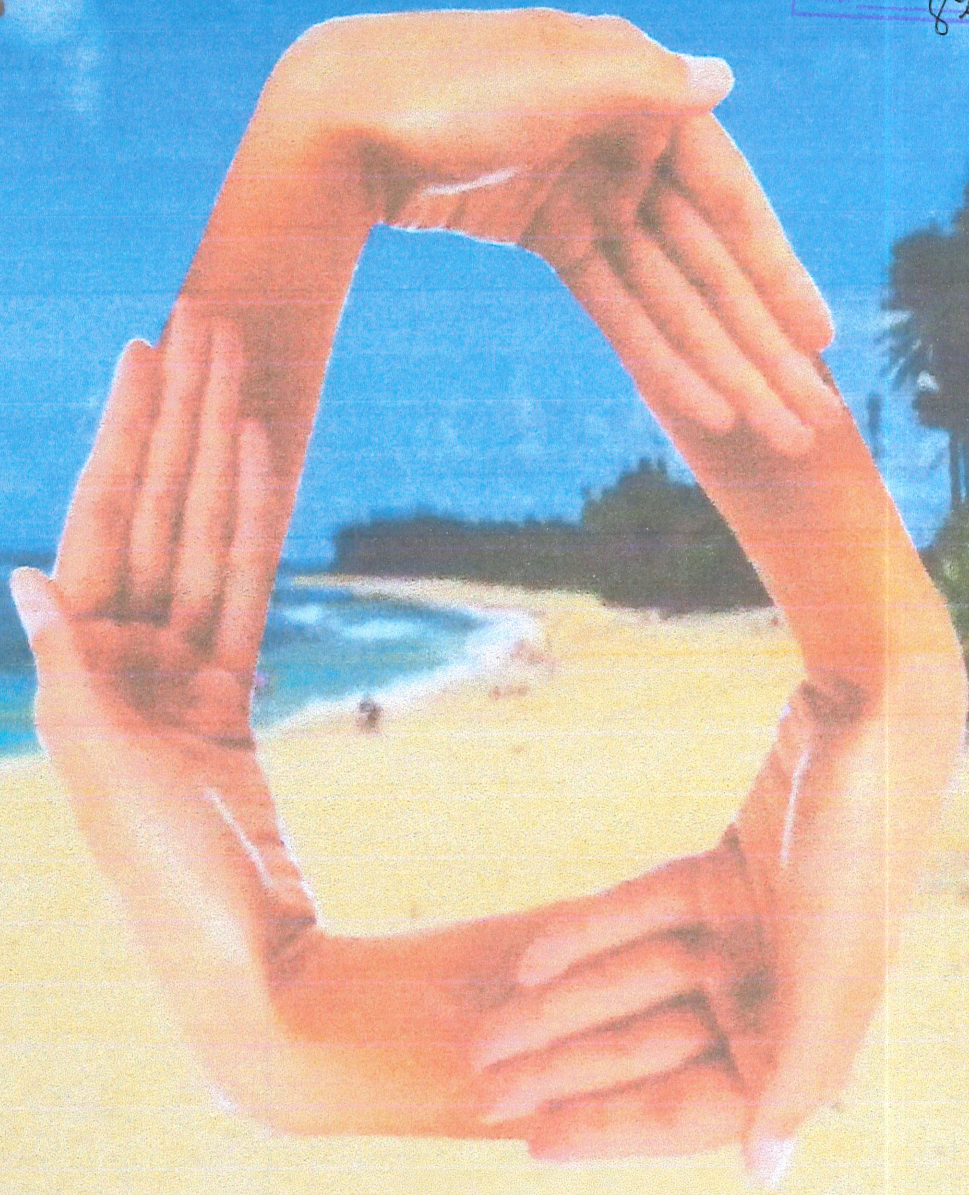




MBCEA

COLLECTIVE NEGOTIATION AGREEMENT

6th CNA

COLLECTIVE NEGOTIATION AGREEMENT
BETWEEN
MINDORO STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY
BONGABONG CAMPUS
AND MBC EMPLOYEES ASSOCIATION (MBCEA)

KNOW ALL MEN THESE PRESENTS:

This Collective Negotiation Agreement (CNA) entered into by and between:

The **MINDORO STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY BONGABONG CAMPUS** duly organized and existing under and by virtue of CHED Order No. 27, s. 2000 with principal office address at Labasan, Bongabong, Oriental Mindoro, hereinafter referred to as the "COLLEGE", represented by its President, **DR.LEVY B. ARAGO JR.**

and

The **MINDORO STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY BONGABONG CAMPUS EMPLOYEES ASSOCIATION (MBCEA)** a legitimate employees association duly organized and registered with the Department of Labor and Employment and the Civil Service Commission under Registration Certificate No. 1613 dated April 2, 2007 and accredited by the Civil Service Commission with Accreditation No. 682 dated June 2, 2008 with postal address at Labasan, Bongabong, Oriental Mindoro, hereinafter referred to as the "ASSOCIATION" represented by its President, **JOANNE MARIE O. SAPINIT** and its duly constituted Negotiating Panel members.

WITNESSETH that:

WHEREAS, the 1987 Constitution, among others provide 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 (Section 8, Article III);

WHEREAS, Executive Order NO. 180, series of 1987, provides: "It shall guarantee the right of all workers to self-organization, collective bargaining and negotiations, and peaceful concrete activities in accordance with the law", the Constitution also provides;

6th CNA

WHEREAS, the MBCEA has been registered by the Bureau of Labor and Relation, Department of Labor and Employment, with Registration No. 1613, of 2007 and accredited by the Civil Service Commission under Certificate No. 682 and is the sole and exclusive bargaining agent for all non-teaching rank-and-file employees in the Mindoro State College of Agriculture and Technology Bongabong Campus;

WHEREAS, the COLLEGE and the ASSOCIATION now agree to enter into Collective Negotiation Agreement (CNA) for the purpose of establishing, maintaining and regulating the terms and conditions of employment through the proper observance of democratic processes compatible with Executive Order No. 180 and its Implementing Rules and Regulations, with the view of facilitating the peaceful adjustment of differences and grievances that may arise between the parties, and to promote harmony, efficiency, and productivity to the end that the COLLEGE, the ASSOCIATION and the general public may all mutually benefit, and finally promote and guarantee peace harmony in the spirit of cooperation;

NOW, THEREFORE, for and in consideration of the above premises, Mindoro State College of Agriculture and Technology Bongabong Campus and the MBC Employees Association do hereby bind themselves and mutually agree on the following terms and conditions.

ARTICLE I REGOGNITION OF MBCEA AS SOLE AND EXCLUSIVE NEGOTIATING UNIT

Section 1. The College hereby recognizes the MBCEA as the sole and exclusive collective negotiating unit of all non-teaching rank-and-file employees of the COLLEGE with respect to terms and conditions of employment.

Section 2. MBCEA AS SOLE AND EXCLUSIVE REPRESENTATIVE. The College agrees to deal only through, and directly with MBCEA on all matters and issues affecting the rights, benefits and interests of all rank-and-file employees as the negotiating unit during the effectivity of this Agreement.

