



DEPARTMENT OF EDUCATION

Region X-Northern Mindanao

DIVISION OF MALAYBALAY CITY

Sayre Highway, Purak 6, Casisang, Malaybalay City

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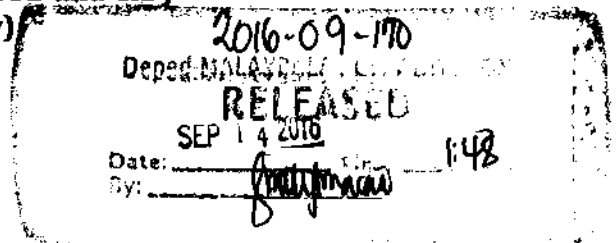
September 13, 2016

DIVISION ADVISORY

**DISSEMINATION OF REGIONAL ADVISORY RE: 2nd BATCH CLUSTERED
CONSULTATION RE: DEPED ORDER NO. 51, S. 2003 ON TEACHER
ORIENTAION TO PUBLIC UNIONISM**

**TO : Chief Education Supervisors and Staff, (SGOD and CID)
School Heads (Elementary and Secondary)
Section/Unit Heads
All Others Concerned**

[Signature]
FROM: EDILBERTO L. OPLENARIA, CESO VI
OIC-Schools Division Superintendent *[Signature]*



For the information and guidance of all concerned, this Office hereby disseminates the herein of Regional Advisory dated September 6, 2016 re: 2nd Batch Clustered Consultation re: DepEd Order no. 51, s. 2003 on Teacher Orientation to Public Unionism, content of which is self-explanatory.

Further, school head and teachers concerned who want to participate in the said activity shall proceed on September 14, 2016, 9am to 11:30am at Malaybalay City Central School gymnasium, Malaybalay City.

For widest dissemination.

Encl.:

As stated

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TO BE POSTED IN THE DIVISION WEBSITE



Republic of the Philippines
Department of Education
REGION X - NORTHERN MINDANAO
Fr. Masterson Avenue, Zone 1, Upper Bahalang
Cagayan de Oro City



REGIONAL ADVISORY

DepED
Cagayan de Oro City

TO: THE SCHOOLS DIVISION SUPERINTENDENTS
Division of Misamis Oriental, El Salvador City,
Bukidnon, Malaybalay & Valencia City

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5984
RECEIVED

FROM:  ALLANG PARNAZO
Regional Director

DATE: September 6, 2016

RE: **2nd BATCH CLUSTERED CONSULTATION**
RE: DEPED ORDER NO. 51, S. 2003 ON TEACHER ORIENTATION TO
PUBLIC UNIONISM

Enclosed is a letter from Antonio L. Tinio, Party List Representative, *ACT Teachers* to conduct *2nd Batch of Clustered Consultation* on September 13-15, 2016 with the list of schedules, proposed areas covered and attendance of Act Officers and Coordinators as identified.

In line with this and in consonance with *DepED Order No. 51, s. 2000* re: Teacher Orientation to Public Unionism, "it is expected that all public school teachers, must be provided with relevant and adequate information on the legal basis of public sector unionism. This includes the information on their benefits or advantages derived from their active participation in the union to protect their interest which lead to the delivery of a more effective, efficient and dependable services to the general public."

Accordingly, please allow the principals and teachers concerned to participate in the said consultation provided that:

1. Such activity/ies shall not prejudice or disrupt the public service; in particular education related programs and projects;
2. Principals concerned shall select a venue of the assembly that will not in anyway disrupts classes nearby.

Per request, the undersigned allows *Ms. Ophelia Tabacon* of Camaman-an Elementary School, Vice President of ACT Region 10, Division of Cagayan de Oro City and *Elmer Sagbigsal* of ACT Region 10 Union Council to participate as facilitators to the said Seminar Workshop.

For information and compliance.

H/h13/agr
Admin.

