



02 January 2014

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**MEMORANDUM No. 2014-003**

**T O : ALL ELECTRIC COOPERATIVES (ECs)**

**SUBJECT : COLLECTIVE BARGAINING AGREEMENT (CBA) AND  
COLLECTIVE NEGOTIATION AGREEMENT (CNA) OF ECs**

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The NEA had manifested a liberal stand in the organization of coop employees Union and Association and CBAs/CNAs have remained to be the primary responsibility of the Board of Directors and Management with positive participation of the Union/Association.

Through various NEA memoranda, ECs' Management have been enjoined to evaluate their financial capability to implement and sustain proposals, specifically, economic packages for the employees in their CBA/CNA negotiations. On the other hand, Employees Unions/Associations were advised to have a complete bases for their demands for non-economic incentives and monetary benefits and to ensure that the coop's viability is not impaired.

However, some Unions/Associations have not completely heeded the call for more reasonable economic and non-economic demands to avoid financial difficulties that affect the delivery of electric service to the member-consumers. Thus, to strengthen harmonious relationship, promote the well-being of employees as well as the welfare of member-consumers, transparency which requires consultation and involvement of other sectors/stakeholders shall be required. Hence, the following are hereby instituted:

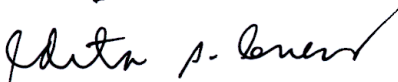
- 1) The Multi-Sectoral Electrification Advisory Council (MSEAC) representatives with not less than three (3) MSEAC members or those duly-authorized shall be part of the consultative panel for the review and negotiation of proposed provisions of CBAs/CNAs. The intention is to allow the members to participate in such an important decision which will impact on their electric bills and the future of their ECs;

- 2) A briefing session shall be done to all those who will be involved in the negotiations for an update on present operations and information on procedural requirements. This shall ensure that demands are reasonable and within the bounds of existing laws;
- 3) The Board/Management shall submit its recommendation to enter into a CBA/CNA to the General Assembly only after a thorough study/analysis with the objective of a balanced welfare for both employees and member-consumers and over-all financial standing of the EC;
- 4) All CBAs/CNAs shall be ratified by a plurality of votes of the General Membership Assembly during the AGMA or in a legally-convened special assembly called for, among others, this purpose, before implementation; and
- 5) CBAs/CNAs shall be made available to the general member-consumers through the EC/NEA website.

Effective 03 February 2014, all negotiations on CBA/CNA shall be covered by these rules.

Finally, the Board/Management together with the Union/Association shall exert all efforts to maintain a high degree of understanding and sense of responsibility and avoid the possible incidence of unnecessary labor disputes that will impair operations.

Compliance is strictly enjoined.

  
**EDITA S. BUENO**  
Administrator

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NATIONAL ELECTRIFICATION ADMINISTRATION  
Office of the Administrator



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