



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF EDUCATION
NATIONAL CAPITAL REGION
SCHOOLS DIVISION OFFICE – MARIKINA CITY

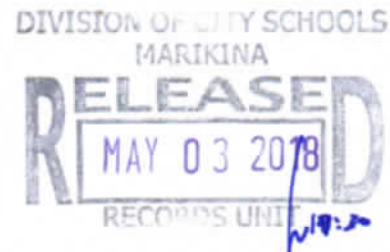
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May 2, 2018

MEMORANDUM TO:

Chief Education Supervisors, SGOD & CID
Elementary and Secondary School Heads
Officers-In-Charge
All Others Concerned
Public Schools Only



**OBSERVANCE OF THE FREEDOM PERIOD AND THE RIGHT TO ORGANIZE
UNDER THE COLLECTIVE NEGOTIATION AGREEMENT (CNA) BETWEEN
DEPED NCR AND ACT-NCR UNION**


Attached is DepEd-NCR Unnumbered Memorandum dated April 25, 2018 from the Office of the Regional Director re: **Observance of the Freedom Period and the Right to Organize under the Collective Negotiation Agreement (CNA) Between Deped NCR and ACT-NCR Union**, content of which is self-explanatory, for information and guidance.

Immediate and wide dissemination of this Memorandum is desired.

For:

SHERYLL T. GAYOLA
Officer-in-Charge
Office of the Schools Division Superintendent

By:


ELISA O. CERVEZA
Chief Education Supervisor, CID
OIC, Office of the Schools Division Superintendent



8

Republika ng Pilipinas
(Republic of the Philippines)
KAGAWARAN NG EDUKASYON
(DEPARTMENT OF EDUCATION)
PAMBANSANG PUNONG REHIYON
(NATIONAL CAPITAL REGION)
Daang Misamis, Bago Bantay, Lungsod Quezon
(Misamis St., Bago Bantay, Quezon City)

RECORDS AND PUBLICATION UNIT

RELEASED

By: 25 CL
Date: 25 APR 2018 Time: _____

MEMORANDUM

TO : Schools Division Superintendents
Public Elementary and Secondary School Heads
All Others Concerned

FROM : Office of the Regional Director

SUBJECT : Observance of the Freedom Period and the Right to Organize under the Collective Negotiation Agreement (CNA) between DepED NCR and ACT-NCR Union

DATE : April 25, 2018

Pursuant to the provisions of E.O. 180, its Implementing Rules and Regulations, and the Collective Negotiation Agreement (CNA) dated 26 May 2015 by and between Department of Education – National Capital Region (DepEd-NCR) and Alliance of Concerned Teachers - National Capital Region (ACT-NCR), please be informed that the aforesaid CNA will expire on **26 May 2018**.

To this effect, we would like to reiterate the following important provisions, rights and obligations prior to the expiration of the CNA:

- The "**Freedom Period**", which refers to the **sixty-day (60) period** immediately before the expiration of the CNA during which time, the right of representation of an accredited employees' organization can be challenged, is currently being observed by the Parties.
- During the Freedom Period, all academic rank-and-file employees in the DepEd-NCR may exercise their right to organize themselves, to associate, or form union to challenge the incumbent negotiating agent. Concominantly, DepEd-NCR is duty-bound to act as a mere by-stander, its participation shall be limited to being notified or informed during the process, as the choice of a negotiating agent is a concern solely by the employees.

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On this note, please be guided of the observance of the Freedom Period and the Constitutional guaranty of the right of government employees to organize themselves.



WILFREDO E. CABRAL
Officer-in-Charge
Office of the Regional Director