ARTICLE II NEGOTIATING UNIT

The negotiating unit is composed of all rank-and-file employees of the college who are holding permanent positions and are bonafide members of MBCEA.

ARTICLE III DECLARATION OF PRINCIPLE

*Section 1. **PUBLIC INTEREST AND ETHICS.*** The COLLEGE recognizes public service as an essential component of sovereign power. It shall uphold the right of the employees and the ASSOCIATION to effective and reasonable participation at all levels of decision-making, particularly on terms and conditions of employment.

*Section 2. **COLLEGE PROGRAM AND OPERATION.*** The COLLEGE, cognizant of government's policy of transparency, recognizes the ASSOCIATION as an advocate of change for the growth, progress, and full development of the COLLEGE, and the right of the ASSOCIATION to assist management in the formulation, identification, and development of programs/projects of the COLLEGE.

*Section 3. **LOYALTY AND FIDELITY TO PUBLIC INTEREST.*** The ASSOCIATION and the COLLEGE are duty bound to see to it that the highest standards of ethics, morality, and fidelity to the public interest are observe.

*Section 4. **AUTHORITY.*** The MBCEA recognizes and respect the authority of the COLLEGE management and the implementation of existing laws governing terms and conditions of employment, establishment of policies, guidelines, rules and regulations on personnel actions; and the provision and maintenance of employee welfare and benefits provided under the law.

*Section 5. **PRODUCTIVITY AND INDEPENDENCE.*** The COLLEGE and MBCEA recognize the desirability of creating an environment that guarantees the productivity and independence of the ASSOCIATION.

*Section 6. **EQUALITY.*** The COLLEGE and MBCEA believe in the equality among men and women, and the eradication of all forms of discrimination, and thus, recognize the vital role of collective negotiation in pursuing their commitment towards a truly gender-responsive bureaucracy.

*Section 7. **INVALUABLE CONTRIBUTIONS.*** The COLLEGE recognizes the invaluable contribution of MBCEA in the formulation of policies, plans, and programs affecting the rights, career development, welfare, and benefits of employees, and on client service improvement.

*Section 8. **PROHIBITION AGAINST DISCRIMINATION.*** The COLLEGE hereby guarantees that there shall be no discrimination, in any manner or form, against any employee due to membership in, or lawful acts performed as an officer or member of MBCEA.

ARTICLE IV PRIVILEGES AND BENEFITS

PRIVILEGES AND BENEFITS. All privileges and benefits that are not provided for in this agreement but which are presently accorded or maybe in the future be accorded to employees shall not be discontinued by the COLLEGE, unless otherwise provided by law.

All privileges and benefits like the Collective Negotiation Agreement incentives shall be granted as authorized under the Public Sector-Labor Management Council (PSLMC) Resolution No. 4, s. 2002 for State Universities and Colleges (SUCs), National Government Agencies, and Local Government Units and Administrative Order No. 135, subject to strict compliance with the conditions specifies in Budget Circular No. 2006-1.

*Section 1. **OFFICIAL TIME/UNION TIME OFF.*** Official time shall be granted by the COLLEGE to MBCEA officers and members in order to accomplish representation duties. Union time-off although on official time should not be construed as official business. Hence, any attendance expenses shall be borne by the employees association.

*Section 2. **ASSOCIATION'S ECONOMIC PROJECTS.*** MBCEA shall be allowed to engage in any economic projects and income-generating activities that will redound to the benefits of its members, provided that these are not contrary to law, morals, public orders, public policy, Commission on Audit Rules and Regulations and the COLLEGE policies.

*Section 3. **PROVISION OF SERVICE VEHICLES.*** The COLLEGE agrees to provide service vehicles for the use of MBCEA in attending official meetings called by any government agency, labor union federations, and other duly accredited organizations that will advance the interest of the MBCEA, subject to the availability of said vehicle.

ARTICLE V ASSOCIATION SECURITY

*Section 1. **MEMBERSHIP IN THE ASSOCIATION.*** All rank-and-file employees of the COLLEGE who are members of the MBCEA as of date of signing of this agreement shall continue to remain as the members and all others shall be eligible to become members of the MBCEA on voluntary basis.

*Section 2. **CHECK-OFF.*** The COLLEGE shall deduct from the salaries every association member the regular association dues and such other fees and assessments that the ASSOCIATION may have. In the case of fees and assessment, other than the monthly 6th CNA

union dues, the UNION shall present proper authorization, either board resolution or individual undertaking, the COLLEGE allowing such fees and assessment. In implementing this provision there should be a written authorization from the members.

*Section 3. **ORGANIZATION STRUCTURE.*** The MBCEA shall be considered as partner of the College in evolving development programs/projects of the COLLEGE on the issues and concerns allowed under EO No. 180, series of 1987, and its Implementing Rules thereof. The MBCEA is recognized as an advocate of change for growth, progress, and full development of the COLLEGE and its employees.

*Section 4. **COLLECTION PROCEDURES.*** For smooth implementation of the above provisions in Section 3 and Section 4 of Article V, the mechanisms provided herein will be strictly observed:

- a. The MBCEA Treasurer shall collect from every employee member the regular association dues, and such other fees and assessment that the ASSOCIATION may have.

Non-association members who refuse or fail to pay Agency fee shall not be entitled to receive any of the benefits that may be granted by virtue of this Agreement, subject to existing rules and regulations applicable on this matter.

*Section 5. **AGENCY FEE.*** The COLLEGE shall deduct from the salaries of all non-members and enjoy the benefits under this Collective Negotiation Agreement an amount equal to the duly prescribed annual or monthly dues commencing from the start of the said negotiations until its subsequent approval. Authorization, however, is not required for the deduction of the Agency fee. The ASSOCIATION shall strive to work for and negotiate on benefits and conditions for all members of the negotiation unit regardless of membership in the ASSOCIATION and ensure that these are applied equally to all.

ARTICLE VI EMPLOYEES AND MANAGEMENT RELATIONS

*Section 1. **REPRESENTATION IN COLLEGE COMMITTEES/ COUNCILS/ BOARDS.*** The COLLEGE hereby agrees that MBCEA President and/or authorized representatives shall be automatic members in the planning board/body of the COLLEGE and other committees pertaining to any program for reorganization or internal restructuring involving the creation, abolition or reclassification of positions that concerns the rank-and-file employee.

ARTICLE VII EDUCATIONAL AND PROFESSIONAL DEVELOPMENT

*Section 1. **RECOGNITION OF EMPLOYEES DEVELOPMENT.*** The COLLEGE shall promote a staff development program to include formal degree educational programs, study grants, seminars and workshops, conferences and conventions, and other similar development programs which the COLLEGE may deem necessary, subject to the College's rules and other related laws and availability of funds.

*Section 2. **PROFESSIONAL GROWTH.*** MBCEA members may enroll in as many subjects or equivalent number of units as he/she is capable of handling, provided his/her attendance in classes is done after office hours and subject to existing Civil Service Rules and Regulations and College policies.

*Section 3. **STUDY LEAVE.*** The COLLEGE shall grant study leave privileges to MBCEA members who are about to take board/bar exams or who are writing their theses/dissertations, as provided under Civil Service Law, Rules and Regulations, subject to the guidelines to be formulated later.

