



Western Mindanao State University
FACULTY UNION

Normal Road, Baliwasan, Zamboanga City, 7000
Email: wmsufacultyunion2021@gmail.com



COLLECTIVE NEGOTIATION AGREEMENT
WMSU Faculty Union

LET ALL TO WHOM THESE PRESENTS MAY COME KNOW:

This Collective Negotiation Agreement made entered into by and between:

The **WESTERN MINDANAO STATE UNIVERSITY (WMSU)**, a state institution of higher learning established by virtue of the laws of the Republic of the Philippines with principal office at Normal Road, Baliwasan, Zamboanga City represented by its President, **DR. MA. CARLA A. OCHOTORENA**:

and

The **WESTERN MINDANAO STATE UNIVERSITY - FACULTY UNION (WMSU-FU)**, a legitimate public sector labor organization with DOLE-BLR Registration No. **945** and CSC Accreditation No. 319 dated 04 June 2002 as the sole and exclusive bargaining agent for all the rank and file faculty members of Western Mindanao State University, with principal office at Normal Road, Baliwasan, Zamboanga City, represented by its President, **DR. ADRIAN P. SEMORLAN**:

WITNESSETH: That

Whereas, Article III, Section 8 to the Constitution of the Republic of the Philippines, among others provides. "The right of the people including those employed in public and private sectors to form union, associations, or societies not contrary to law shall not abridged".

Whereas, Executive Order No. 180, series of 1987; provides: "it shall guarantee the right of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities in accordance with the law".

Whereas, The UNION, represented by its President DR. ADRIAN P. SEMORLAN and its duly constituted CNA negotiation panel composed of its chair, Evelyn N. Angeles, and members Joel Macasinag, Jesus Tubog, Roel Marcial, Henry Solomon, Munib Kahal, and Bernard Suriaga, is the sole and exclusive bargaining agent for all the faculty and administrative employees of WMSU.

Whereas, the UNIVEVRSITY and the UNION now agree to enter into a Collective Negotiation Agreement (CNA) for the purpose of establishing, maintaining and regulating the terms and condition of employment through the proper observance of democratic processes compatible with Executive Order No. 180 and its Implementing Rules and Regulations, with the view of faciliating the peaceful adjustment of differences and

DR. PRECIOUS C. D. MONTEMAYOR
UNIVERSITY SECRETARY

DR. ADRIAN P. SEMORLAN
PRESIDENT, WMSU FACULTY UNION

DR. MA. CARLA A. OCHOTORENA
PRESIDENT, WMSU

ROSALIE G. TAN-ARCILLAS
DIRECTOR- FINANCE, WMSU

grievances that may arise between the parties, and to promote harmony, efficiency and productivity to the end that the UNIVERSITY, the UNION and the general public may all mutually benefit, and finally to promote and guarantee peace and harmony in the spirit of cooperation;

NOW, THEREFORE, for and in consideration of the above premises the WMSU and WMSU-FU, do hereby bind themselves and mutually agree on the following terms and conditions;

ARTICLE I DEFINITION OF TERMS

Whenever used in this CNA, the following words or phrases shall mean or refer, thus:

COLLECTIVE NEGOTIATION UNIT. Collective Negotiation Unit. The Collective negotiation unit shall consist of faculty members with plantilla item of the UNIVERSITY except those occupying managerial or executive positions, confidential, co-terminus and contractual employees, and those employees specifically excluded by the Executive Order No. 180 and its implementing rules and guidelines and the Civil Service Commission Rules and Guidelines. Whenever the term "employee" is used in this agreement, it shall be deemed to refer to those who are covered within the negotiation unit.

AGREEMENT. This Collective Negotiation Agreement made and entered into between the Western Mindanao State University (WMSU) and Western Mindanao State University Faculty Union (WMSU FU), pursuant to Executive Order No. 180 series of 1987 and its implementing rules and regulations, as may be amended or supplemented from time to time.

EMPLOYEES UNION. The Western Mindanao State University Faculty Union (WMSU FU) also known as the "UNION" in this CNA.

