



REPUBLIC OF THE PHILIPPINES  
**NATIONAL TELECOMMUNICATIONS COMMISSION**  
NTC Building, BIR Road, East Triangle, Diliman, Quezon City  
Email: [ntc@ntc.gov.ph](mailto:ntc@ntc.gov.ph); website: <http://www.ntc.gov.ph>

December 02, 2020

**MEMORANDUM ORDER**

NO. 15-12-2020

**SUBJECT: GRANT OF COLLECTIVE NEGOTIATION AGREEMENT (CNA)  
INCENTIVE FOR THE YEAR 2020**

---

As embodied in the Collective Negotiation Agreement (CNA) signed between the National Telecommunications Commission and the Employees Union Sa NATECOM (EMPLU) and in consonance to the Department of Budget and Management (DBM) Circular No. 2020-5 dated 04 November 2020, this Commission authorizes the grant of CNA Incentive in the amount not higher than twenty-five thousand pesos (PHP25,000.00) to each in every employee in the NTC Central Office and Regional Offices, chargeable against their respective savings.

The grant of said CNA incentive shall be strictly in accordance with the above-mentioned DBM Circular and the conditions stipulated under Resolution No. 01-12-2020 of the NTC-Management and EMPLU Consultative Committee, which are hereto attached.

  
**DELILAH F. DELES**  
Deputy Commissioner

  
**EDGARDO V. CABARIOS**  
Deputy Commissioner

  
**GAMALIEL A. CORDOBA**  
Commissioner

**NTC-MANAGEMENT AND EMPLOYEES UNION SA NATELECOM (EMPLU)  
CONSULTATIVE COMMITTEE**

**RESOLUTION NO. 01-12-2020  
GRANT OF COLLECTIVE NEGOTIATION AGREEMENT (CNA) INCENTIVE  
FOR FY 2020**

WHEREAS, the Department of Budget and Management (DBM) for the grant of the Collective Negotiation Agreement (CNA) Incentive for the year 2020 had issued Budget Circular No. 2020-5 dated 04 November 2020 (see attached) and provided for the guidelines on the grant of Collective Negotiation Agreement Incentive for the year 2020;

WHEREAS, as one of its requirements, is the existence of a Collective Negotiation Agreement (CNA) between the Management and the official employee organization;

WHEREAS, the EMPLOYEES UNION SA NATELECOM (EMPLU), official employee organization in the National Telecommunications Commission has an existing Collective Negotiation Agreement (see attached) with the National Telecommunications Commission Management from the year 2017-2020;

WHEREAS, said CNA agreement has been registered with the the Civil Service Commission (CSC) as contained in its issued Certificate of Registration No. 1311 which is hereto attached;

WHEREAS, in the letter of the EMPLU dated 29 October 2020 (see attached) to the Commissioner of the National Telecommunications Commission, it desired to enter into a re-negotiation/renewal as soon as existing health protocols allows due to the Covid-19 Pandemic;

WHEREAS, Public Sector Labor-Management Council (PSLMC) in its Resolution No.1 series of 2014 (see attached) clearly stipulated that welfare of the rank-and-file employees is of paramount concern, and further stated in the same resolution, **that the automatic renewal clause in a Collective Negotiation Agreement shall not bar the negotiating parties into an agreement for the re-negotiation/renewal of a CNA. It follows further by stating that all rights and privileges 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;**

WHEREAS, pursuant to the said DBM Circular No. 2020-5, Office Order No. 90-11-2020 dated 09 November 2020 (see attached) was issued by the National Telecommunications Commission (NTC) reconvening the NTC- Management and EMPLU Consultative Committee ;

WHEREAS, as provided for in the 2017 Collective Negotiation Agreement (CNA) which is duly registered with the Civil Service Commission, an incentive may be granted to rank-and-file employees in recognition of the joint efforts of the management and employees in achieving planned targets, programs and services at a lesser cost due to cost-cutting measures implemented;



WHEREAS, the NTC-Management and Employees Union Sa NATELCOM Consultative Committee recognizes that all employees of the Commission whether permanent, casual or contractual have contributed in achieving planned targets, programs and services of the Commission;

WHEREAS, DBM Budget Circular No. 2020-5 has apportioned the amount of savings that can be used as CNA incentive.

WHEREFORE, considering the premises above, the Committee hereby resolves that:


1. CNA incentive shall be granted to:
  - a) Rank-in-File employees in the NTC, whether detailed, permanent, contractual or casual, who have rendered and performed their functions in the Commission as of 31 October 2020, who are members of the Employees Union Sa NATELCOM (EMPLU), including non-members who also enjoy or accept the benefits as defined under DBM Budget Circular No. 202--5; and
  - b) Those who perform managerial functions.
2. The CNA incentive for each employee shall not be more than the amount of PHP25,000.00 per employee;
3. All entitled employees who are non-members of the EMPLU shall be deducted an amount in parity as the annual dues of a member-EMPLU which is the amount of PHP840.00 and the amount of PHP160.00 as agency fee as enshrined in the said DBM Budget Circular and signed Collective Negotiation Agreement;
4. For newly hired employees and employees separated from the service either through retirement or resignation in the current year, shall be entitled to a pro-rated CNA incentive in accordance with Article VII sections 20 and 21 of the signed CNA, provided that union dues has been deducted during the year, if none, he shall be likewise deducted of the amount as discussed in item no.3 hereof;
5. Employees charged with Administrative Case and/or Criminal Case which are still pending for resolution shall also be entitled to receive the CNA bonus. Those found guilty and is serving the penalty imposed shall not be entitled as enunciated under Section 15 of the Revised Rules of Administrative Cases of the Civil Service Commission;
6. Employees who received said incentive in the Central Office shall not be entitled to be granted in the Regional Office or vice-versa;

7. For NTC-Regional Offices, CNA incentive shall be charged against their respective savings; and
8. The implementation on the grant of CNA bonus for FY 2020 shall follow strictly the guidelines set under DBM Budget Circular No. 2020-5, the signed Resolution No. 01-12-2020 of the NTC-Management and Employees Union Sa NATELCOM Consultative Committee and the usual accounting and auditing procedures.

ADOPTED this 1st day of December 2020, Quezon City, Metro Manila.

**NTC-MANAGEMENT AND EMPLOYEES UNION SA NATELCOM  
CONSULTATIVE COMMITTEE**


  
**DELILAH F. DELES**  
Deputy Commissioner


  
**VICENTE A. CARCELLAR**  
President, EMPLU

  
**EDGARDO V. CABARIOS**  
Deputy Commissioner


**MA. LUISA A. DITAN**  
Vice-President, EMPLU

  
**SAMUEL S. SABILE**  
OIC-Director, Administrative Branch


  
**SOLITA S. ABON**  
Secretary, EMPLU

  
**ERIBERTA TAMORO**  
OIC -Director, Planning, Financial and  
Management Branch

  
**FELIROSE T. SERRANO**  
Coordinating Officer, EMPLU

  
**MS. FLORA R. RALAR**  
OIC-Chief, Human Resource Division

  
**JOWEE ANN SANTOS**  
Chief, Finance Division

  
**ARSENIA SAN LUIS**  
Budget Officer

**APPROVED:**

  
**GAMALIEL A. CORDOBA**  
Commissioner