



Republic of the Philippines  
 PROVINCE OF CAGAYAN  
 City of Tuguegarao  
**SEVENTH CITY COUNCIL**



EXCERPTS FROM THE MINUTES OF THE 63<sup>rd</sup> REGULAR SESSION  
 OF THE SEVENTH CITY COUNCIL OF TUGUEGARAO CITY, CAGAYAN  
 HELD ON NOVEMBER 28, 2017, 9:00 A.M., TUESDAY,  
 AT THE SANGGUNIANG PANLUNGSOD SESSION HALL

**PRESENT:**

Hon. Bienvenido C. De Guzman II	City Vice Mayor, Presiding Officer
Hon. Danilo L. Baccay	Sangguniang Panlungsod Member
Hon. Jude T. Bayona	-do-
Hon. Kendrick S. Calubaquib	-do-
Hon. Maila Rosario T. Que	-do-
Hon. Arnel T. Arugay	-do-
Hon. Gilbert S. Labang	-do-
Hon. Winnoco R. Abraham	-do-
Hon. Imogen Claire M. Callangan	-do-
Hon. Raymund P. Guzman	-do-
Hon. Jose G. Velasco	-do-

**ABSENT:**

Hon. Mary Marjorie P. Martin-Chan	Sangguniang Panlungsod Member (on Sick Leave)
Hon. Grace B. Arago	-do- (on Official Business)
Hon. Anthony C. Tuddao	-do- (on Official Business)

**CITY RESOLUTION NO. 327-2017**

**RESOLUTION UPDATING THE CONSTITUTION AND BY-LAWS AND THE COLLECTIVE NEGOTIATION AGREEMENT (CNA) TO BE ENTERED INTO BETWEEN THE TUGUEGARAO CITY GOVERNMENT AND THE LIGA NG MGA KAWANI OF TUGUEGARAO CITY AND GRANTING THE CITY MAYOR TO SIGN FOR AND ON BEHALF OF THE TUGUEGARAO CITY GOVERNMENT THE COLLECTIVE NEGOTIATION AGREEMENT**

**WHEREAS**, the 1987 Philippine Constitution and Executive Order No. 180 recognize and guarantee, among others, the rights of government employees to self-organization and collective negotiations;

**WHEREAS**, the Local Government Unit of Tuguegarao City recognizes and supports the right of employees to self-organization and collective negotiations;

**WHEREAS**, the Liga ng mga Kawani (LINK), under Accreditation Certificate No. 252 dated September 10, 2001, was accredited as the sole and exclusive bargaining agent for all the rank and file employees in the Civil Service Commission to represent and bind said employees in any negotiation affecting employment;

**WHEREAS**, Administrative Order (AO) No. 135, s. 2005 authorizes the grant of Collective Negotiation Agreement (CNA) Incentive to government employees and directs the Department of Budget and Management (DBM) to issue the necessary policy and procedural guidelines for its implementation;

**WHEREAS**, Item (4)(h)(ii)(aa) of the Congress Joint Resolution (JR) No. 4, s. 2009 institutionalizes the grant of the Collective Negotiation Agreement (CNA) Incentive as a form of reward to motivate employee efforts toward higher productivity;

**WHEREAS**, Section 71 of the General Provisions of the FY 2017 General Appropriations Act (GAA) authorizes the grant of Collective Negotiation Agreement (CNA) Incentive sourced from the allowable Maintenance and Other Operating Expenses (MOOE) allotments identified by the Department of Budget and Management (DBM);

**WHEREAS**, the Local Government Unit of Tuguegarao City views collective negotiation as a useful instrument to strengthen merit and fitness principles in the Civil Service;

**WHEREAS**, the Liga ng mga Kawani (LINK) has a common desire with management to improve the working conditions and benefits at the Local Government Unit of Tuguegarao City to promote harmonious and better employee management practices and enhance LGU-Tuguegarao City's effectiveness and efficiency in providing better and responsive services to the public;

**WHEREAS**, both the Local Government Unit of Tuguegarao City and Liga ng mga Kawani (LINK) believe that the collective negotiation creates an atmosphere in which government employee relations can be founded on cooperation toward common objective;

**NOW, THEREFORE, RESOLVE**, as it is hereby **RESOLVED** to update the Constitution and By-laws and the Collective Negotiation Agreement (CNA) to be entered into between the Tuguegarao City Government and the Liga ng mga Kawani (LINK) of Tuguegarao City.

**RESOLVE FURTHER**, to pass a Resolution granting the authority to the City Mayor, Hon. Atty. Jefferson P. Soriano, to sign for and on behalf of Tuguegarao City Government the Collective Negotiation Agreement (CNA).

On motion of Hon. Danilo L. Baccay, duly seconded by Hon. Kendrick S. Calubaquib and without any objection, **CITY RESOLUTION NO. 327-2017** was **APPROVED** under suspended rules.

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I HEREBY CERTIFY TO THE CORRECTNESS OF THE FOREGOING:

  
**JOEL JOSEPH L. EGIPTO**  
Secretary to the Sanggunian

ATTESTED:

  
**HON. BIENVENIDO C. DE GUZMAN II**  
City Vice Mayor  
Presiding Officer  
Date: \_\_\_\_\_