PARTIES. The Western Mindanao State University (WMSU) as the FIRST party and the Western Mindanao State University Faculty Union (WMSU FU) as the second party.


ARTICLE II SCOPE AND COVERAGE

Section I. Scope and Coverage of the CNA. The terms and conditions of this Agreement shall cover all faculty members of this University with plantilla item as defined in Rule XI the Revised Omnibus Rules on Appointment and Other Personnel Actions in the Civil Service.

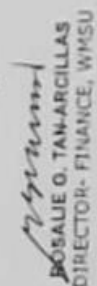
ARTICLE III UNION RECOGNITION

Section 1. Recognition of the Union. The University hereby recognizes the Faculty Union as the sole and exclusive negotiating representative of all faculty members and administrative personnel with plantilla item.


PRESIDENT, WMSU


DR. ROSALIE O. TAN-ARCILLAS
PRESIDENT, WMSU FACULTY UNION


DR. MA. CARLA A. OCHOTORENA
PRESIDENT, WMSU


ROSALIE O. TAN-ARCILLAS
DIRECTOR, FINANCE, WMSU

**ARTICLE IV
EMPLOYEE PRIVILEGES AND BENEFITS**

Section 1. Scholarship of Dependents. The University shall exempt the dependents of employee who are not more than 23 years old in any regular baccalaureate degree from the payment of tuition and miscellaneous fees except the RLE and affiliation fees in the appropriate colleges provided, in the College of Law, the dependent shall enjoy this privilege until the age of 25.

Section 2. Spiritual Advancement. The University shall allow religious programs and activities intended by its employees' organization for its members.

Section 3. Recreation Area. The University shall make the gym and other facilities available and provide employees a permanent area for recreational purposes. It shall likewise provide the necessary physical fitness, sports and/or recreational equipment and facilities for use of all employees free of charge.

Section 4. First Aid Cabinets. The University through the Office of the Medical Officer shall install First Aid Cabinets, complete with basic emergency medical supplies for every college.

Section 5. Duplicating Machines. The University shall provide duplicating machine for easier printing of test and instructional materials at the faculty union office.

Section 6. Computers. The University shall designate a place in the University to serve as the University Computer Center for all employees or in the alternative improve the ratio of computer per number of employees.

Section 7. The University shall provide Emergency Economic Relief assistance to all employees, subject to the availability of funds, to address the economic needs during pandemic or other similar catastrophic events as declared by local or national authority.

Section 8. Upgrading and improvement of internet speed. The University shall upgrade the speed of internet connectivity every year for effective and efficient instructional services deliver.

**ARTICLE V
UNION ENTREPRENEURIAL PROGRAMS**

Section 1. Partnership. The University shall consider the Union as its partner in any future business ventures as may be allowed under applicable law, rules and regulations.

Section 2. Provision of business premises for Faculty Union income generating activities. The University shall provide free business space for faculty union income generating activities.

**ARTICLE VI
FACULTY DEVELOPMENT**

Section 1. Recognition of need for Faculty Development. The parties agree on the need to promote professional growth and development in all areas of work. The


ASST. PROF. AL-GHAZALI D. MHAMMEDI
UNIVERSITY FACULTY SECRETARY


DR. ADRIAN P. BEMORLAN
PRESIDENT, WMSU FACULTY UNION


DR. MA. CARLITA A. OCHOTORENA
PRESIDENT, WMSU


ROSALIE G. TAN-ARCILLAS
DIRECTOR- FINANCE, WMSU

promotion of professional growth and development shall not be limited to scholarships, seminars and workshops, but shall include fellowship, study grants, and similar development programs which may be deemed necessary.

Section 2. (Past) Study Leave. Subject to guidelines set by the University it shall grant six (6) months study leave with pay not chargeable to leave credits of employees preparing for bar/board examination and one (1) year for preparation of Master's Thesis and two (2) years for preparation of Doctoral Dissertation subject to the limitations set by the Civil Service Commission.

Section 3. Performance Evaluation. The University shall continue implementing the Performance Evaluation System subject to periodic review by the duly constituted Performance Evaluation Review Committee (PERC) of the University.