*Section 4. **REVIEW OF CAREER AND PERSONNEL DEVELOPMENT PLAN.*** The COLLEGE and MBCEA agree to review the career and personnel development plan.

ARTICLE VIII SAFETY AND HEALTH

*Section 1. **SAFETY AND HEALTH REQUIREMENTS.*** The COLLEGE shall conform to and comply with applicable regulations requiring safety, health, and sanitary working conditions prescribed by law whenever possible.

*Section 2. **FREE ANNUAL DENTAL AND MEDICAL SERVICES.*** The COLLEGE shall provide free dental and medical services which are available in the College Clinic.

ARTICLE IX SPORTS/RECREATIONAL AND SOCIAL DEVELOPMENT

*Section 1. **SPORTS DEVELOPMENT AND RECREATIONAL PROGRAM.*** The COLLEGE shall implement sports development and recreational program to enhance the physical and mental well-being of the employees. The COLLEGE shall allocate an amount not exceeding One Thousand Two Hundred pesos (Php. 1,200.00) based on the provision of the General Appropriation Act (GAA) per employee-participants to be issued for the 6th CNA

purchased of costumes or uniform, and other related expenses in the conduct of cultural and athletic activities.

*Section 2. **SOCIAL DEVELOPMENT.*** The COLLEGE and MBCEA shall provide opportunities for employees' social development, to enhance teamwork, morale, and productivity.

*Section 3. **HUMAN RESOURCE IMPROVEMENT.*** To avoid Human Resource problem the following will be strictly observed:

a. The ASSOCIATION obliged to marshall its ranks to avoid the incidence of tardiness by 5% and absenteeism by 5% and counsel its members who are frequently tardy or absentee.

b. The ASSOCIATION obliged to marshall its ranks that all its members will wear the prescribed complete uniform on the day by the COLLEGE subject to exceptions for those who are on field work, official travel, pregnant women, bereavement period, special occasions of the college like MinSCAT Anniversary, CSC Celebration or Christmas where certain attire is required, and during inclement weather.

ARTICLE X GRIEVANCE MACHINERY

Section 1. The parties agree that any complaint arising from the ASSOCIATION shall be disposed of in accordance with the pertinent provisions set by the COLLEGE and other CSC rules and regulations.

Section 2. The member of the MBCEA shall be represented by the president or an authorized representative.

ARTICLE XI COST SAVING MEASURES

*Section 1. **COST SAVING MEASURES.*** The MBCEA shall assist the Management in ensuring the efficient implementation of the cost saving measures prescribed by the management, particularly in the delivery of the basic services to the people at a lesser cost.

Section 2. AUSTERITY MEASURE. All employees shall adopt the austerity program of the management all throughout the life of CNA by faithfully complying with the following: recycling of used supplies; putting off of lights and air condition units, and the like every afternoon break and every office hour and observe water conservation.

Section 3. INCOME GENERATING PROJECTS. The ASSOCIATION shall be encourage to undertake income generating projects to augment the income.

ARTICLE XII ENTIRETY AND MODIFICATION CLAUSE

Section 1. The Collective and Negotiation Agreement comprises the entire agreement between the parties on such terms and conditions and provisions and supersedes all previous communications, representations or agreements, either verbal or written, between the parties with respect to said matters. Both parties agree that negotiations shall not be reopened on any of the terms and provisions contained in this agreement during the life Agreement except by mutual consent or as otherwise provided herein.

Section 2. During the effectivity of the Agreement, the ASSOCIATION shall promote peace and harmony within the ranks. It shall cooperate with COLLEGE in the implementation of directives from proper authorities in line with existing political, economical, and social conditions of the country.

ARTICLE XIII SEPARABILITY CLAUSE

Any provision(s) of this Agreement which is contrary to law or declared invalid by any court of competent jurisdiction, or which may be subsequently modified or amended by the parties shall automatically be invalidated but all other provisions or applications not affected thereby shall continue to be in force and in effect.

ARTICLE XIV EFFECTIVITY AND DURATION

Section 1. This Agreement shall become effective after the signing of this Agreement and shall remain in effect within three (3) years as per Executive Order No. 180 or until rendered inoperative.

6th CNA

Section 2. If during the duration of this Agreement, certain improvements on the terms are found to be appropriate and beneficial to both parties, corresponding amendments shall be introduced.

Section 3. Both parties agree to meet at least thirty (30) days prior to the expiry of this Agreement for the purpose of negotiating for a new agreement to govern the parties.

ARTICLE XV CONTINUITY CLAUSE

Both parties agree to meet at least thirty (30) days prior to this Agreement for the purpose of negotiating for a new agreement to govern the relations of both parties. If no agreement is reached at the expiration of this Agreement, the Agreement shall remain in full force and effect until a new agreement is reached, which shall retro-act to the first day immediately following the expiration.

ARTICLE XVI COLLECTIVE NEGOTIATION INCENTIVE

) **Collective Negotiation Incentives.** Both parties agreed to have a cost saving measure without prejudice to the implementation of programs and activities of the COLLEGE. On recognition on the effort of both parties, the CNA Incentive may be paid to all ASSOCIATION members every year that savings are generated during the life of the CNA (Section 5, Administrative Order No. 135, s. 2006).

IN WITNESS WHEREOF, the parties hereto, by their duly authorized representative have executed this **COLLECTIVE NEGOTIATION AGREEMENT** this 21st day of SEPTEMBER, 2023.

**Mindoro State College of Agriculture
& Technology Bongabong Campus**

MBC Employees Association

Sgd

LEVY B. ARAGO JR., Ph.D.
University President

Sgd

JOANNE MARIE P. SAPINIT, R.N.
President

WITNESSES:

Sgd

CIEDELLE P. SALAZAR, Ph.D.
Campus Executive Director

Sgd

ELVI C. ESCAREZ, Ph.D.
Campus Executive Director

Sgd

GREGORIA C. PESIGAN, Ed.D.
Adviser/Consultant

Republic of the Philippines)
Bongabong, Oriental Mindoro)

OCT 23 2023

In the Municipality of Bongabong, Oriental Mindoro, Philippines this _____ day
of _____, 2023 personally appeared before me:

Name	Valid ID No.	Issued at	Date Issued
DR. LEVY B. ARAGO, JR.	<u>PR</u>		
JOANNE MARIE O. SAPINIT	<u>PR</u>		

to me known to be the same persons who signed and executed the foregoing eleven (11)
pages documents, including this acknowledgement, and acknowledge before me that the
same is of their voluntary act and deed.

IN WITNESS WHEREOF, I have hereto set my hand and affixed my Notarial
Seal at the place and on the date above written.

Doc. No. 406
Page No. 83
Book No. 41V
Series No. 2073

ATTY. PRINCESS JANINE R. SY
NOTARY PUBL Sgd Oriental Mindoro
Notarial Commission No. 091-22 until 31 December 2023
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro: 01-11-2023
IBP No. 282134: Oriental Mindoro: 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025



Mindoro State University

Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28



November 21, 2023

Hon. MA. THERESA C. FERNANDEZ

Director IV

Personnel Relations Office

Civil Service Commission

Constitutions Hills, Batasang Pambansa Complex

Diliman 1126 Quezon City

Ma'am:

Respectfully submitting the lacking documents in compliance for the deficiency for the CNA Registration of the **Mindoro State of Agriculture and Technology Bongabong Campus Employees Association (MBCEA)**.

