reduce the number of travel arrangements;
5. Encourage alternative delivery mode of instruction during weekdays to compensate for the loss of school days in major holiday seasons.

SUPPLEMENTAL TO THE COLLECTIVE NEGOTIATION AGREEMENT

WHEREAS, ACT-NCR Union and DepEd-NCR entered a Collective Negotiation Agreement on May 26, 2015.

WHEREAS, the parties agree on the grant of CNA incentive under XIX of the CNA, pursuant to pertinent guidelines of the DBM;

WHEREAS, upon submission of the CNA to the Civil Service Commission (CSC), the Director of the Human Resource Relations Office of the CSC issued comments/suggestions. particularly for Article XIX, it was noted that the parties failed to include cost-cutting measures/systems which shall be the sources of savings to be used for the grant of monetary benefits/CNA incentive;

WHEREAS, Budget Circular No. 2006-001, item 7.1.1 requires that savings must be generated out of the cost-cutting measures identified in the CNAs and supplements thereto and in the absence thereof, there can be no source of fund for the grant of CNA incentive;

WHEREAS, both parties are committed to adopt measures to promote productivity, efficiency and economy of operation in fulfilling all objectives and performance targets; that, savings generated from cost-cutting measures shall be used as sources of CNA incentives for all academic rank and file, subject to applicable laws, regulations and circulars on CNA incentives;

WHEREAS, both parties shall support and promote the observance of the cost-cutting measures herein adopted;

WHEREFORE, after meetings of the parties represented by their authorized representatives, the parties hereby adopt the following cost-cutting measures to be made as supplement to the CNA, and to support and promote the observance thereof in all public schools, to wit:

1. Reduce electric consumption by, among others, switching off lights, air conditioning unit and any other electrical equipment in vacant classrooms and all electrical units not in actual use, maximizing the use of natural lights;
2. Reduce water consumption by, among others, monitoring and immediately reporting defective faucets and water closets, and leaking pipe and discouraging wasteful water use practices;
3. Observe proper use and care of office equipment and facilities.
4. Promote paperless transactions and communications through the use of electronic transmission;
5. Reduce the number of travel entourage;
6. Encourage alternative delivery mode of instruction during weekdays to compensate for the loss of school days to avoid Saturday classes.

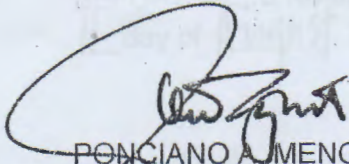
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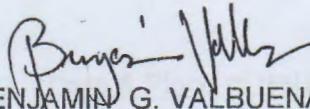
AUG 05 2016

IN WITNESS HEREOF, the parties affixed their signature this _____ of 2016
at DepEd-NCR, Quezon City

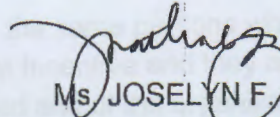
FOR THE
DEP-NCR :

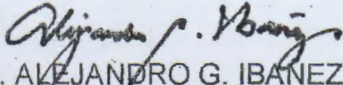
FOR THE
ACT-NCR UNION :

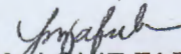

PONCIANO A. MENGUITO
Chairman



BENJAMIN G. VALBUENA
Chairman

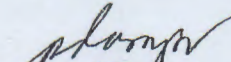
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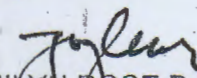

Ms. JOSELYN F. MARTINEZ

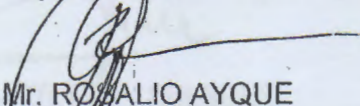

Dr. ALEJANDRO G. IBANEZ

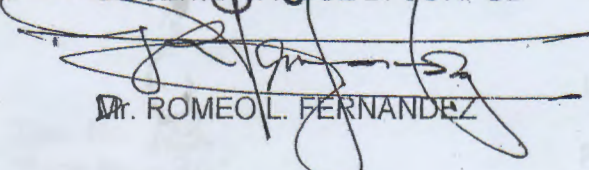

Mr. LOUIE ZABALA

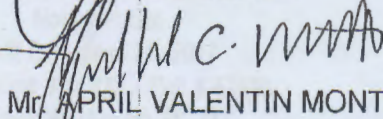

Ms. RITA E. RIDDLE


Dr. PRISCILLA D. AMPUAN


Dr. JENILYN ROSE B. CORPUZ


Mr. ROZALIO AYQUE


Dr. ROMEO L. FERNANDEZ


Mr. APRIL VALENTIN MONTES

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ACKNOWLEDGEMENT

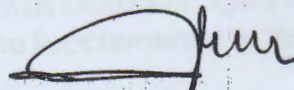
REPUBLIC OF THE PHILIPPINES)
QUEZON CITY, METRO MANILA) S.S.

BEFORE ME, a Notary Public , for and in Quezon City, Metro Manila, this
11 day of August, 2016, personally appeared :

Name	Valid Government I.D.	Date & Place of Issue
1. Ponciano A. Menguito	DepEd - ncr ID	Quezon City
2. Benjamin G. Valbuena	PPC	Manila

All known to me and to me known to be the same persons who executed the foregoing Collective Negotiation Agreement Incentive and they acknowledged to me that the same is their free act and voluntary deed and of the organizations they duly represent.

In witness whereof, I have hereunto set my hand and affixed my Notarial Seal on the date and at the place first above written.


ATTY. JOYLYN P. DULNUAN
 Notary Public
 Until December 31, 2017
 IBP Lifetime # 05822 / Roll # 52586
 DepEd-NCR, Muamin St., Q.C.
 PTR No. 2209427 / 01-08-2016 Q.C.

Doc. No. 173 :
Page No. 36 :
Book No. I :
Series of 2016

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 - Middle signature: *[Signature]*
 - Bottom signature: *[Signature]*
 - Other markings: *173*, *36*, *I*, *2016*