Section 4. Employee Suggestion and Incentive Awards. The University shall continue implementing all awards and benefits under the CSC approved Employee Suggestion and Incentive Awards (ESIA) subject to periodic review by ESIA Committee. Any amendment to the ESIA shall be submitted to CSC for approval.

Section 5. Representation of Union in Different Committees. Union representation is mandatory but not limited to the following committees:

1. Selection and Promotion Board;
2. Grievance Committee;
3. Employees Suggestion and Incentive Awards Committee (PRAISE);
4. Scholarship Committee;
5. Performance Evaluation Review Committee;
6. Administrative Council;
7. Canvass Bids and Awards Committee as observer;
8. Committee on Property Inventory and Disposal;
9. Academic Council;
10. Management Committee; and
11. NBC 461 Committee Shall include the following
 - a. VPAA
 - b. HRMO
 - c. Legal Officer
 - d. Faculty Union Representative

Section 6. Thesis and Dissertation Allowance. The University shall provide a financial assistance for master's thesis and for dissertation to all faculty members with permanent and temporary plantilla items.

Section 7. Financial Assistance to Faculty members who will take board/bar examination. In support to the provision of the WMSU Faculty Development Program on the grant of official time for faculty members who will take the board or bar examination, and subject to the availability of college PRE appropriated for this purpose, the University shall also grant a one-time cash assistance, to faculty members with permanent and temporary plantilla item, to defray expenses incurred before, during, and after taking the board/bar examination.


ASE
UNIVERSITY BOARD SECRETARY


DR. APRIANY P. SEMORLAN
PRESIDENT, WMSU FACULTY UNION


DR. MA. CARLA A. OCHOTORENA
PRESIDENT, WMSU


BOSALIE G. TAN-ARCILLAS
DIRECTOR - FINANCE, WMSU

**ARTICLE VII
PUBLIC INTEREST AND ETHICS**

Section 1. Recognition of Rights to Participate In Decision Making. The University recognizes public services as an extension of sovereign power. It shall uphold the right of the people and their organizations to effective and reasonable participation at all levels of social, political and economic decision-making.

Section 2. University Programs and Operation. WMSU cognizant of government policy of transparency recognized the Union as an advocate of change for growth, progress and full development of the University, and the right of the Union assist management in the formulation, identification and development of programs of WMSU and its operation as a whole.

Section 3. Loyalty and Fidelity to Public Interest. The Union and the University are bound to see to it that the highest standard of loyalty and fidelity to the public interest are observed.

**ARTICLE VIII
UNION SECURITY**

Section 1. Membership in the Union. All faculty members, with plantilla items of the University who are members of the WMSU-FU with *plantilla* items, of the University, as of the date of signing of this agreement shall continue to remain as members of the Union and all others shall be eligible to become members of WMSU-FU on voluntary basis.


Section 2. Check-off. WMSU shall deduct from the salaries of every Union member the regular monthly Union dues, in the amount duly agreed by its members and such other fees and assessments that the Union may have, which shall be remitted to the Union within fifteen (15) days, after deduction. In the case of fees and assessments, other than the monthly union dues, the Union shall present proper authorization either thru Board Resolution or individual undertakings, to WMSU allowing such fees and assessments.

Section 3. Agency Fee. The UNIVERSITY shall deduct from the salaries of all non-organized employees but who fall under the negotiation unit and enjoy the benefits under this Collective Negotiation Agreement, on amount equal to the duly prescribed annual or monthly dues, commencing from the start of said negotiations until its subsequent approval. In implanting this provision on agency fee, there is no need to get individual written authorization on the part of the non-members of the negotiation unit regardless of membership in the UNION and ensure that these are applied equally to all.

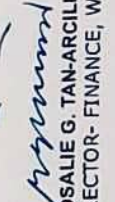
Section 4. Collection Procedures. For smooth implementation of the above provisions in Section 2 and section 3 of Article VIII, the mechanisms provided herein shall be strictly observed:

- a. The Union Treasurer shall submit to the personnel concerned authorized to make the payroll, the list of the members of the UNION with their corresponding check-off deductions/dues on a particular period as well as the list of non-members due to special assessment.