Attached herewith are:

1. Three notarized original copies of the signed CNA; and
2. Three notarized original copy of the statement that the CNA was posted in at least two (2) most conspicuous places in the principal address of the agency for at least seven (7) calendar days before the ratification by the members, indicating therein the places and inclusive dates of posting.

Thank you so much for the usual support.

Very truly yours,

Sgd

JOANNE MARIE O. SAPINIT, R.N.

MBCEA President



Mindoro State University

Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28



October 23, 2023

Hon. MA. THERESA C. FERNANDEZ

Director IV

Personnel Relations Office

Civil Service Commission

Constitutions Hills, Batasang Pambansa Complex

Diliman 1126 Quezon City



Ma'am:

We have the honor to submit herewith the following documents as requirements for registration of our Sixth Collective Negotiation Agreement (CNA).

1. Three (3) notarized copies of the original CNA (certified under oath).
2. Original copy of the certification stating that the CNA was posted in conspicuous places in the three campuses for fifteen (15) calendar days before its ratification (certified under oath).
3. One Original copy of the Proof of Ratification (certified under oath).
4. Original copy of certification from the Human Resource Management Officer/Chief Administrative Officer of the College.
5. Certificate of Accreditation (Certified true copy)
6. Registration fee of one thousand pesos (1,000.00)
7. Reply Report Form – Profile of Union (Non-teaching)

Very truly yours,

Sgd

GREGORIA C. PESIGAN, Ed.D.

Adviser/Consultant

MBCEA



PRO Form No. _____

REPLY REPORT FORM

PROFILE OF UNION

Name of Union	MinSCAT Bongabong Campus Employees Association (MBCEA)
Name of Union President	JOANNE MARIE O. SAPINIT
Date of Union Registration	January 29, 2021 (No. 2044)
Date of Union Accreditation	June 2, 2008 (No. 682)

COLLECTIVE NEGOTIATIONS AGREEMENT (CNA)

Do you already have a CNA? (Please Check)

With CNA ☒	Without CNA _____
	Reasons for non-negotiation and/or agreement with management:
1 st CNA ☒	1. Improve working relations between the employee and management.
2 nd CNA ☒	2. Serve as partner of the management in its implementation of goals /objectives.
3 rd CNA ☒	3. Avail benefits due for the employee, if funds are available.
4 th CNA ☒	4. Uplift the working conditions of employees.
5 th CNA ☒	5. Improve workers' satisfaction and develop workforce potential.
6 th CNA ☒	6. Continuous support for professional development and provide a safe working environment.

REPORTORIAL REQUIREMENTS

Copy of Reportorial Requirements submitted to the DOLE under Section 1, rule VI, Amended Rules and Regulations of Executive Order No. 180: (Please supply information/check appropriate box).

1. Any amendments to its Constitution and by-laws and the minutes of adoption and ratification of such amendments, together with the signatures of members who ratified the same, within thirty (30) calendar days	Submitted: ☒	Not Submitted: _____
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from its adoption and ratification.		
2. Annual Audited financial reports within thirty (30) calendar days after the close of each calendar year.	Submitted: ☒	Not Submitted: _____
3. Updated list of newly-elected and appointed officers or agents, within thirty (30) calendar days after each regular or special election of officers or agents of the employees' organization.	List of Elected Officers	Position
	1. JOANNE MARIE O. SAPINIT	President
	2. EMLLEN M. BAGON	Vice President
	3. DAFFODYL D. FAMENIA	Secretary
	4. MARY JANE R. ALMAREZ	Treasurer
	5. BABY ANNE MARIE G. MAUHAY	Auditor
	6. RACHEL MARIE N. DELA CRUZ	P.I.O.
	7. ARMANDO B. RAMOS	Sgt. At Arms
	8. FRITZ DUSTIN M. FIEDALAN	Business Manager
Date of last election (if applicable)	January 25, 2023	
4. List of names of members within thirty (30) calendar days after the close of each calendar year.		Kindly refer to the attached sheet.

ELECTION OF UNION OFFICERS

As is those listed above are the present union officers.	



LIST OF MBCEA MEMBERS

NAME	POSITION	ADDRESS
MARY JANE R. ALMAREZ	Administrative Officer IV	[Redacted Address Column]
JOEY C. ASILO	Security Guard I	
EMLLEN M. BAGON	Accountant I	
MARK HARRIS M. DAGSAAN	Security Guard I	
ELREY C. DE CHAVEZ	Administrative Aide II	
FERDINAND M. DE JESUS	Administrative Aide III	
RACHEL MARIE N. DELA CRUZ	Registrar I	
MARIFE ANN S. DELOS SANTOS	Administrative Aide VI	
JANNA AYESHMA M. DILAO	Librarian I	
DAFFODYL D. FAMENIA	Administrative Officer I	
FRITZ DUSTIN M. FIEDALAN	Research Assistant	
JOEL N. GASANG	Farm Worker II	
RONALD F. GUTIERREZ	Administrative Aide II	
LINA B. JAVIER	Administrative Aide VI	
JOEL M. LUMAGUI	Administrative Aide III	
BABY ANNE MARIE G. MAUHAY	Administrative Aide VI	
LEONARDO M. PARAS	Security Guard I	
ARMANDO B. RAMOS	Security Guard II	
FELISA R. ROCHA	Administrative Officer I	
WINCHESTER L. ROXAS	Administrative Aide I	
JOANNE MARIE O. SAPINIT	Nurse II	
JIMMY D. VELASQUEZ	Farm Worker II	
ABARQUEZ, ALETH ATTILA D.	Guidance Counselor III	[Redacted Address Column]



CERTIFICATION

We, JOANNE MARIE O SAPINIT, President, and DAFFODYL D. FAMENIA, Secretary of the Mindoro State College of Agriculture and Technology Bongabong Campus Employees Association (MBCEA) attest the veracity and authenticity of the documents cited below, to be submitted to the CSC, Personnel Relation Office, in compliance with the requirements for the Registration of our Sixth (6th) Collective Negotiation Agreement (CNA).

These documents are the following:

1. Three (3) copies notarized original copies of the CNA.
2. Original copy of statement of the CNA was posted in two conspicuous places including the inclusive dates of posting.
3. Original copy of the proof of ratification of members from the three (3) campuses.

In lieu thereof, we have hereunto set our hands and affix our signatures.

Prepared by:

Sgd
DAFFODYL D. FAMENIA
MBCEA Secretary

Attested by:

Sgd
JOANNE MARIE O. SAPINIT, R.N.
MBCEA President

Republic of the Philippines)
Province of Oriental Mindoro) S.S.
MUNICIPALITY OF BONGABONG

OCT 23 2023

SUBSCRIBED and sworn to before me this _____ day of _____, 2023 at
Bongabong, Oriental Mindoro.

