

**[ CSC RESOLUTION NO. 90-1185, December 19, 1990 ]**

WHEREAS, the 1987 Constitution recognizes and encourages the right of government employees to collective negotiations;

WHEREAS, Executive Order No. 180 issued on June 1, 1987 and its Implementing Rules and Regulations which took effect on July 28, 1988, provide that terms and conditions of employment or improvements thereof, except those that are fixed by law, may be the subject of negotiations between accredited unions and appropriate government authorities;

WHEREAS, Executive Order No. 292 which became effective on November 23, 1989 further reiterates that terms and conditions of employment which are not fixed by law may be subject of negotiations between recognized employees' organizations and appropriate government authorities;

WHEREAS, the right to collectively negotiate on terms and conditions of employment in the public sector immediately exists upon the recognition of an employee union or upon its accreditation by the Civil Service Commission as the sole and exclusive negotiating agent of a particular organizational unit;

WHEREAS, several employee unions in the public sector have been properly accredited and recognized as negotiating agents and would want to avail of this right to the fullest;

WHEREAS, statistics over the years have shown that complaints, strikes and work stoppages in the public sector were triggered by discontentment among employees arising from their employer's working relationship, hence, the quantity and quality of output of government operations were adversely affected, exacerbating the economic and social problems of the country;

WHEREAS, the Civil Service Commission is aware that poor employee-management relations is usually attributed to the manner agency policies and decisions are made and implemented;

WHEREFORE, the Commission resolved to prescribe the "Policy Directions on Collective Negotiations in the Public Sector" as follows:

1. The Commission recognizes and supports the right of government employees to collective negotiations with appropriate government authorities on terms and conditions of employment not fixed by law;
2. The Commission shall continue to provide technical assistance for the effective exercise of the right to collective negotiations, specifically its integration in the public sector;
3. Employees' unions shall be allowed to present proposals to appropriate authorities which are intended to determine and improve terms and conditions