ASST. PRES. AL QUMAIL D. MOHAMAD
UNIVERSITY BOARD SECRETARY


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PRESIDENT, WMSU


ROSALIE G. TAN-ARCILLAS
DIRECTOR- FINANCE, WMSU

- b. The Disbursing office makes a notice showing the amount collected within a month from the date the collectors are made to the UNION treasurer.
- c. The UNION Treasurer shall collect the money immediately upon the presentation of notice and issue a receipt of the amount collected to the Disbursing officer.

Clearance for retirement from University shall not be approved or signed by the University unless the UNION Treasurer has signified the same attesting that the said retiree has settled his/her liabilities.

**Article IX
UNION OFFICE**

Section 1. Union Office. The University shall provide the Union adequate office space exclusive of furniture and fixtures within WMSU premises for its usual and regular conduct of official and business activities.

**ARTICLE X
UNION ACTIVITIES**

Section 1. Union Meetings. The Union shall be allowed to conduct one (1) regular meeting per month and such special meetings, which shall not exceed twice a month, as maybe deemed necessary for information and education purposes, during office hours, taking into consideration factors to minimized disruption of classes or work. The University shall allow the Union to use WMSU facilities and amenities for such meetings free of charge.

Section 2. Union Projects. The University shall allow the Union to undertake certain projects or activities, which the latter deems beneficial to its members.

Section 3. Association Leave. WMSU shall grant authority to the Union officers and members temporary release from performance of official functions on official time during the lifetime of this agreement to attend to Union activities outside of the University subject to the CSC Rules and Regulations.

Section 4. Use of Service Vehicle. WMSU shall allow the Union to use University vehicles attending official activities called by any government agency, or duly accredited organization on matters concerning the welfare of the employees.

Section 5. Public Unionism. Personnel development seminars conducted by WMSU shall include as much as possible a topic on public unionism.

**ARTICLE XI
HIRING, LAY-OFF, TRANSFER OF EMPLOYEES**

Section 1. Hiring and Firing of Employees. Hiring and firing of WMSU employees shall be in accordance with CSC Rules and Regulations and other related laws.

Section 2. Priority for Employment of Employee's next of Kin. In case an employee dies, retires, or is incapacitated or separated without cause. WMSU shall give preference for the employment within the University to anyone of his next of kin, provided, that the candidate meets the minimum requirements for employment, without pre-placement examination and subject to the existing policies of the

[Signature]
ASST. PROF. AL-CHAM D. MOHAMMAD
UNIVERSITY AND COLLEGE SECRETARY

[Signature]
DR. ADRIAN P. SEMORLAN
PRESIDENT, WMSU FACULTY UNION

[Signature]
DR. MA. CARLA A. OCHOTORENA
PRESIDENT, WMSU

[Signature]
ROSALIE G. TAN-ARCILLAS
DIRECTOR- FINANCE, WMSU

University. Nothing in this provision shall prejudice the right granted to the appointing authority to exercise his or her discretion to select the most qualified applicant. (The next of kin shall refer only to a legitimate, adopted or recognized illegitimate child of the employee, or his/her spouse brothers and sisters)

Section 3. Re-employment. Re-employment of employees separated not for cause shall be subject to existing rules and regulations.

Section 4. Conferment of retired professor as Professor Emeritus or Adjunct Professor. The University through the academic council, and upon approval of the Board of Regents, may confer retired professors as Professor Emeritus. They shall be allowed to teach highly specialized subjects as visiting lecturer or visiting professors.

ARTICLE XII PROMOTION

Section 1. Promotion Plan. The University and the Union shall implement WMSU's Merit and Promotion Plan approved by the Civil Service Commission subject to review every year by WMSU and the Union. Any amendment shall be submitted to CSC for approval.

Section 2. Promotion and Selection. When making promotion, the Civil Service Laws, rules, and regulations and WMSU's Merit and Promotion Plan shall be applied and strictly adhered to the following guidelines and criteria on any changes thereto adopted by the Selection Board.

