



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

**EXECUTIVE ORDER NO. 63**  
Series of 2022

**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 a duly recognized and certified collective negotiation agent representing the rank and file in all its negotiations on the terms and conditions in the workplace not 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 took effect upon its signing on December 10, 2007. By virtue of Executive Order No. 14, Series of 2007, the Labor Management Consultative Council (LMCC) was created in order to sustain an open line of communication, consultation, and dialogue;

**WHEREAS**, the LMCC was reconstituted on October 18, 2019 by virtue of Executive Order No. 44, Series of 2019;

**WHEREAS**, there is need to reconstitute the LMCC in order to maintain the harmonious relationship between the management and the employees, thus, attaining productivity in the bureaucracy.

**NOW, THEREFORE, I, SEBASTIAN Z. DUTERTE**, Mayor of the City of Davao, by virtue of the powers vested in me by law, do hereby order the reconstitution of 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

## **LABOR PANEL**

- President, Davao City Hall Employees Association
- Vice President, Davao City Hall Employees Association
- Three (3) Members of the 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 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:

- a. Discuss, negotiate and mutually agree on the terms and conditions of the Collective Negotiation Agreement;
- b. Convene once in two (2) months or as the need arises;
- c. 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
- d. Discuss and agree on the initiation of any program relative to the enhancement of productivity and fostering of a healthy relationship between the AGENCY and DaCHEA.

**SECTION 4. HONORARIUM.** Each member of the Labor Management Consultative Council and 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. SEPARABILITY CLAUSE.** If any provision of this Executive Order is declared invalid or unconstitutional, the other provisions not affected thereby shall remain valid and subsisting.

**SECTION 6. REPEALING CLAUSE.** All Executive Orders or issuances inconsistent with the provisions of this Executive Order are hereby repealed or modified accordingly.

**SECTION 7. EFFECTIVITY CLAUSE.** This Order shall take effect immediately.

Done this NOV 15 2022 in the City of Davao, Philippines.



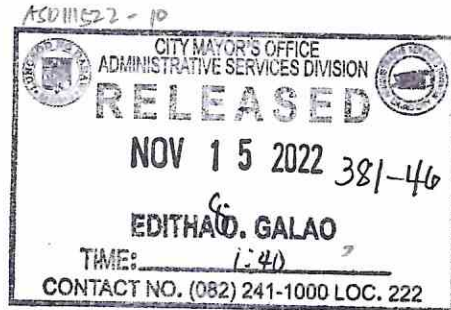
**SEBASTIAN Z. DUTERTE**

City Mayor

Attested by:



**ATTY. FRANCIS MARK H. LAYOG**  
Acting City Administrator



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