



Public Sector Unionism

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Introduction

- Public sector unionism (PSU) is the organization of government employees into unions to represent their interests in collective bargaining.



Introduction

- Collective bargaining is a way for workers, through their union, to have a *voice* in how their workplace is run and to make sure that their needs are heard and that they are treated fairly.





Sample objectives of a PSU

- To improve the salaries and benefits of public employees
- To promote safe and healthy working conditions
- To protect the job security of public employees
- To give public employees a voice in decision-making that affects their work
- And many more...

Sample Composition of a PSU Organization



PRESIDENT

VICE PRESIDENT

SECRETARY

EXECUTIVE BOARD

MEMBERS



ROLE OF CIVIL SERVICE COMMISSION (CSC) in Harnessing PSU

Harnessing Public Sector Unionism



- Harnessing PSU is one of the major thrusts of the Civil service Commission.
- It is in the pursuit of this objective that the Commission restored on March 3, 2003 under CSC Resolution No. 03-0328 the Office for Personnel Relations (OPR) which was abolished in 1994.
- It was renamed Personnel Relations Office (PRO) and given the challenging task of promoting responsive management and responsible public sector unionism as key partners to effective governance.
- <https://www.csc.gov.ph/programs/public-sector-unionism>

Personnel Relations Office (PRO)

- The PRO handles all concerns on public sector unionism in National Government Agencies (NGAs), Local Government Units (LGUs), State Universities and Colleges (SUCs) and Government-Owned or Controlled Corporations (GOCCs) nationwide.

PRO Programs and Services



Registration of Employees' Organizations



Accreditation of Employees'
Organization



Registration of Collective Negotiation
Agreement (CNA)



Labor Education Program/Conciliation
Services

Registration of Employees' Organizations

- It refers to the process by which an employees' organization acquires legal personality so as to be entitled to the rights and privileges under Executive Order No. 180 upon compliance with the documentary requirements and the issuance of the corresponding certificate of registration by the CSC.

Registration of Employees' Organizations

Primer on

Public Sector Union REGISTRATION



- To know more, visit <https://csc.gov.ph/phocadownload/userupload/hrro/psu-primer/Primer%20on%20PSU%20Registration.pdf> for the primer

Accreditation of Employees' Organizations

- The process by which a registered employees' organization enjoying the majority support of the agency's rank-and-file employees is conferred by the CSC the status of sole and exclusive negotiating agent.
- Under Section 1, Rule VIII, IRR of EO 180, the determination of the sole and exclusive collective negotiating agent shall be through accreditation by the CSC.

Accreditation of Employees' Organizations

Primer on

Public Sector Union ACCREDITATION



- To know more, visit <https://csc.gov.ph/phocadownload/userupload/hrro/psu-primer/Primer%20on%20PSU%20Accreditation.pdf>



Registration of Collective Negotiation Agreement (CNA)

- The process by which the Agreement concluded between the management and the accredited employees' organization is found to have complied with the documentary requirements and accordingly issued the corresponding certificate of registration by the CSC.

Primer on

Registration of Collective Negotiation Agreement



Registration of Collective Negotiation Agreement (CNA)

- To know more, visit <https://csc.gov.ph/phocadownload/userupload/hrro/cna-primer/Primer%20on%20CNA%20Registration.pdf>

Labor Education Program/Conciliation Services



Extends conciliation services to prevent impending employee-management dispute or settle an existing one.



Conducts information campaign, orientation seminars, pre-CNA conferences and other forms of technical assistance.

Common Challenges between Management and Employees' Organization



Lack of trust and communication between management and union



Difficulty in reaching agreement on collective bargaining agreements (CBA)



Disputes over the interpretation and implementation of CBAs



Limited resources



And many more...



Strategies to combat these issues

- Build trust and communication.
- Be clear about roles and responsibilities.
- Negotiate collective bargaining agreements in good faith.
- Resolve disputes fairly and promptly.
- Work together to achieve common goals.

Senate Electoral Tribunal Employees' Association (SETEA)



Bus Shuttle Service



Representative in Different Committees


- a. Personnel Selection Board (PSB)
- b. Performance Management Team (PMT)



Benefits / Bonuses

Conclusion

- Public sector unions can help to improve the wages and benefits of public employees, promote safe and healthy working conditions, protect the job security of public employees, and give public employees a voice in decision-making that affects their work.
- The CSC's initiatives to harness public sector unionism play an important role in strengthening the public sector and in improving the lives of public employees in our country.



"Workers are the backbone of every society. They are the ones who produce the goods and services that we all rely on. That is why it is so important that we have strong trade unions to fight for their rights and interests."

Nelson Mandela, former president of South Africa

References

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<https://www.slideshare.net/APrime75/philippine-unionism>
- Common Challenges and Issues of Management and Union in a Government Agency in the Philippines: https://cswcd.upd.edu.ph/wp-content/uploads/2022/10/CDJ-2006_05_Magcuro.pdf

END OF REPORT