



Republic of the Philippines
PROVINCE OF ISABELA
City of Ilagan

Office of the Governor

EXECUTIVE ORDER NO. 34

Series of 2024

AN ORDER ORGANIZING THE NEGOTIATING PANEL TO REPRESENT THE PROVINCIAL GOVERNMENT OF ISABELA IN ALL MATTERS PERTAINING TO THE COLLECTIVE NEGOTIATION AGREEMENT WITH THE ISABELA PROVINCIAL EMPLOYEES ASSOCIATION

WHEREAS, the 1987 Constitution of the Republic of the Philippines, in Art. XIII, Sec. 3, guarantee the rights of government employees to self-organization, collective bargaining and negotiations;

WHEREAS, Executive Order No. 180 issued on 1 June 1987 and Civil Service Commission Memorandum Circular No. 55, series of 1990 provide that the terms and conditions of employment in the public sector, or improvements thereof, except those that are fixed by law, may be the subject of negotiations between accredited unions and appropriate government authorities;

WHEREAS, the Provincial Government of Isabela ("PGI"), a Local Government Unit (LGU) existing under the laws of the Republic of the Philippines headed by a governor, recognizes the right of the employees to self-organization and collective negotiations;

WHEREAS, the Isabela Provincial Employees Association ("IPEA") is a duly registered employee's association having been issued Certificate of Registration No. 2550 by the Department of Labor and Employment on 06 December 2022 and duly accredited as the sole and exclusive collective negotiating agent for all rank-and-file employees of the PGI as herein defined under Article II having been issued Certificate of Accreditation No. 1568 by the CSC on 09 May 2023;

WHEREAS, the PGI and the IPEA have mutually agreed to promote a working environment that is conducive to a harmonious relationship between them, a partnership that contributes to effective and efficient public service.

NOW THEREFORE, I, RODOLFO T. ALBANO III, Governor of the Province of Isabela, by virtue of the powers vested in me by law, do hereby issue this order: ORGANIZING THE NEGOTIATING PANEL TO REPRESENT THE PROVINCIAL GOVERNMENT OF ISABELA IN ALL MATTERS PERTAINING TO THE COLLECTIVE NEGOTIATION AGREEMENT (CNA) WITH THE ISABELA PROVINCIAL EMPLOYEES ASSOCIATION herein referred to as *Negotiating Panel- Management*.

Nagkaisa para sa Isabela

SECTION 2. COMPOSITION. The Negotiating Panel -Management shall be composed of, to wit:

Atty. Noel Manuel R. Lopez
Provincial Administrator

Atty. Elizabeth C. Binag
Head Executive Assistant

Atty. Eduardo R. Cabantac
Provincial Planning and Dev. Coordinator

Ms. Janette A. Castillejo
Provincial Human resource Management Officer

Ms. Maria Theresa Araneta- Flores
Provincial Treasurer

Ms. Flordeliza L. Guifaya
Provincial Budget Officer

Ms. Antonieta M. Bulan
Provincial Accountant

Mr. Rodrigo T. Sawit
Provincial General Services Officer

Ms. Marilyn G. Lopez
Provincial Internal Audit and Control Officer

SECTION 3. FUNCTIONS. The Negotiating Panel- Management shall have the following functions;

1. Represent the Provincial Government of Isabela and/or the Governor in all matters pertaining to the successful conduct of negotiation, bargaining and settlement to arrive at a reasonable and equitable Collective Negotiation Agreement with IPEA.
2. Resolve issues and other concerns that might arise in the process of the negotiation;
3. Maintain a common propriety to always “negotiate in good faith” and encourage the other party to practice the same;
4. Prioritize solutions that promote the well- being of the PGI employees without compromising the goals and objectives of the PGI;
5. Oversee and ensure that the CNA is formulated and recommend the same for the Governor’s approval;
6. Shall provide regular updates to the Governor regarding the implementation of the approved CNA;

SECTION 4. FUNDING. All expenses pertaining to the operation of the Negotiating Panel shall be sourced from available funds of the Provincial Government subject to the usual accounting and auditing rules and guidelines;

SECTION 5. REPEALING CLAUSE. All orders and issuances inconsistent with the provisions of this order are hereby repealed or modified accordingly.

SECTION 6. EFFECTIVITY. This order shall take effect immediately and let copies hereof be provided to all concerned for their information, reference, and guidance

DONE in the City of Ilagan this 3rd day of May.


RODOLFO T. ALBANO III
Governor 