



CERTIFICATE OF REGISTRATION

Collective Negotiation Agreement

No. 2056

Pursuant to the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize, the Collective Negotiation Agreement entered into by and between the

ASSOCIATION OF CITEM (CENTER FOR INTERNATIONAL TRADE EXPOSITIONS AND MISSIONS) EMPLOYEES (ACE)

and the

CENTER FOR INTERNATIONAL TRADE EXPOSITIONS AND MISSIONS

Golden Shell Pavilion, Roxas Boulevard corner Sen. Gil Puyat Avenue Pasay City

having complied with the prescribed requirements in the abovementioned Rules is registered by the Commission and is binding between the parties thereof during the period of its effectivity from **November 19, 2020 to November 18, 2023**.

Issued this 29th day of January 2021 in Quezon City.


ALICIA dela ROSA - BALA
Chairperson

Attested by


CECILIA C. DELA FUENTE
Director IV
Human Resource Relations Office



**ARTICLE VII
GRIEVANCE MACHINERY**

Section 1. **ESTABLISHMENT OF GRIEVANCE MACHINERY.** The implementing rules and regulations of EO 180 and the CSC Memorandum Circular No. 45 series of 1989 shall govern the establishment of grievance machinery in CITEM. In pursuance thereof, the Management and the ASSOCIATION shall develop and adopt a formal grievance procedure within 30 days from the signing of this Agreement and submit the same to the appropriate authorities.

**ARTICLE VIII
CNA INCENTIVE**

Section 1. **CNA INCENTIVE.** In recognition of having and maintaining harmonious relation between CITEM and the employees, achieving good governance, teamwork and effective partnership, CITEM shall grant a CNA incentive to its officers and employees upon effectivity of this Agreement and annually thereafter, pursuant to the provisions stated in the DBM Budget Circular No. 201-2.

The total amount of unencumbered savings at the end of the year shall be given as CNA Incentive to qualified CITEM employees, **but not exceeding the amount of P25,000.00 and/or in accordance with relevant Department of Budget and Management circulars and guidelines.**

Both Management and the ASSOCIATION shall identify cost-cutting measures/systems or improvements which shall be the source and basis of savings to be used for the grant of the CNA incentive.

Section 2. **EXTENSION OF GRANT OF INCENTIVE.** The incentive shall be extended to the following CITEM officials and employees under the provisions of the existing laws, rules and regulations of the DBM, Senate and House of Representatives:

- a. CNA incentive may be extended to co-terminus or highly confidential employees who contributed to agency productivity and implementation of cost-cutting measures identified in the CNA, provided they are assessed and paid the corresponding Agency Fee (DBM Circular 2006-01, February 1, 2006)
- b. CNA may, likewise, be granted to CITEM Management by virtue of mutual cooperation to generate savings. (Senate and House Representatives Joint Resolution No. 4, series of 2009 and/or as specified in the applicable DBM Budget Circulars and Guidelines)

Section 3: **COVERAGE.** All rank-and-file members shall be entitled to the CNA Incentive. However, for those who resigned, retired or was separated from service any time of the calendar year shall be entitled to a prorated CNA Incentive computation, except for those found guilty of administrative, civil and/or criminal case.

**ARTICLE IX
ECONOMIC BENEFITS**

Section 1. **MANDATORY INCENTIVES, FUNDS AND ALLOWANCES.** The CITEM Management shall grant the following incentives as mandated:

- a. Loyalty Cash Award – Loyalty cash reward will be at P1,000 per year and shall be given every five (5) years of services rendered by the member-employee as provided under CSC Memorandum Circular No. 6, series of 2002;