Doc. No. 407
Page No. 82
Book No. XIV
Series of 2023

ATTY. PRINCESS JANINE R. SY
NOTA
Notarial
Sgd
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro; 01-11-2023
IBP No. 282134: Oriental Mindoro; 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025



JOINT RESOLUTION No. 01, s. 2023

RESOLUTION SHOWING THE NAMES OF THE NON-TEACHING STAFF AND THEIR SIGNATURES AS PROOF OF THEIR RATIFICATION OF THE 6th COLLECTIVE NEGOTIATION AGREEMENT AS EMPLOYEES/MEMBERS OF THE NEGOTIATING AGENCY.

WHEREAS, the MINDORO STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY BONGABONG CAMPUS was created by Republic Act No. 10596 as Amended by Republic Act No. 11006 and Resolution No. 004, s. 2021;

WHEREAS, the non-teaching staff have organized themselves into an indispensable union named the Mindoro State College of Agriculture and Technology Bongabong Campus Employees Association (MBCEA) that acknowledges the value for collective efforts and solidarity for the members;

WHEREAS, the MBCEA can serve as effective instrument of good industrial relation to boost efficiency in further expanding the services and other programs of the institution for the attainment of its goals and objectives;

WHEREAS, the MBCEA has acquired legal personality through registration at the Civil Service Commission (CSC) and the Department of Labor and Employment (DOLE);

WHEREAS, the forging of the Collective Negotiation Agreement has strengthen the facilitation in the participation of the rank-and-file in various decision-making venues of the college;

WHEREAS, the MBCEA has become the sole and exclusive representative of the faculty through accreditation with the CSC and DOLE; therefore, be it

RESOLVED, that we, non-teaching staff, take this means of showing our ratifying signatures as proof of our confirmation regarding our Sixth Collective Negotiation Agreement.

Approved this 2nd day of October, 2023 at Mindoro State College of Agriculture and Technology - Bongabong Campus, Labasan, Bongabong, Oriental Mindoro.



CERTIFICATION

This is to certify that one hundred percent of the total rank and file employees of the Mindoro State College of Agriculture and Technology Bongabong Campus are members of the MinSCAT Bongabong Campus Employees Association (MBCEA). Attached is the list of the members, their position and signatures.

1. MARY JANE R. ALMAREZ	Administrative Officer IV
2. JOEY C. ASILO	Security Guard I
3. EMLN M. BAGON	Accountant I
4. MARK HARRIS M. DAGSAAN	Security Guard I
5. ELREY C. DE CHAVEZ	Administrative Aide II
6. FERDINAND M. DE JESUS	Administrative Aide III
7. RACHEL MARIE N. DELA CRUZ	Registrar I
8. MARIFE ANN S. DELOS SANTOS	Administrative Aide VI
9. JANNA AYESHMA M. DILAO	Librarian I
10. DAFFODYL D. FAMENIA	Administrative Officer I
11. FRITZ DUSTIN M. FIEDALAN	Research Assistant
12. JOEL N. GASANG	Farm Worker II
13. RONALD F. GUTIERREZ	Administrative Aide II
14. LINA B. JAVIER	Administrative Aide VI
15. JOEL M. LUMAGUI	Administrative Aide III
16. BABY ANNE MARIE G. MAUHAY	Administrative Aide VI
17. LEONARDO M. PARAS	Security Guard I
18. ARMANDO B. RAMOS	Security Guard II
19. FELISA R. ROCHA	Administrative Officer I
20. WINCHESTER L. ROXAS	Administrative Aide I
21. JOAN MARIE O. SAPINIT	Nurse II
22. JIMMY D. VELASQUEZ	Farm Worker II
23. ABARQUEZ, ALETH ATILA D.	Guidance Counselor III

Sgd

MARY JANE R. ALMAREZ
Administrative Officer IV

Noted:

Sgd

CIEDELLE P. SALAZAR, Ph.D.
Campus Executive Director

OCT 23 2023

SUBSCRIBED AND SWORN to before me this _____ day of _____, 2023
in Bongabong, Oriental Mindoro, affiant to me her valid Identification Document
No. _____ issued at Bongabong, Oriental Mindoro

Doc. No. 408 ;
Page No. 62 ;
Book No. XIV ;
Series 2023

ATTY. PRINCESS JANINE R. SY
NOTARY PUBLIC
Notarial Commission _____
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro: 01-11-2023
IBP No. 282134: Oriental Mindoro: 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025

Sgd



LIST OF MBCEA MEMBERS

NAME	POSITION	ADDRESS	SIGNATURE
MARY JANE R. ALMAREZ	Administrative Officer IV		
JOEY C. ASILO	Security Guard I		
EMLLEN M. BAGON	Accountant I		
MARK HARRIS M. DAGSAAN	Security Guard I		
ELREY C. DE CHAVEZ	Administrative Aide II		
FERDINAND M. DE JESUS	Administrative Aide III		
RACHEL MARIE N. DELA CRUZ	Registrar I		
MARIFE ANN S. DELOS SANTOS	Administrative Aide VI		
JANNA AYESHMA M. DILAO	Librarian I		
DAFFODYL D. FAMENIA	Administrative Officer I		
FRITZ DUSTIN M. FIEDALAN	Research Assistant		
JOEL N. GASANG	Farm Worker II		
RONALD F. GUTIERREZ	Administrative Aide II		
LINA B. JAVIER	Administrative Aide VI		
JOEL M. LUMAGUI	Administrative Aide III		
BABY ANNE MARIE G. MAUHAY	Administrative Aide VI		
LEONARDO M. PARAS	Security Guard I		
ARMANDO B. RAMOS	Security Guard II		
FELISA R. ROCHA	Administrative Officer I		
WINCHESTER L. ROXAS	Administrative Aide I		
JOAN MARIE O. SAPINIT	Nurse II		
JIMMY D. VELASQUEZ	Farm Worker II		
ABARQUEZ, ALETH ATILA D.	Guidance Counselor III		



CERTIFICATION

This is to certify that one hundred percent of the total non-teaching employees of the Mindoro State University Main Campus are members of the MinSCAT Bongabong Campus Employees Association (MBCEA). Attached is the list of the members, their position and signatures.

