

**AREAS OF CONCERN  
REGIONAL WORKERS'  
CONSULTATION**

**LOCAL GOVERNMENT  
SECTOR**

# REGION 10

Reporter:

MS. MAGDALENA U. CARCIDO

President, Gingoog City Government  
Employees Association

# Area of Concern No. 1

## **UNION REGISTRATION AND ACCREDITATION**

## On Union Registration

- Voluntary union membership makes mandatory membership hard to meet
- Election of officers taken for granted due to lack of pre-education for member-voter

- On the requirements:
  - ✓ Absence of focal person in the DOLE to address registration concerns
  - ✓ Confusion as to approving authority, the DOLE or CSC?
  - ✓ Difficulty in securing the requirements

## On Union Accreditation

- Excessive requirements and processing time
- Limited knowledge of union officers on the processing
- Lack of transparency of previous officers re: unwillingness to help
- Lack of Management cooperation
- Intra-Union conflicts

# RECOMMENDATIONS

- Membership should be part of government employment
- Conduct of Pre-Election Orientation and Social Dialogue
- Establishment of CSC Regional/Field Offices of a “One-Stop Shop” for Union and CNA Registration and Accreditation

## Area of Concern No. 2

# COLLECTIVE NEGOTIATIONS

## On Negotiable Matters

- Rehabilitation leave is limited to work-related cases
- Do not include promotion to next higher salary grade upon compulsory retirement
- CNA matters restricted to the listed and fixed rules
- Hazard Pay does not cover employees not performing field/technical works
- Allowances are lumped into one

## On the CNA

- Presentation/Conduct of negotiation takes time
- Non-acceptance of Management to CAN provisions for reason – NO FUNDS/Savings and they are not compelled to
- Non-inclusion of Management of the CAN incentive
- COA disallowance

- Other issues:

- ✓ Salary should not fall short to what is provided

- ✓ Union representation in the LGU Committees should be mandatory and be monitored by CSC

# RECOMMENDATIONS

- Rice allowance to be included as negotiable
- Legislation for additional benefits to compulsory retirees:
  - ✓ One-step or one salary grade higher
  - ✓ Promotion to next higher rank upon retirement

- Hazard Pay to all
- Rehabilitation leave to become additional benefit to certified injured/very sick employees
- Special leave in the CAN shall be in addition to that of CSC provisions
- Accommodation of dependents of employees who died in the service

- Non-monetary benefits to include scholarships/further studies
- To derive more agency savings, Management and Union should:
  - ✓ Plan and implement income-generating projects
  - ✓ Implement cost-cutting measures

## Area of Concern No. 3

# RESOLUTION OF GRIEVANCE

## On Resolution of Grievances

- Chairperson being bias to rank and file
- Management influences decision and the Local Executive has the final say
- Union not properly represented

# RECOMMENDATIONS

- Orientation on Role of the Grievance Committee members
- Union representation

## Area of Concern No. 4

# UNFAIR LABOR- MANAGEMENT PRACTICES

## On the part of the Agency

- Non-transparency of financial records, unwise use of funds
- Abuse of authority by some department heads
- By-passing employee in promotion and allowing lateral entry of new employees
- Refusal to negotiate with the Union

## On the part of the Union

- Reluctance and unwillingness of the association to help members by-passed in promotions

# RECOMMENDATIONS

- Transparency of financial records
- Strengthen and monitor CSC Laws/Rules for CEs to follow

# Area of Concern No. 5

## **INTRA-UNION DISPUTES**

- Grievance machinery not functioning
- Lack of transparency of funds

# RECOMMENDATIONS

- Conduct training on conflict resolution
- Institutionalize Social Dialogue

# Area of Concern No. 6

## **OTHER RECOMMENDATION**

- Government legislation to make public sector unionism compulsory

*The End of Presentation*

**THANK YOU**