



Republic of the Philippines
OFFICE OF THE CITY MAYOR
City of Davao

FILE MAYOR'S
OFFICE

Executive Order No. 44
Series of 2019

760-11 80, LMO (P)

AN ORDER RECONSTITUTING THE LABOR MANAGEMENT CONSULTATIVE COUNCIL (LMCC)

WHEREAS, Section 8, Article III of the 1987 Philippine Constitution provides that "The right of the people, including those employed in the public and private sectors, to form unions, associations, or societies for purpose not contrary to law, shall not be abridged;"

WHEREAS, the employees of the City Government of Davao have been organized into a union known as Davao City Hall Employees Association (DACHEA) which has been duly recognized and certified collective negotiation agent representing the rank and file in all its negotiations on the terms and conditions in the workplace nor otherwise fixed by law;

WHEREAS, as a result of negotiations, a Collective Negotiation Agreement (CNA) was forged between the management of the City Government of Davao and the said association;

WHEREAS, the said agreement which took effect upon its signing on December 10, 2007 mandates that in order to sustain an open line of communication, consultation and dialogue, the LMCC which was created and constituted under Executive Order No. 14, Series of 2007, shall continue to be in operation in order to maintain the harmonious relationship between the management and the employees, thus, attaining productivity in the bureaucracy;

NOW THEREFORE, I, SARA Z. DUTERTE, Mayor of the Davao City, by virtue of the powers vested in me by law, do hereby reconstitute the Labor Management Consultative Council, to wit;

SECTION 1. Composition of the Labor Management Consultative Council.

The composition of the Labor Management Consultative Council shall be as follows:

MANAGEMENT PANEL

- The City Mayor or the City Mayor's duly authorized representative
- The City Administrator
- The City Legal Officer
- The City Planning and Development Officer
- The Chairperson, SP Committee on Appointment and Government Reorganization
- The City Budget Officer
- The Human Resource Management Officer

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LABOR PANEL

- President, Davao City Hall Employees Association
- Vice President, Davao City Hall Employees Association
- Three (3) Members, Davao City Hall Employees Association, duly endorsed in writing by the Association

SECTION 2. The Secretariat. A Secretariat shall be created to render technical and secretarial support for the Council.

SECTION 3. Duties and Responsibilities of the Labor Management Consultative Council.

The following are the functions and responsibilities of the Council:

- Discuss, negotiate and mutually agree on the terms and conditions of the Collective Negotiation Agreement;
- Convene once in two (2) months or as the need arises;
- Discuss and mutually agree upon the resolution of any controversy arising from the interpretation and implementation of this Agreement. In case of conflict of interpretation and implementation of this Agreement, the Standard Arbitration Procedure shall apply; and,
- Discuss and agree on the initiation of any program relative to productivity and healthy relationship between the AGENCY and DaCHEA.

SECTION 4. Honorarium. Each member of the Labor Management Consultative Council and the Secretariat shall be authorized to collect and receive honorarium which the Council shall determine in accordance with existing guidelines chargeable against the DaCHEA funds.

SECTION 5. Repealing Clause. All Executive Orders or Issuances inconsistent with the provisions of this Executive Order are hereby repealed or modified accordingly.

SECTION 6. Effectivity. This Executive Order shall take effect immediately.

Done in the City of Davao, Philippines, this ____ day of 18 OCT 2019, 2019.


SARA Z. DUTERTE,
 City Mayor

Attested by:


ATTY. ZULEIKA T. LOPEZ,
 City Administrator

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RELEASED
 22 OCT 2019 10:40 Am Etc

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CMO: R. 10-22-19 CDPO: A. 10/22/19 HRMO: [Signature] ATTY. ESPARCIA: [Signature]
 ZTL: [Signature] 10/22/19 SP: [Signature] 10/22/19 DACHEA: [Signature] 10/22/19 CIO: [Signature] 10-22-19
 CLO: [Signature] 10/22/19 BUDGET: [Signature] 10/22/19 TPD: [Signature] 10/22/19 DILG: [Signature]