

## Strengthening Employees' Rights: Upholding the Right to Association and Collective Bargaining



Mountain Province State University (MPSU) showcases its unwavering commitment to fair and transparent labor relations through the formal recognition of its duly organized employee unions and their registered Collective Negotiation Agreements (CNAs). These CNAs actively protect employee rights, and strengthens institutional collaboration, ensuring harmonious labor relations across the University.

This commitment is demonstrated through two agreements—the Non-Teaching Union (MPSPC-NTPU) holds **CNA No. 2901, effective from October 21, 2023, to October 20, 2026**, while the Union of Faculty Employees (MPSPC-UFE) holds **CNA No. 2963, effective from December 18, 2023, to December 17, 2027**. Both CNAs are officially registered and recognized. Crucially, the Unions received their **Certificate of Registration from the Civil Service Commission (CSC)**. CSC is one of three constitutional agencies overseeing the government's personnel or HR systems. This formal acknowledgment by the CSC legitimizes the Unions' authority to engage in collective bargaining, negotiate terms, and advocate for members' rights within legal parameters.

The MPSPC-NTPU CNA further secures the Union's operational role within the University structure (**Article III: Union Recognition and Security, Section 8**) by guaranteeing its participation in several key committees. This ensures the Union has a direct voice in institutional decisions affecting its members' welfare. Specifically, the **Union is represented** in the **Human Resource Merit Promotion and Personnel Selection Board**, the **WELFARE**

**Fund** (if established and related to members' rights and privileges); any **Special Committees** created to address members' rights, privileges, and welfare; the **Complaints and Grievance Committee**; the **Committee on Decorum and Investigation (CODI)**, the **Administrative Staff Development Committee (ASDC)**,

8

DECENT WORK AND  
ECONOMIC GROWTH





and the **PRAISE Committee (Performance Recognition, Awards, and Incentives)**.

Through these agreements, MPSU ensures that all employees—regardless of gender, position, or employment classification—enjoy equal access to representation and negotiation.

**ARTICLE III  
UNION RECOGNITION AND SECURITY**

Section 1. The COLLEGE recognizes the UNION as the sole and exclusive negotiating representative of all rank-and-file employees in the CNU (as defined in Article II).

Section 2. All employees who are members of the UNION on the date of signing of this Agreement, as well as all employees who subsequently become members of the UNION during the effectivity of this Agreement, shall maintain their membership of good standing with the UNION for the duration of this Agreement. A certificate of membership shall be given to all members certifying their membership is in good standing.

Section 3. The COLLEGE shall not discriminate against any employee due to membership in the UNION or for acts performed as an officer or representative of the UNION provided these are in accordance with law and the COLLEGE policies, rules, and regulations.

Section 4. The COLLEGE may allow the holding of UNION meetings not exceeding the frequency indicated in their constitution and by-laws provided the schedule does not adversely affect important university activities do not unduly affect the delivery of service to clients.

Section 5. The UNION shall inform, in writing, the COLLEGE of the names of Union officers, who are duly elected to the Board. Said Officers shall but exceed the number per the official list submitted to the COLLEGE by the UNION as of the date signing of this Agreement. The UNION shall inform the COLLEGE of any substitutions or changes of the UNION officers within fifteen (15) days from their official election/designation, as well as their functions and duties as defined under the UNION's Constitution and By-laws.

Section 6. The COLLEGE agrees to help collect agency fees for the UNION, as provided by CSC Memo Circular No. 01 series of 1993 adopted and approved on November 15, 1993. The agency fee for non-NTPU members shall be Php. 1,000.00.

Section 7. The COLLEGE may furnish the UNION, through the FOI mechanism, the College's approved budget, annual financial report, and COA Audit Report. For its part, the UNION commits to furnish the COLLEGE with a copy of its annual plans, programs, and budget and its duly audited annual financial report.

Section 8. The UNION shall be represented in the following COLLEGE/Committee subject to existing laws, rules, and regulations:

- a. Human Resource Merit Promotion and Personnel Selection Board in accordance with the COLLEGE Code.
- b. WELFARE fund if and when it is created by the COLLEGE/CAMPUS that has something to do with rights, privileges, and welfare of members.
- c. Special committees created by the COLLEGE/CAMPUS that have something to do with the rights, privileges, and welfare of members.
- d. Complaints and Grievance Committee
- e. Committee on Decorum and Investigation
- f. Administrative Staff Development Committee (ASDC)
- g. PRAISE Committee.

Page 3 | II  
NPTU CNA 2023

*Excerpts from CNA of NTPU*





# CERTIFICATE OF REGISTRATION

Collective Negotiation Agreement

No. 2963

Pursuant to Executive Order No. 180 (1987)  
and its Implementing Rules and Regulations,  
the Collective Negotiation Agreement between the

## **MOUNTAIN PROVINCE STATE POLYTECHNIC COLLEGE UNION OF FACULTY EMPLOYEES (MPSPC-UFE)**

and the

## **MOUNTAIN PROVINCE STATE POLYTECHNIC COLLEGE** Bontoc Campus, Mountain Province

having complied with the prescribed requirements, is hereby  
registered and is binding between the parties from

18 DECEMBER 2023 to 17 DECEMBER 2027.

  
**ATTY. KARLO A. B. NOGRALES**  
Chairperson



Attested by:

  
**MA. THERESA C. FERNANDEZ**  
Director IV  
Human Resource Relations Office





# CERTIFICATE OF REGISTRATION

## Collective Negotiation Agreement

No. 2901

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

**MOUNTAIN PROVINCE STATE POLYTECHNIC COLLEGE NON-TEACHING PERSONNEL UNION (MPSPC-NTPU)**

and the

**MOUNTAIN PROVINCE STATE POLYTECHNIC COLLEGE**

Bontoc Campus, Poblacion, Bontoc, Mountain Province

having complied with the prescribed requirements in the abovementioned Rules, is registered by the Commission and is binding between the parties during the period of its effectivity from **October 21, 2023 to October 20, 2026**.

Issued this 15<sup>th</sup> day of NOVEMBER 2023 in Quezon City.

  
ATTY. KARLO A. B. NOGRALES  
Chairperson



Attested by:

  
MA. THERESA C. FERNANDEZ  
Director IV  
Human Resource Relations Office

