



Republic of the Philippines
Department of Education
Cordillera Administrative Region
DIVISION OF BAGUIO CITY
Baguio City, 2600



DIVISION MEMORANDUM

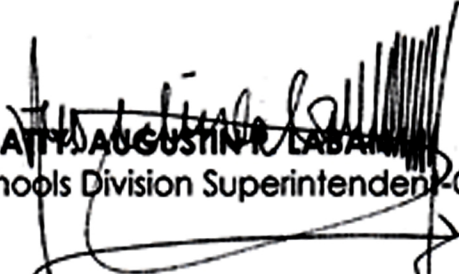
No. 162s. 2016

**BCSTEА TRAINING/ORIENTATION ON THE EXERCISE OF THE RIGHT TO ORGANIZE OF
GOVERNMENT EMPLOYEES, CREATING A PUBLIC SECTOR UNIONISM
(DepEd Order No. 51, s. 2003)**

To: All Faculty Club Presidents (Elementary)
All Faculty Club Presidents (Secondary)
Representative designated by the School Head

Date: June 21, 2016

1. The Baguio City School Teachers and Employees Association (BCSTEА) in coordination with the Civil Service Commission, Regional Office of CAR will conduct a three (3)-day Training/Orientation on the Exercise of the Right to Organize Government Employees, Creating a Public Sector Unionism on June 24-26, 2016 at Monte Del Rosario Resort, Rosario, La Union.
2. The objectives of the training are:
 - a. Makes government employees aware not only of their rights but also of their responsibilities
 - b. Knows not only to make impositions or demands but also to listen to reasons
 - c. Look upon Management not as rival but as partners to social and economic progress
 - d. Balance its interests with those of the Management and the agency as a whole
3. The participants of this training/orientation are all Faculty Club Presidents both Elementary and Secondary Schools or its representative designated by the school head
4. Food (AM & PM snacks & 3 meals) will be served during the entire duration of the training, training materials, transportation and other incidental expenses relative to the activity will be charged against BCSTEА Funds.
5. Wide and immediate dissemination of this Memorandum to all concerned is desired.


ATTY. AUGUSTINO LABALAN
Schools Division Superintendent-OIC

Republic of the Philippines
 Department of Education
 Cordillera Administrative Region
 Division of Baguio City
BAGUIO CITY SCHOOL TEACHERS & EMPLOYEES ASSOCIATION (BCSTEА)

**BCSTEА TRAINING/ORIENTATION ON THE EXERCISE OF THE RIGHT TO ORGANIZE GOVERNMENT
 EMPLOYEES, CREATING A PUBLIC SECTOR UNIONISM
 (DepEd Order No. 51, s. 2003)**

**JUNE 24-26, 2016
 MONTE DEL ROSARIO RESORT
 ROSARIO, LA UNION**

I. INTRODUCTION

Consistent with the constitutional right of self-organization of civil servants and the guidelines issued on this matter under Executive Order No. 180, all public school teachers and other non-teaching personnel must be provided with relevant and adequate information on the legal bases of public sector unionism. This includes the information on their benefits or advantages derived from their active participation in the union to protect their interests which lead to the delivery of a more effective, efficient and dependable services to the general public.

Accordingly, all school principals and school superintendents shall allow teachers and even non-teaching personnel to participate in any public employees' organization-sponsored seminar upon proper leave from school authorities provided that such activities shall not prejudice or disrupt the public service, in particular education-related programs and activities.

II. OBJECTIVES

After the training, the school heads and faculty club presidents are expected to

1. *Make government employees aware not only of their rights but also of their responsibilities*
2. *Know not only to make impositions or demands but also to listen to reasons*
3. *Look upon Management not as a rival but as partners to social and economic progress*
4. *Balance its interests with those of the Management and the agency as a whole*

III. TOPICS FOR DISCUSSION

1. *The Role of Public Sector Unionism*
2. *Implications of Active Organizing Teacher Unionism*
3. *Many Important Benefits of Public Sector Union*
4. *Collective Negotiation Agreement*
5. *Employer-Employee Relationship*

IV. TRAINING MATRIX

| Date | Time | Topic | Resource Speakers |
|---------------------------|---------------|--|---|
| Friday, June 24, 2016 | 3:00 – 6:00 | Arrival of Participants/Registration | |
| | 6:30 – 7:30 | Dinner | |
| | 8:00 – 9:30 | Induction of Newly Elected Baguio City Schools and Employees Association (BCSTEА) Officers | Atty. Augustin P. Laban III OIC, Office of the SDS |
| Saturday June 25, 2016 | 8:00 – 8:30 | Purpose of the Training | |
| | 8:30 – 10:00 | The Role of Public Sector Unionism | |
| | 10:00 – 10:30 | Break | |
| | 10:30 – 12:00 | Implications of Active Organizing Teacher Unionism | Civil Service Commission Regional Office, CAR |
| | 12:00 – 1:00 | Lunch Break | |
| | 1:00 – 2:30 | Many Important Benefits of Public Sector Union | Civil Service Commission, Regional Office, CAR |
| | 2:30 – 3:00 | Break | |
| | 3:00 – 4:30 | Collective Negotiation Agreement | |
| Sunday June 26, 2016 | 8:00 – 9:30 | Employer-Employee Relationship | Civil Service Commission Regional Office, CAR |
| | 9:30 – 10:00 | Break | |
| | 10:00 – 11:00 | Educational Tour to Mini-Zoo of Resort | |
| | 11:30 – 12:00 | Closing Program | |
| | 12:00 – 1:00 | Lunch | |
| | 1:00 – 3:00 | HOME SWEET HOME | |

V. PARTICIPANTS

44 Faculty Club Presidents, Elementary Schools or its representative designated by the School Head
22 Faculty Club Presidents, Secondary Schools or its representative designated by the School Head
Incoming and Outgoing BCSTEAs Officers


VI. FINANCIAL REQUIREMENTS

Charged to Baguio City School Teachers & Employees Association (BCSTEAs) Fund

VII. PROGRAM COMMITTEE

- A. Chair, Technical Committee
Ellen F. Grande
- B. Chair, Planning Committee
Arlito Pecay
- C. Chair, Program Planning
Orden V. Cayso

Prepared by:




ELLEN F. GRANDE
Principal 1

BCSTEAs Treasurer, Outgoing
Chair, Technical Committee



ARLITO PECAY
Master Teacher 1

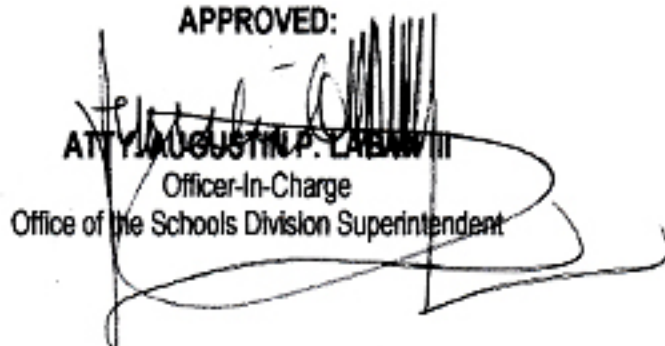
BCSTEAs President, Outgoing
Chair, Planning Committee



ORDEN V. CAYSO
Teacher 3

BCSTEAs Elem. Representative, Outgoing
Chair, Program Committee

APPROVED:



ATTY. AUGUSTIN P. LABAN III
Officer-In-Charge
Office of the Schools Division Superintendent