



Republic of the Philippines
OFFICE OF THE CITY MAYOR
City of La Carlota
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EXECUTIVE ORDER No. 02
Series of 2021

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**ORGANIZATION OF LA CARLOTA CITY GOVERNMENT MANAGEMENT
NEGOTIATION PANEL (LCCMNP) ON COLLECTIVE NEGOTIATION
AGREEMENT(CNA)**

WHEREAS, Executive Order No. 180, dated June 1, 1987 and the Implementing Rules and Regulations Governing the Exercise of the Right of Government Employees to Self – Organization, thereby conferring upon it the right to be certified/accredited, subject to the conditions prescribed in said Executive Order and Implementing Rules, as a sole representative of the rank-and-file employees to negotiate for them, and to undertake activities not contrary to law or public policy for the furtherance of the interest of its members;

WHEREAS, Certificate of Registration No. 2424 was jointly approved and given to the La Carlota City Government Employees Association by the Department of Labor and Employment and the Civil Service Commission;

WHEREAS, DILG Memorandum Circular No. 2019-72 provides for the Guidelines on Accreditation of Civil Society Organizations and Selection of Representatives to the Local Special Bodies;

WHEREAS, SP Resolution No. 2020-143 approves the application for Accreditation of La Carlota City Government Employees Association (LCCGEA);

WHEREAS, as provided in Primer on Collective Negotiation Agreement, the Employees Association (Union) can negotiate and/or enter into Collective Negotiable Agreement with the management only after a certificate of union accreditation is issued and within one (1) year the union shall submit its CNA proposal to management.

NOW THEREFORE, I, REX R. JALANDO-ON, Mayor of La Carlota City, Province of Negros Occidental, by virtue of the power and authority vested in me by law, do hereby organize the LA CARLOTA CITY GOVERNMENT NEGOTIATION PANELS(LCCNP) ON COLLECTIVE NEGOTIATION AGREEMENT(CNA).

SECTION 1. COMPOSITION OF THE NEGOTIATION PANEL. The La Carlota City Government Management Negotiation Panels shall be composed of the following:

Chairman : **HON. REX R. JALANDO-ON, MD, MPM**
City Mayor

Members : **HON. DAVID T. BAGA**
City Vice Mayor

MRS. MARLENE E. GARGANTIEL, MPA
Acting City Administrator/City Budget Officer

MR. ROMMEL C. TAM
HRMO

ATTY. ROGER R. JALANDO-ON
Executive Assistant II

HON. JOSE LUIS A. JALANDONI
SP Member

MR. JEFFREY E. RUMBINES, CPA
City Accountant

SECTION 2. DUTIE/S AND RESPONSIBILITIE/S. The Management Negotiation Panel shall perform the following functions:

- a. Represent the management and/or administration during the negotiation proceeding with the La Carlota City Government Employees Association; and
- b. Consider/review the CNA proposal of the La Carlota City Government Employees Association.

SECTION 3. SUBJECT OF NEGOTIATION. The following shall be the subject of negotiation:

- a. Schedule of vacation and other leaves;
- b. Personal growth and development;
- c. Communication system-internal (lateral and vertical, external);
- d. Work assignment/reassignment.detasil/transfer;
- e. Distribution of work load;
- f. Provision of protection and safety;
- g. Provision of handicapped personnel;
- h. Provision of first aid medical services and supply;
- i. Physical fitness program;
- j. Provision for family planning services for married women;
- k. Annual medical/physical examination;
- l. Recreational, social, athletic and cultural activities and facilities;
- m. CNA incentive pursuant to PSLMC Resolution No. 4, s. 2002 and Resolution No. 2, s. 2003;
- n. Such other concerns which are not prohibited by law and CSC rules and regulations;
- o. Other benefits allowed by law; and
- p. Other matters pertaining to local government operation.

SECTION 3. REPEALING/ AMENDATORY CLAUSE. Any or all Executive Orders previously issued that are inconsistent with this directive shall hereby be deemed revised, repealed or modified accordingly. This order shall be subjected to future revision depending on the future issuances of the Provincial Government and National Agencies.

SECTION 4. EFFECTIVITY. This Executive Order shall take effect upon its signing.

Done and dated this 12th day of January in the year of the Lord Twenty and Twenty One at La Carlota City, Negros Occidental, Philippines.


REX R. JALANDO-ON, MD, MPM
City Mayor