1	ARAGO, LEVY JR. B.	University President	—	—
2	ASI, MARYNEL N.	Administrative Assistant II	—	—
3	ATIENZA, FRANCISCO D.	Administrative Aide IV	—	—
4	ATIENZA, ROMUALDO A.	Security Guard I	—	—
5	BAGON, EMLN M.	Accountant I	—	—
6	BUMOHYA, HEIDELITA G.	Guidance Counselor III	—	—
7	CANTOS, MARLON R.	Administrative Aide IV	—	—
8	CASTILLO, ANTHONY B.	Security Guard I	—	—
9	CASTILLO, VICTORIA M.	Administrative Aide VI	—	—
10	CASTILLO, ROBENSON J.	Administrative Aide V	—	—
11	DE JESUS, JULIO G.	Security Guard I	—	—
12	DIVINA, MARIA KATHLEEN	Administrative Aide IV	—	—
13	DURAN, CELSO M.	Farm Worker II	—	—
		Administrative Officer V	—	—
14	EMPLEO, DORINA T.	(Cashier III)	—	—
15	EMPLEO, JUN KENNETH T.	Administrative Aide IV	—	—
16	ESCORPESO, MARILYN M.	Administrative Aide VI	—	—
		Administrative Officer V	—	—
17	FADRIQUELAN, MELGAR G.	(Records Officer III)	—	—
18	GALORIO, GEORGE C.	Farm Worker II	—	—
19	GARCIA, MARIANNE B.	Nurse II	—	—
20	HERNANDEZ, ANTONIO A.	Security Guard I	—	—
21	HERNANDEZ, GENELITA E. EdD	Board Secretary V	—	—
22	HORA, NEDEN GRACE D.	Dentist II	—	—
23	ICALLA, NEIL L.	Agricultural Technologist	—	—
24	INCIONG, VIRGILIO I.	Administrative Aide III	—	—
25	LAMBOLOTO, RHEA M.	Administrative Aide VI	—	—
26	LEYNES, ARIEL A.	Farm Worker II	—	—
27	LIWANAG, JOEY V.	Administrative Aide I	—	—
28	MAMINTA, ESPERANZA	Registrar III	—	—
29	MANALO, DENNIS A.	Farm Worker II	—	—
30	MANALO, GERMAN P.	Farm Worker II	—	—
31	MANALO, LYLANIE JANE T.	Administrative Assistant III	—	—
32	MANALO, KEMBERLY	Administrative Aide III	—	—
33	MANALO, REYNALDO S.	Science Research Specialist I	—	—
34	MANSALAPUZ, MA. SHIELA P.	Planning Officer I	—	—
35	MAYUGA, ARGIE P.	Farm Worker II	—	—
36	MINESTERIO, FELIX A.	Administrative Aide IV	—	—
37	MERHAN, JOHN EMMANUEL M.	S. Research Assistant II	—	—
38	MINA, LOVELY N.	Administrative Assistant III	—	—
39	PEREZ, JERRY M.	Administrative Aide III	—	—
40	RECAÑA, CRISPIN Q.	Farm Worker II	—	—
41	REYES, FILOMENA P.	Chief Administrative Officer	—	—



Mindoro State University

Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28



42	RICO, RENIELITO C.	Administrative Assistant II	—
43	ROXAS, NOEL A.	Administrative Aide IV	—
44	ROXAS, ROVELYN P.	Administrative Officer V	—
		Administrative Officer IV-	
		HRMO II	—
45	SIGUE, ZEA FIEL V.	Accountant III	—
46	SISCAR, MARIA CRISTINA D.	Administrative Aide III	—
47	SUMAGUE, JESSA B.	College Librarian III	—
48	TEMPLANZA, NATIVIDAD R.	Administrative Officer V	—
		(Supply Officer III)	—
49	ULEP, ANSELMO JR. R.	Administrative Aide IV	—
50	ULEP, JOSEPH R.	Administrative Aide V	—
51	UMPAD, ROOSEBELT L.	Farm Worker II	—
52	VIERNES, EDGAR P.	College Librarian I	—
53	VITO, FILIA OFILEA M.		
	CASUAL		
54	ALVIZ, ANNABELLE A.	Administrative Aide I	—
55	DIMAILIG, CAROL G.	Administrative Aide I	—

Sgd

ZEA FIEL V. SIGUE

Administrative Officer IV

Noted:

Sgd

FILOMENA P. REYES

Chief Administrative Officer

OCT 23 2023

SUBSCRIBED AND SWORN to before me this _____ day of _____, 2023
in Bongabong, Oriental Mindoro, affiant to me her valid Identification Document
No. _____ issued at Bongabong, Oriental Mindoro

Doc. No. 409 ;
Page No. 82 ;
Book No. 114 ;
Series 2023

ATTY. PRINCESS JANINE R. SY

NOTARY PUBLIC in and for the Philippines
Notarial Commission No. _____, expires _____ September 2023
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro; 01-11-2023
IBP No. 282134: Oriental Mindoro; 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025



LIST OF MBCEA MEMBERS

NAME	POSITION	ADDRESS	SIGNATURE
ARAGO, LEVY JR. B.	University President		
ASI, MARYNEL N.	Administrative Assistant II	M	
ATIENZA, FRANCISCO D.	Administrative Aide IV		
ATIENZA, ROMUALDO A.	Security Guard I		
BAGON, EMLLEN M.	Accountant I	P	
BUMOHYA, HEIDELITA G.	Guidance Counselor III	L	
CANTOS, MARLON R.	Administrative Aide IV	S	
CASTILLO, ANTHONY B.	Security Guard I		
CASTILLO, VICTORIA M.	Administrative Aide VI		
CASTILLO, ROBENSON J.	Administrative Aide V		
DE JESUS, JULIO G.	Security Guard I	M	
DIVINA, MARIA KATHLEEN B.	Administrative Aide IV		
DURAN, CELSO M.	Farm Worker II		
EMPLEO, DORINA T.	Administrative Officer V (Cashier III)		
EMPLEO, JUN KENNETH T.	Administrative Aide IV		
ESCORPESO, MARILYN M.	Administrative Aide VI		
FADRIQUELAN, MELGAR G.	Administrative Officer V (Records Officer III)		
GALORIO, GEORGE C.	Farm Worker II		
GARCIA, MARIANNE B.	Nurse II	II	
HERNANDEZ, ANTONIO A.	Security Guard I		
HERNANDEZ, GENELITA E. ED.D.	Board Secretary V Assistant Professor IV		
HORA, NEDEN GRACE D.	Dentist II	I	



Mindoro State University

Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph

Website: www.minsu.edu.ph

Mobile: +63 977 846 727 28

ICALLA, NEIL L.	Agricultural Technologist	
INCIONG, VIRGILIO I.	Administrative Aide III	
LAMBOLOTO, RHEA M.	Administrative Aide VI	
LEYNES, ARIEL A.	Farm Worker II	
LIWANAG, JOEY V.	Administrative Aide I	1
MAMINTA, ESPERANZA	Registrar III	2
MANALO, DENNIS A.	Farm Worker II	
MANALO, GERMAN M. P	Farm Worker II	
MANALO, LYLANIE JANE T.	Administrative Assistant III	
MANALO, KEMBERLY	Administrative Aide III	3
MANALO, REYNALDO S.	Science Research Specialist I	1
MANSALAPUZ, MA. SHIELA P.	Planning Officer I	
MAYUGA, ARGIE P.	Farm Worker II	
MINESTERIO, FELIX A.	Administrative Aide IV	
MERHAN, JOHN EMMANUEL M.	Administrative Aide VI	
MINA, LOVELY N.	Administrative Assistant III	
PEREZ, JERRY M.	Administrative Aide III	
RECAÑA, CRISPIN Q.	Farm Worker II	2
REYES, FILOMENA P.	Chief Administrative Officer	3
RICO, RENIELITO C.	Administrative Assistant II	1
ROXAS, NOEL A.	Administrative Aide IV	
ROXAS, ROVELYN P.	Administrative Officer V	
SIGUE, ZEA FIEL V.	Administrative Officer IV-HRMO II	
SISCAR, MARIA CRISTINA D.	Accountant III	
SUMAGUE, JESSA B.	Administrative Aide III	



TEMPLANZA, NATIVIDAD R.	College Librarian III	
ULEP, ANSELMO JR. R.	Administrative Officer V (Supply Officer III)	2 I
ULEP, JOSEPH R.	Administrative Aide IV	
UMPAD, ROOSEBELT L.	Administrative Aide V	
VIERNES, EDGAR P.	Farm Worker II	
VITO, FILIA OFILEA M.	College Librarian I	
CASUAL		
ALVIZ, ANNABELLE A.	Administrative Aide I	
DIMAILIG, CAROL G.	Administrative Aide I	1



CERTIFICATION

This is to certify that one hundred percent of the total rank-and-file employees of the Mindoro State University - Calapan City Campus are members of the Association of MinSCAT Employees (AME). Attached is the list of the members, their position, and their signatures.

