



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 OF SECTION 1, RULE IV
OF THE AMENDED RULES AND
REGULATIONS OF E.O. NO. 180**

Re: Election of Officers of an Employees'
Organization

X- X

Number: 6, s. 2023

Promulgated: July 14, 2023

RESOLUTION

WHEREAS, Section 2 (5), Article IX B of the 1987 Constitution provides that the right to self-organization shall not be denied to government employees;

WHEREAS, Section 15 of Executive Order (E.O.) No. 180 constituted the Public Sector Labor-Management Council (Council) to implement the policy of the State on the exercise of the right of government employees to self-organization, through the promulgation of the necessary rules and regulations;

WHEREAS, the Council recognizes the limitations brought by the Coronavirus 2019 (COVID-19) health event, its quarantine restrictions, and all other similar unforeseen situations or calamities and/or public emergency situations affecting the conduct of elections of Officers of Employees' Organizations; and

WHEREAS, there is a need to amend Rule IV of the Implementing Rules and Regulations (IRR) of E.O. No. 180 to allow other modes of conducting the election.

WHEREFORE, the Council **RESOLVES** as it hereby **RESOLVED**, to add Item (d) under Section 1 to read as follows:

"xxx"

- d) Alternative platforms/ channels may be used in the conduct of election of officers of the Employees' Organization (EO) other than the physical casting of votes, provided that the following guidelines shall be observed to safeguard the online process and to make sure that more members will be able to participate:
 - i. The COMELEC shall develop the ballots in Google form or any other reliable applications (e.g. Microsoft form, Jot form, etc.) from which all the eligible voters can cast their votes;

- ii. Thirty (30) calendar days will be allotted for the development of the online election system and another thirty (30) days for the implementation of the system. The assistance of the Agency's Information Technology (IT) personnel may be requested from the management or the EO itself may provide its own IT personnel to develop the system including its test run;
- iii. The assistance from the agency's IT personnel to develop the online system of election may be included in the Collective Negotiation Agreement (CNA);
- iv. The COMELEC shall designate administrators from among themselves who shall have access to the system and ensure the secrecy and sanctity of the votes cast;
- v. The COMELEC shall issue a certification that the online system of election to be used has been tested prior the actual conduct;
- vi. The parties involved shall also certify that the system is secured and is in accordance with their electoral guidelines;
- vii. All officers, members and eligible voters of the EO shall be informed of the implementation of the online election at least thirty (30) days prior to the election date to provide them ample time to submit to the COMELEC their official or active email addresses as well as provide the COMELEC reasonable time to verify the authenticity and establish the masterlist of voters;
- viii. The COMELEC shall, prior to the election, certify to the completeness and correctness of the masterlist of eligible voters and that no eligible voter or member was omitted or disregarded;
- ix. The link which must be given only to the eligible voters shall be provided by the COMELEC administrator/s or any authorized COMELEC member who will keep it secured until the final release of the results;



- x The COMELEC shall provide an advisory containing all the information relative to the efficient conduct of the online election that must be posted both online and in at least two (2) conspicuous places in the Agency/Organization to reach everyone on Work From Home (WFH) arrangement and those who are reporting on site;
- xi The COMELEC shall see to it that all eligible voters can access the election system and must encourage them to vote during the scheduled date and time of election;
- xii After the cut-off period for casting of votes, the COMELEC shall immediately count the votes and announce the results. For this purpose, the COMELEC shall prepare the minutes of the proceedings;
- xiii The election of officers may also be conducted using a hybrid format of on-site and online processes;
- xiv Absentee voters may be allowed provided they have proof of absence and are provided in the COMELEC guidelines; and
- xv The amended Constitution-and-By-Laws incorporating the alternative mode of election shall be submitted to the DOLE-BLR and CSC for updating of records.

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

Quezon City.



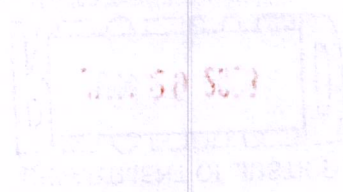
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Attested by:


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