Encl.: As stated



REPUBLIKA NG PILIPINAS
REPUBLIC OF THE PHILIPPINES
KAGAWARAN NG EDUKASYON
DEPARTMENT OF EDUCATION
DepEd Complex, Meralco Avenue, Pasig City, Philippines

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Office of the Secretary

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JUN 19 2003

DepEd ORDER
No. 51, s. 2003

TEACHER ORIENTATION TO PUBLIC SECTOR UNIONISM

To: Bureau Directors
Regional Directors
Directors of Services/Centers and Heads of Units
Schools Division/City Superintendents
District Supervisors
Heads, Public Elementary and Secondary Schools
Chiefs of Divisions
All Others Concerned

1. Consistent with the constitutional right to self-organization of civil servants and the guidelines issued on this matter under Executive Order No. 180, all public school teachers and other non-teaching personnel must be provided with relevant and adequate information on the legal bases of public sector unionism. This includes the information on their benefits or advantages derived from their active participation in the union to protect their interests which lead to the delivery of a more effective, efficient and dependable services to the general public.
2. Public fora initiated by any duly registered public sector employees' organization for the purpose of orienting the teaching and non-teaching personnel on the foregoing matters should be supported and encouraged.
3. Accordingly, all school principals and schools superintendents shall allow teachers and even non-teaching personnel to participate in any public employees' organization sponsored seminar upon proper leave from school authorities provided that such activities shall not prejudice or disrupt the public service, in particular education related programs and

T. ~~REPRODUCTION OR DISSEMINATION OF THIS DOCUMENT WITHOUT THE ORDER IS PROHIBITED.~~

EULDER M. DE JESUS
Secretary

ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED
DATE 10/10/2003 BY 60322 UCBAW/STP/STP

BUREAUS & OFFICES
ORGANIZATIONS

SEMINARS
TEACHERS



ACT

Congress of the
Republic of the Philippines
House of Representatives
Quezon City

Antonio L. Tinio

Party-List Representative, ACT Teachers

24 August 2016

ALLAN G. FARNAZO
Regional Director
Department of Education Region X

Dear Regional Director Farnazo,

Warm greetings of solidarity!

We welcome 2016 faced with various issues concerning teaching profession. As your true voice in the House of Representatives, we actively fight to alleviate the sad plight of teachers by increasing their monthly salaries. With the paltry increases granted by SSL 2015, teachers' salaries are still inadequate to meet the cost of living for their families and very far from our demands of at least P25,000 for Teacher I, and motivate teachers to seek more lucrative employment abroad rather than encourage them to teach Filipino children here in our country.

Also among our legislative priorities is to inform teachers of their rights regarding Public Sector Unionism as implemented by DepEd Order No. 51, s. 2003 "Teacher Orientation to Public Unionism." According to this Order, "all public school teachers and non-teaching personnel must be provided with relevant and adequate information on the legal bases of public sector unionism" and "all school principals and schools superintendents shall allow teachers and even non-teaching personnel to participate in any public employees' organization sponsored seminar." Aiming to represent all public elementary and high school teachers in the region, ACT Region X Union is now in the process of gathering signatures for the purpose of its accreditation.

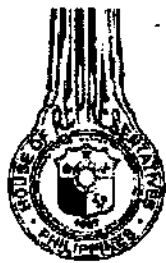
In view of the above, this Representation would like to seek your assistance as we plan to conduct the 2nd Batch of Clustered Consultation on these topics on **September 13-15, 2016**, by issuing a memorandum encouraging the attendance of **at least two teachers, preferably faculty club presidents and secretaries in every school, province, division and school district wide officers in your division. We are also requesting the ACT Officers and coordinators in the different divisions to be included to the list of teachers to join the consultative assembly on official time. We will also appreciate if you could provide the proposed venue for the said event.**



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Tel.: +632-9316193 • +632-9315001 loc. 7289 Email: rep.antonio.tinio@gmail.com Website: www.actteachers.org.ph

Here are the list of Schedules in the different divisions, Proposed Venue, Areas Covered and ACT Officers & Coordinator:

Division	Date and Time	Proposed Venue	Areas Covered	ACT Officers and Coordinators requested to participate on official time in addition to the participants from each school
Misamis Oriental	September 13, 9am to 11:30am	Initao NCHS	Municipalities of Initao, Laguindingan, Libertad, Lugait, Manticao and Naawan	<ol style="list-style-type: none"> 1. Ethelinda Saura (Casilhon ES) 2. Ethyl Redota (Sinalac ES) 3. Maricris Fernandez (Kamelon ES) 4. Helen Monreal (Kamelon ES) 5. Jenny Padero (Initao CES) 6. Nesteglo Naguita (Initao NCHS) 7. Rosalinda Bagares (Initao NCHS) 8. Renato Arisallta (Oguis ES) 9. Dennis Margaja (Oguis ES) (All from the Municipality of Initao)
	September 13, 9am to 11:30am	Balingasag CS	Municipalities of Balingasag, Binuangan, Lagonglong, Salsy, and Sugbongcogon	
	September 13, 2pm to 5pm	Misamis Oriental General Comprehensive HS	Municipalities of Alubijid, Gitagum, Jasaan, Opol, Tagoloan, Villanueva and Claveria	<ol style="list-style-type: none"> 1. Analiza Legazpi (Alubijid National HS, Alubijid) 2. Cheryl Balaba (Malagana ES, Claveria) 3. Joel A. Concepcion (Malagana NHS, Claveria) 4. Helen Lagrimas (Malagana NHS, Claveria) 5. Michelle V. Rafinan (Tupoohon ES, Claveria) 6. Allan Sallarda (Tagoloan NHS, Tagoloan) 7. Augustus Ceasar Guarin (MOGCHS) 8. Hannah Permites (MOGCHS) 9. Leomer Sagosoy (MOGCHS) 10. Joseph Zosa (MOGCHS) 11. Panfilo Aleria (MOGCHS)
	September 13, 2pm to 5pm	Medina CS	Municipalities of Kinoguitan, Balingoan, Talisayan, Medina and Magsaysay	
Bukidnon	September 13, 2pm to 5pm	Manolo Fortich NHS	Municipalities of Manolo Fortich, Sumilao, Impasug-ong, Libona, Baungon and Malitbog	



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	September 14, 9am to 11:30am	Don Carlos CS	Municipalities of Kibawe, Kitaotao, Kadingilan, Dangcagan, Pangantucan, Kalilangan and Don Carlos	<ol style="list-style-type: none"> 1. Elvira Micabalo (Kibawe District Office) 2. Fabria Desie (Kibawe CES) 3. Mariano Gabule (Kuirao ES) 4. Mary Jane Cardiente (Talahiran ES) 5. Jenny Agpalza (Labuagon ES) 6. Helen Canete (Marapange ES) 7. Jenny Sultan (Gutapal ES) 8. Chona Borres (West Kibawe District) 9. Gloria Cesar (Kibatang ES) 10. Galie Joy Cardente (Embayao ES) 11. Ariene Gelacio (Cabadiangan ES) 12. Shirley Dios (Cabadiangan ES) 13. Marites Miguez (Mac Arthur ES) <p>(All from the Municipality of Kibawe)</p> <ol style="list-style-type: none"> 1. Arlene Gumban (Bocboc CES) 2. Bernie Fabricante (Don Carlos NHS) 3. Rogelio Otero (San Nicolas ES) 4. Antonietto Bautista (Kasigkot ES) 5. Ma. Victoria Abrio (Bocboc CES) <p>(All from the Municipality of Don Carlos)</p>
	September 14, 2pm to 5pm	Lantapan CS	Municipalities of Talakag, Lantapan and Cabanglasan	
✓ Malaybalay City	September 14, 9am to 11:30am	Casisang CS	Malaybalay City	
Valencia City	September 14, 2pm to 5pm	Valencia City CS	Valencia City	
El Salvador City	September 15, 2pm to 5pm	El Salvador CS	El Salvador City CS	



Further to this, may we request to allow ACT Region X Union Vice President Ms. Ophelia Tabacon of Camaman-an ES, Cagayan de Oro City Division and ACT Region X Union Council member Mr. Elmer Sagbigal of Bukidnon National School of Home Industries, Bukidnon Division to participate as part of the facilitators from September 13-15, 2016 on official time.

Please feel free to communicate with us any of your queries. Kindly contact Ms. Ophelia Tabacon, at cellphone number 0926-6208189 or Mr. Raymond Basilio, ACT Secretary General at cellphone number 0917-6389151. You may also contact our office address at Room 11 South Wing House of Representatives, Batasan Hills, Quezon City 1126, with Tel. number (02)931-6193 and (02)9315001 local 71, or email us at rep.antonio.tinio@gmail.com.

Para sa guro, kawani, at bayan,


ANTONIO L. TINIO