1. ANNABELLE Q. MADRIGAL	Administrative Officer IV/HRMO II	—
2. MARIA CHELITA C. CATARROJA	Administrative Officer I	—
3. KEVIN CARLO M. MANIAUL	Administrative Officer I	—
4. CLARISE IRISH S. LOPEZ	Accountant I	—
5. MARIA MAJORIE M. CASTILLO	Nurse II	—
6. ANGELIE H. FERNANDEZ	Registrar II	—
7. LEONOR E. RUBIA	College Librarian I	—
8. DANIELA MAE P. DELOS SANTOS	Science Research Assistant	—
9. MACHERMIE R. LANDICHO	Administrative Aide VI	—
10. JUN-JUN V. DELOS REYES	Administrative Aide IV	—
11. CHRESALIZ M. ABDON	Administrative Aide III-Clerk I	—
12. BELENA C. ORNEDO	Administrative Aide III	—
13. JOSEPH A. DIOLOLA	Administrative Aide I	—
14. ZOREN F. PANTOJA	Administrative Aide I	—
15. LIWAYWAY B. RAYMUNDO	Administrative Aide I	—
16. BOBBY R. ALCAÑICES	Security Guard II	—
17. ROBERT M. BEJER	Security Guard I	—
18. REX A. ROGELIO	Security Guard I	—
19. GERARDO R. ULEP	Security Guard I	—
20. MANUEL B. DAIGAN	Const. & Maint. Man	—

Sgd

ANNABELLE Q. MADRIGAL
Administrative Officer IV / HRMO II

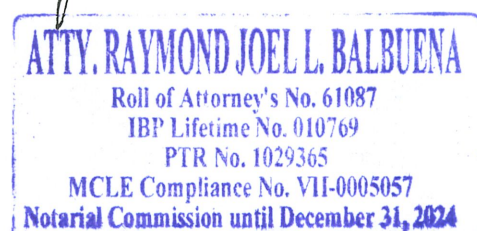
Sgd

ELVIC. ESCAREZ, Ph. D.
Campus Executive Director

SUBSCRIBED AND SWORN to before me this 31 AUG 2023 day of _____, 2023
in CALAPAN CITY, affiant to me her valid Identification Document
No. _____ issued at Calapan City, Oriental Mindoro

Sgd

Doc. No. 311;
Page No. 64;
Book No. 113;
Series of 2023





LIST OF AME MEMBERS

NAME	POSITION	ADDRESS	SIGNATURE
ANNABELLE Q. MADRIGAL	Administrative Officer IV/HRMO II		
MARIA CHELITA C. CATARROJA	Administrative Officer I		
KEVIN CARLO M. MANIAUL	Administrative Officer I	C	
CLARISE IRISH S. LOPEZ	Accountant I	T	
MARIA MAJORIE M. CASTILLO	Nurse II		
ANGELIE H. FERNANDEZ	Registrar II	I	
LEONOR E. RUBIA	College Librarian I	C	
DANIELA MAE P. DELOS SANTOS	Science Research Assistant	L C	
MACHERMIE R. LANDICHO	Administrative Aide VI	C	
JUN-JUN V. DELOS REYES	Administrative Aide IV	I	
CHRESALIZ M. ABDON	Administrative Aide III- Clerk I		
BELENA C. ORNEDO	Administrative Aide III	I	
JOSEPH A. DIOLOLA	Administrative Aide I	C	
ZOREN F. PANTOJA	Administrative Aide I	I	
LIWAYWAY B. RAYMUNDO	Administrative Aide I	T	
BOBBY R. ALCAÑICES	Security Guard II	I	
ROBERT M. BEJER	Security Guard I	C	
REX A. ROGELIO	Security Guard I		
GERARDO R. ULEP	Security Guard I	T	
MANUEL B. DAIGAN	Const. & Maint. Man		



November 21, 2023

Hon. MA. THERESA C. FERNANDEZ

Director IV
Personnel Relations Office
Civil Service Commission
Constitutions Hills, Batasang Pambansa Complex
Diliman 1126 Quezon City

Ma'am:

This is to inform your honorable office that the copies of our signed Sixth Collective Negotiation Agreement were posted in two conspicuous places in MinSU Bongabong Campus for at least seven calendar days before our ratification, held on October 2, 2023. The data are shown below:

CAMPUS ADDRESS	DATE OF POSTING	PLACES
MINSCAT - Bongabong Campus Labasan, Bongabong, Oriental Mindoro	September 22, 23, 24, 25, 26, 27, 28, October 1, 2023	➤ Administration Office - Bulletin Board ➤ Faculty Room – Bulletin Board

Thank you very much for your untiring support.

Very truly yours,

Sgd
JOANNE MARIE O. SAPINIT, R.N.
President, MBCEA

Republic of the Philippines)
Province of Oriental Mindoro)S.S.
MUNICIPALITY OF BONGABONG

SUBSCRIBED and sworn to before me this NOV 21 2023 day of _____, 2023 at
Bongabong, Oriental Mindoro.

Doc. No. 265 ;
Page No. 51 ;
Book No. 44 ;
Series 2023

ATTY. PRINCESS JANINE R. SY
NOTARY PUBLIC
Notarial Commission No. _____, December 2023
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro: 01-11-2023
IBP No. 282134: Oriental Mindoro: 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025



Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28



BULLETIN BOARD AT ADMINISTRATION OFFICE



•Bongabong Campus, Labasan, Bongabong

- Calapan City Campus, Masipit, Calapan City



BULLETIN BOARD AT FACULTY ROOM





Mindoro State University
Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28

MinSCAT BONGABONG CAMPUS EMPLOYEES ASSOCIATION (MBCEA)
Main Campus
FINANCIAL REPORT
January to December 2022

Balance Forwarded	P	41,747.15
Amount Collected 2022		5,600.00

TOTAL	P	47,347.15
Less: CIU Contribution Deposited in the Bank		
LBP Calapan.....	P	30,865.34
Retirement Regalo.....	400.00	31,265.34

TOTAL.....	P	16,081.81
		=====

Prepared by:

Sgd
REMIELITO C/RICO
AME Treasurer

Certified correct:

Sgd
MELGAR G. FADRIQUELAN
AME President



FINANCIAL REPORT
January to December 2021

Balance Forwarded		Php. 91,672.95
Amount Collected 2021		32, 725.00
Sub-Total		124, 397.95
Less: CIU Contribution Deposited in the Bank		
LBP – 9/2021	25,568.00	
Bank Charge	50.00	
Expenses	57,032.80	
		<u>82,650.80</u>
		<u>41,747.15</u>

