



# Public Sector Labor-Management Council

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

CLARIFICATION ON THE  
AUTOMATIC RENEWAL OF  
COLLECTIVE NEGOTIATION  
AGREEMENT (CNA)

Number: 1, s. 1014

Promulgation: 14 MAR 2014

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## PSLMC RESOLUTION

**WHEREAS**, the 1987 Constitution, Executive Order No. 180 and the Amended Implementing Rules and Regulations (IRR) of Executive Order No. 180 govern unionism in the public sector and recognize the rights of government employees to self-organization and enter into Collective Negotiation Agreement (CNA);

**WHEREAS**, PSLMC Resolution No. 2, s. 1991 (Policies on Accreditation) states that "the collective negotiation agreement shall in no case have a lifetime of more than three (3) years";

**WHEREAS**, Section 4, Rule XII (Collective Negotiations) of the Amended Implementing Rules and Regulations of Executive Order No. 180 states that "the CNA shall take effect upon its signing by the parties and ratification by the majority of the rank-and-file employees of the negotiating unit";

**WHEREAS**, the representation status of the accredited employees organizations may be challenged by other registered unions within the agency based on Section 13 (a) and (b), Rule VIII of the Amended Implementing Rules and Regulations of EO 180 to determine the official and sole bargaining representative of the rank-and-file for a new CNA;

**WHEREAS**, all accredited employees organization are required to submit to management a proposed CNA and shall observe Rule VII of the Amended Implementing Rules and Regulations (IRR) of EO 180 subject, however, to Section 7 of Rule XIII (Exceptions to the contract-bar rule) which states that "The registration of the CNA shall not constitute a bar to a certification election after a finding by the CSC-PRO that the supporting documents for registration were fraudulent, falsified or tainted with misrepresentation. In such case, the CSC-PRO shall order the cancellation of the registration of the CNA."

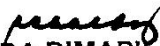
**WHEREAS**, the welfare of the rank-and-file employees is of paramount concern and the non-release of CNA incentive and other benefits on account of its expiration may result in unrest, demotivation and dissatisfaction among the rank-and-file employees, thereby affecting the delivery of efficient public service;

**WHEREFORE**, the Council **RESOLVES**, as it hereby **RESOLVED**, that the automatic renewal clause in a Collective Negotiation Agreement shall not bar the negotiating parties to earnestly enter into an agreement for the re-


negotiation/renewal of a CNA. All rights, privileges and benefits under the previous CNA shall be enjoyed by the rank-and-file employees pending negotiations for the renewal of the CNA and until conclusion of a final agreement within six (6) months from its expiration.

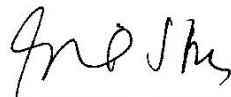
Quezon City.

  
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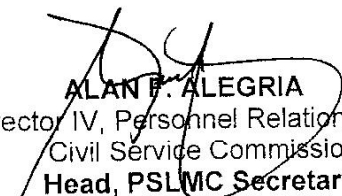
  
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Attested by:

  
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