

**Republic of the Philippines
DEPARTMENT OF ENERGY**

DEPARTMENT ORDER NO. DO2005-05-007

**Establishing a Management Negotiating Panel for the
Collective Negotiation Agreement (CNA) with the
Department of Energy – Employees Association (DOE-PA)**

1. Pursuant to Executive Order No. 180 and its Implementing Rules and Regulations, as well as Civil Service Commission Memorandum Circular No.55, s. 1990, and in accordance with the directive during the Executive Committee (ExeCom) meeting of 4 May 2005 to formulate a predictable, transparent and sustainable package of welfare benefits for DOE personnel through a Collective Negotiation Agreement (CNA), a Management Negotiating Panel is hereby established to:
 - (a) meet and discuss with the DOE-EA Negotiating Panel on a package of welfare benefits that is not fixed by law and is consistent with the usual government accounting and auditing rules and regulations;
 - (b) adopt measures that will uphold morale, harmony and productivity in the Department; and
 - (c) recommend to the ExeCom and the Secretary the adoption of the CNA entered into between the DOE Management and the DOE-EA.
2. The following officials shall comprise the Management Negotiating Panel:

Undersecretary Guillermo R. Balce
Director Loreta G. Ayson, Administrative Service
Director Arturo V. Baloalao, Legal Service
Director Lucila Q. Maralit, Financial Service
Asst. Director Mario C. Marasigan, Energy Utilization Management Bureau
(representing the Office of Usec. Peter Antony A. Abaya)
Asst. Director Mylene C. Capongcol, Electric Power Industry Management
Bureau (representing the Office of Usec. Melinda L. Ocampo)
3. The Management Negotiating Panel is hereby authorized to complete the CNA not later than thirty days from the signing of this Order.
4. For compliance.

(Sgd.) **RAPHAEL P. M. LOTILLA**
Secretary