



Public Sector Labor-Management Council

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

**AMENDMENT TO SECTION 2, RULE XVI
OF THE AMENDED RULES AND
REGULATIONS OF EXECUTIVE ORDER
NO. 180**

Re: Unfair Labor-Management Practices

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Number: 4 . S 2017

Promulgated: 14 MAR 2017

PSLMC RESOLUTION

WHEREAS, Rule XVI of the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize (Amended Rules and Regulations, for brevity) provides for the acts that shall constitute Unfair Labor-Management Practices;

WHEREAS, pursuant to Rule XVI of said Amended Rules and Regulations, Unfair Labor-Management Practices may be committed by the heads of offices and other officers of the agency as well as officers and members of an employees' organization;

WHEREAS, the last paragraph of said Section 2 of Rule XVI, provides that the heads of offices and other officers of the agency as well as officers and members of the employees' organization who participate or authorize an unfair labor-management practice shall be held administratively liable for Conduct Prejudicial to the Best Interest of the Service or such other administrative offenses as maybe warranted;

WHEREAS, Conduct Prejudicial to the Best Interest of the Service is a grave offense which is punishable by suspension of six (6) months and one (1) day to one (1) year for the first offense and dismissal from the service for the second offense pursuant to Rule 10, Section 46 (B) of the Revised Rules on Administrative Cases in the Civil Service (RRACCS);

WHEREAS, the Civil Service Commission (CSC) promulgated the RRACCS to govern the disciplinary and non-disciplinary proceedings in administrative cases in the Civil Service;

WHEREAS, Conduct Prejudicial to the Best Interest of the Service is a grave offense within the jurisdiction of the Civil Service Commission pursuant to Section 12 (2), Chapter 3, Title I, Subtitle (A), Book V of the Administrative Code of 1987 (Executive Order No. 292) and not with the Public Sector Labor-Management Council (PSLMC);

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WHEREAS, there is a need to amend the last paragraph of Section 2, Rule XVI of the Amended Rules and Regulations of Executive Order No. 180 to conform with the provisions of Book V of the Administrative Code of 1987.

WHEREFORE, the PSLMC **RESOLVES**, as it hereby **RESOLVED** to amend the last paragraph of Section 2, Rule XVI of the Amended Rules and Regulations of Executive Order No. 180 to read as follows:

RULE XVI
UNFAIR LABOR-MANAGEMENT PRACTICES

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“When no motion for reconsideration or appeal to proper higher authority or body within the prescribed period is made by any party, decisions of the PSLMC finding the respondent liable for Unfair Labor-Management Practice shall become final.

“The findings of the PSLMC shall be forwarded to the Civil Service Commission or any appropriate agency for the conduct of disciplinary proceedings against those concerned.”

This PSLMC Resolution shall take effect immediately upon its approval.

Quezon City.


ALICIA dela ROSA-BALA

Chairperson, Civil Service Commission
CHAIRPERSON



JOEL B. MAGLUNSOD
Undersecretary
FOR

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



VITALIANO N. AGUIRRE II
Secretary, Department of Justice
MEMBER



GIL S. BELTRAN
Undersecretary
FOR

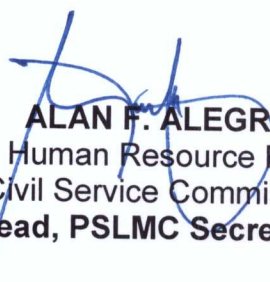
CARLOS G. DOMINGUEZ
Secretary, Department of Finance
MEMBER



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BENJAMIN E. DIOKNO
Secretary, Department of Budget and Management
MEMBER

Attested by:



ALAN F. ALEGRIA
Director IV, Human Resource Relations Office
Civil Service Commission
Head, PSLMC Secretariat