

COLLECTIVE NEGOTIATIONS AGREEMENT (CNA) SIGNING BONUS

CSC MEMORANDUM CIRCULAR NO. 05, S. 1996, March 04, 1996

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The Civil Service Commission has consistently encouraged government employees to exercise their right to form, join or assist employees organizations and thus, negotiate certain terms and conditions of employment for the protection and furtherance of their interests. Under Section 3, Chapter I, Title I, Book V of the revised Administrative Code of 1987, the terms and conditions of employment which are not fixed by law may be the subject of such negotiations between recognized employees organizations and the management. Furthermore, the Implementing Rules of Executive Order No. 180 expressly provide the terms and conditions of employment that are negotiable and non-negotiable.

For uniform interpretation of the rules and guidance of employees organizations and management, this Commission in Resolution No. 96-1506 dated March 1, 1996, ruled that Collective Negotiations Agreement (CNA) signing bonus is an emolument or an allowance. As such, it is not a subject of negotiation between employees organizations and management, and therefore, cannot be granted, except when the grant is specifically authorized by law or when the agency is authorized by its charter to grant said bonus.

This Memorandum Circular shall take effect immediately.

Adopted: 4 Mar. 1996

(SGD.) CORAZON ALMA G. DE LEON
Chairman

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