



# Public Sector Labor-Management Council

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

## REPEAL OF SECTION 5, RULE XIII OF THE AMENDED IMPLEMENTING RULES AND REGULATIONS OF EXECUTIVE ORDER NO. 180

Re: CSC-HRRO comments on registered  
Collective Negotiation Agreements  
(CNAs)

X-----X

Number: 3.S2020

Promulgated: 30 JUN 2020

### PSLMC RESOLUTION

**WHEREAS**, under Rule XIII of the Amended Rules and Regulations of Executive Order No. 180, registration of Collective Negotiation Agreements (CNAs) forged between employees' organizations and agencies is lodged with the Civil Service Commission – Personnel Relations Office (now Human Resource Relations Office);

**WHEREAS**, Section 5 of said Rule XIII provides that “(S)imultaneous to the issuance of the certificate of registration, **the CSC-PRO (now CSC-HRRO) shall point out the provisions in the agreement which are non-negotiable, hence unenforceable, despite the registration of the agreement**”;

**WHEREAS**, some concerns from various employees' organizations have surfaced regarding the implementation of the aforequoted provision, which have affected the collective negotiation process, in particular, and the organizational relations between these associations and their management, in general;

**WHEREAS**, cognizant of these concerns, the Council, during its Council Meeting on July 20, 2017, resolved to discontinue the implementation of said provision;

**WHEREAS**, there is a need to further institutionalize said policy change, for the proper guidance of all concerned;

**WHEREFORE**, foregoing premises considered, the Council hereby resolves, as follows:

1. To repeal Section 5, Rule XIII of the Amended Implementing Rules and Regulations of Executive Order No. 180;

2. To amend Section 6 Rule XIII of the Amended Implementing Rules and Regulations of Executive Order No. 180 to read, as follows:

*"Section 5. **Effects of registration.** – Upon issuance of the certificate of registration, no petition questioning the majority status of the incumbent exclusive negotiation representative shall be entertained. Neither shall a certification election be conducted by the DOLE-BLR nor shall a certificate of accreditation be issued by the CSC-HRRO outside the freedom period.*

*The registration of the CNA will not validate any provisions therein that are contrary to law, morals, good customs, public policy and public order."*

All other provisions found to be inconsistent herewith are deemed repealed or modified accordingly.

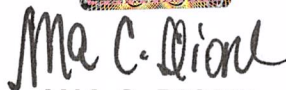
Quezon City.

  
**ALICIA dela ROSA-BALA**

Chairperson, Civil Service Commission

**CHAIRPERSON**





**ANA C. DIONE**

Undersecretary

FOR

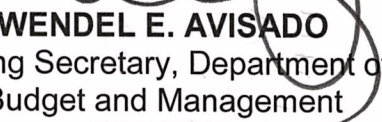
**SILVESTRE H. BELLO III**


Secretary, Department of Labor and Employment

**VICE-CHAIRPERSON**





  
**WENDEL E. AVISADO**  
Acting Secretary, Department of  
Budget and Management  
**MEMBER**

  
**MENARDO I. GUEVARRA**  
Secretary, Department of Justice  
**MEMBER**

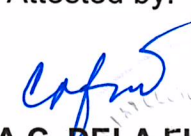
Department of Justice  
CN: 0202003122



  
**GIL S. BELTRAN**  
Undersecretary  
FOR

**CARLOS G. DOMINGUEZ**  
Secretary, Department of Finance  
**MEMBER**

Attested by:

  
**CECILIA C. DELA FUENTE**  
Director IV, Human Resource Relations Office  
Civil Service Commission  
**Head, PSLMC Secretariat**