MEMORANDUM TO:

OIC, Office of the Assistant Schools Division Superintendent
Chief Education Supervisors, SGOD and CID
Elementary and Secondary School Principals
Public Schools

CONDUCT OF ORIENTATION
ON THE COLLECTIVE NEGOTIATION AGREEMENT (CNA)

Attached is Regional Memorandum No. 174, s. 2019 dated September 30, 2019 re: Request of ACT-NCR Union on the conduct of orientation on the Collective Negotiation Agreement (CNA) and other matters mentioned therein, content of which is self-explanatory, for information and appropriate action.

Particular attention is invited to paragraph nos. 1, 2, 3 of the said Memorandum.

Please be guided accordingly.

Immediate and wide dissemination of this Memorandum is desired.

SHERRY L. GAVOLA
Education Program Supervisor
Officer-In-Charge
Office of the Schools Division Superintendent

Maka-Diyos, Makatayo, Makakalikasan at Makabansa
MEMORANDUM

No. NCR 2746s. 2019

TO: Schools Division Superintendents
    Public School Heads

FROM: MALCOLM S. GARMA
      Director IV

SUBJECT: Request of ACT-NCR Union

DATE: September 30, 2019

1. Attached are two separate letters of Mr. Vladimer A. Quetua, President, ACT-NCR Union both dated September 23, 2019, re: conduct of orientation on the Collective Negotiation Agreement (CNA) and other matters mentioned therein.

2. Relative thereto, Article IV of the CNA of DepEd-NCR and ACT-NCR Union signed on February 12, 2019 provides, to wit: Section 2. The Act-NCR Union shall be provided with time during the year to orient new teachers concerning the Union Constitution and By-Laws, programs, activities, benefits and obligations under this Agreement, provided, there shall be no disruption of classes. (emphasis supplied)

3. Discussion of the CNA may also be made part of the In-service Training in schools for at least two (2) hours but not more than three (3) hours. As such, officers of the ACT-NCR Union may be given a period in the said training.

4. Please be guided accordingly.
23 September 2019

DR. MALCOLM S GARMA
Regional Director
Department of Education - National Capital Region
Misamis St. Bago Banay, Quezon City

Dear Sir,

Greetings of Peace and Solidarity!

Pursuant to the implementation of the Collective Negotiation Agreement between the Department of Education - National Capital Region and the Alliance of Concerned Teachers Union - National Capital Region and as the sole and exclusive negotiating agent of all the academic rank-and-file employees of the Department of Education - National Capital Region, we would like to request your good office to issue a Memorandum allowing the ACT - NCR Union to conduct / hold a Teachers Orientation Program to all the School Division Offices of DepEd - NCR in accordance with the C.N.A. Article IV, Section 2 entitled "The ACT-NCR Union shall be provided with time during the year to orient new teachers concerning the Union constitution and By-laws, programs, activities, benefits, and obligations under this Agreement, provided, there shall be no disruption of classes"

Below is the matrix / program for the said activity.

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>TIME ALLOTMENT</th>
<th>SPEAKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>PUBLIC SECTO UNIONISM</td>
<td>1 HOUR</td>
<td>Speakers may vary according to the allotted time of every divisions</td>
</tr>
<tr>
<td>C N A DISCUSSION</td>
<td>1 HOUR</td>
<td></td>
</tr>
<tr>
<td>SALARY INCREASE UPDATES</td>
<td>1 HOUR</td>
<td></td>
</tr>
</tbody>
</table>

We are hoping for your positive response.

Thank you very much and more power to you

In the Service of Teachers!

Vladimer A Quetua
President, ACT NCR Union