Prepared by:

Sgd
LYLANIE JANE T. MANALO
AME Treasurer

Certified Correct:

Sgd
MARILYN M. ESCORPESO
President



FINANCIAL REPORT
January to December 2020

Balance Forwarded		Php. 102,975.95
Amount Collected 2020		15,430.00
Sub-Total		118,405.95
Less: CIU Contribution Deposited in the Bank		
LBP – 11/6/2020	22,683.00	
Bank Charge	50.00	
Retirement Regalo	4,000.00	<u>26,733.00</u>
		<u>91,672.95</u>

Prepared by 
Sgd
LYLANIE JANET T. MANALO
AME Treasurer

Certified Correct:
Sgd
MARILYN M. ESCORPESO
President

MINSU EMPLOYEE ASSOCIATION
Calapan City Campus
As of December 31, 2022

Cash on Hand (from previous year balance)	6,171.70	
Cash Collections (2021)	<u>27,400.00</u>	
Total Cash In		33,571.70
Less: Remittance - Dec. 19, 2022	4,027.00	
Gift Pack for JO's	6,171.70	
Miscellaneous Expense (E, Andaca)	<u>2,000.00</u>	
		12,198.70
CASH ON HAND AS OF DECEMBER 31, 2022		<u>21,373.00</u>

Prepared by:

Sgd
LEONOR E. RUBIA
Treasurer

Noted:

Sgd
DANIELA MAE P. DELOS SANTOS
President

MINSU EMPLOYEE ASSOCIATION
Calapan City Campus
As of December 31, 2021

CASH INFLOW

Cash on Hand (from previous year balance)	11,121.70	
Cash Collections (2021)	<u>23,000.00</u>	
Total Cash In		34,121.70

CASH OUTFLOW

Regalo Retirement Lydia Lumalang	2,000.00	
Regalo Retirement Eleuducia Salazar	2,000.00	
Regalo Retirement E. Dalere	2,000.00	
Snacks Retirement Program E. Dalire	1,000.00	
LBC Fee (share for documents submitted)	1,000.00	
Transportation of Officer for Renewal of CIU	1,500.00	
Abuloy for Rommel Romero	5,000.00	
Christmas Donation for Barangay Tanod Masipit	1,000.00	
Financial Assistance to Edwin Andaca	2,000.00	
Gift Packs for Job Orders	8,450.00	
Share for MinSUFEA Christmas party	<u>2,000.00</u>	
		<u>27,950.00</u>
CASH BALANCE		6,171.70

Prepared by:

Sgd
DELENA C. ORNEDO
Treasurer

Noted:


Sgd
ANNABELLE Q. MADRIGAL
President

MINSCAT EMPLOYEE ASSOCIATION
Calapan City Campus
As of December 31, 2020

CASH INFLOW		
Cash on Hand (from previous year balance)	10,925.35	
Cash Collections (Annual Fee)	<u>13,300.00</u>	
Total Cash In		24,225.35
CASH OUTFLOW		
Notarial	100.00	
Renewal of Documents	2,000.00	
Regalo Retirement V. Ulep	2,000.00	
Snacks Retirement Program V. Ulep	1,000.00	
Annual Remittance to CIU	2,200.00	
Food Donation for Taal Community	3,319.68	
Snacks during Christmas Party	2,000.00	
Snacks during Meeting	<u>483.97</u>	
		<u>13,103.65</u>
CASH BALANCE		11,121.70

Prepared by:

Sgd
BELENA C. ORNEDO
Treasurer

Noted:

Sgd
ANNABELLE Q. MADRIGAL
President

MinSCAT BONGABONG CAMPUS EMPLOYEE ASSOCIATION (MBCEA)

Mindoro State University
BONGABONG CAMPUS
Labasan, Bongabong, Oriental Mindoro

Financial Statement Reports
as of December 31, 2022

Cash on Hand as of January 1, 2022		89,992.03
Add:	Collections - Bongabong Campus January - December 2022	<u>26,700.00</u> <u>26,700.00</u>
Total		116,692.03
Less:	Remittances/Expenses:	
	Remittances - January to December 2022	4,467.75
	Miscellaneous Expenses (Flowers JJP)	1,000.00
	College Day Expenses	4,500.00
		<u>9,967.75</u>
Balance -Cash on Hand as of December 31, 2022		<u><u>106,724.28</u></u>

Prepared by:

Sgd

MARTHA R. ALMAREZ
MBCEA Treasurer

Noted:

Sgd

JOANNE MARIE O. SAPINIT
MBCEA President

MinSCAT BONGABONG CAMPUS EMPLOYEE ASSOCIATION (MBCEA)

Mindoro State University
BONGABONG CAMPUS
Labasan, Bongabong, Oriental Mindoro

**Financial Statement Reports
as of December 31, 2021**

Cash on Hand as of January 1, 2021		91,536.23
Add: Collections - Bongabong Campus January - December 2021	28,200.00	28,200.00
Total		119,736.23
Less: Remittances/Expenses:		
Remittances - January to December 2021	4,304.20	
Retirement/Pabaon (DUM/MLR)	8,000.00	
Miscellaneous Expenses	1,000.00	
Gift Giving Christmas 2021	16,440.00	
		29,744.20
Balance -Cash on Hand as of December 31, 2021		89,992.03

Prepared by:

Sgd
MARYJANE R. ALMAREZ
MBCEA Treasurer

Noted:

Sgd
JENNIFER J. PENA
MBCEA President

MinSCAT BONGABONG CAMPUS EMPLOYEE ASSOCIATION (MBCEA)

Mindoro State College of Agriculture and Technology
BONGABONG CAMPUS
Labasan, Bongabong, Oriental Mindoro

**Financial Statement Reports
as of December 31, 2020**

Cash on Hand as of January 1, 2020		87,285.46
Add: Collections - Bongabong Campus January - December 2020	28,750.00	28,750.00
Total		116,035.46
Less: Remittances/Expenses:		
Remittances - April 2019 to Dec. 2020	6,399.33	
Assistance - R. Malhacan	12,899.90	
Assistance to ATJ Family	2,100.00	
Assistance to PSM family	2,100.00	
Misc Expenses c/o JJP	1,000.00	24,499.23
Balance -Cash on Hand as of December 31, 2020		91,536.23

Prepared by:

Sgd

MARYJANE R. ALMAREZ
MBCEA Treasurer

Noted:

Sgd

JENNELYN J. PENA
MBCEA President

CERTIFICATE OF REGISTRATION

Collective Negotiation Agreement

No. 2044

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

**MINDORO STATE COLLEGE OF AGRICULTURE
AND TECHNOLOGY BONGABONG CAMPUS
EMPLOYEES ASSOCIATION (MBCEA)**

and the

**MINDORO STATE COLLEGE OF AGRICULTURE
AND TECHNOLOGY (MinSCAT)**

Main Campus, Alcate, Victoria, Oriental Mindoro

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 **October 28, 2020** to **October 27, 2023**.

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

Sgd

ALICIA dela ROSA-BALA

Chairperson

Attested by:

Sgd

CECILIA C. DELA FUENTE

Director IV

Human Resource Relations Office