Section 3. Issues on Promotion. Whenever in the belief of any affected employee or the Union, there are grounds for protest on a promotion process, the same shall be subjected to a grievance procedure as provided for under the existing CSC Rules and Regulations.

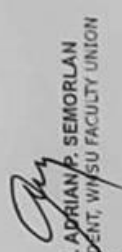
Section 4. Filing up of Vacancies. In case of vacancy of positions, WMSU shall prefer the filling up of such vacant position from employees within the University unless said position is highly technical in nature and there is no available qualified employee.

ARTICLE XIII SAFETY AND HEALTH

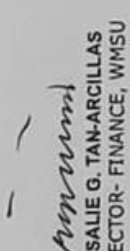
Section 1. Information on Health Benefits. WMSU shall inform the employees on all health and medical benefits available to them under Employee's Compensation Commission (ECC), GSIS, Phil Health and such other enjoyed by all employees and subject to Civil Service rulings.

Section 2. Rehabilitation of Sick, injured or disabled employee. Once an employee suffers from disability, sickness or other work-related injury, the University shall assist the affected employee from availing of sickness, injury or disability benefits under the GSIS law and ECC law and extend such rehabilitation benefits as defined under CSC-DBM Joint Circular No. 01 s. 2006.


ASST. PROF. ALCHRIS P. MOCHIZUKI
UNIVERSITY AND BOARD SECRETARY


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PRESIDENT, WMSU FACULTY UNION


DR. MA. CARLA A. OCHOTORENA
PRESIDENT, WMSU


ROSALIE G. TAN-ARCILLAS
DIRECTOR - FINANCE, WMSU

Section 3. Medical Assistance. Subject to the availability of funds, the University shall provide means for medical assistance guarantee to all its employees and direct dependents when seeking medical care and hospitalization, where WMSU shall serve as "guarantor" for the employee's financial needs. The University shall charge the employee the total amount shouldered during hospitalization, without interest, through salary deduction in an agreed payment period.

Section 4. Annual Medical Check-up. WMSU shall provide free annual medical check up to all its faculty members and administrative personnel.

Section 5. Physical Fitness and Sports Program. The University and the Union shall jointly develop through the sports Committee and annual physical and sports programs, which are already conducted every year.

Section 6. Accident/Hazard Insurance. Employees who are assigned to field work and who are exposed to risk and hazardous working conditions shall be provided accident and hazard insurance per CSC Memo Circular # 18, series of 1990.

Section 7. Pregnant Employees. Pregnant employees starting from their sixth month pregnancy shall be exempted from doing physical and strenuous work assignments.

ARTICLE XIV ACCESS TO OFFICIAL RECORDS

Section 1. Access to Official Records. Subject to the rule on confidentiality, the Union shall have free access, during office hours, to records documents or any related information whenever such information and documents are necessary for the professional advancement and interest of employees, provided, that a written request is made stating therein the specific purpose thereof.

Section 2. Access to Minutes of WMSU Board of Regents' Meetings. Subject to the same condition above stated, the University shall provide a copy thru the Union President of the approved resolutions, which the Board may have passed and/or approved directly affecting the welfare of the employees.

ARTICLE XV OTHER BENEFITS

Section 1. Assistance to Retirees. WMSU shall assist a retiring employee in the facilitation of the release of his retirement pay and other benefits from GSIS and/or from other government agencies.

Section 2. Recognition of Retirees. In recognition of the contributions of the retiring officials and employees, WMSU shall prepare a simple but meaningful ceremony to be held in honor of retirees, whenever under optional or compulsory retirement, not later than their scheduled date of retirement. Subject to the approval of the University, a retiree shall be given a plaque of appreciation/recognition by the University.

ASST. PRESIDENT
UNIVERSITY BOARD SECRETARY
MOHAMMAD

DR. ADRIAN P. SEMORLAN
PRESIDENT, WMSU FACULTY UNION

DR. MA. CARLA A. OCHOTORENA
PRESIDENT, WMSU

ROSALIE G. TAN-ARCILLAS
DIRECTOR- FINANCE, WMSU

Section 3. Overload. Assignment of overload shall be allowed and priority shall be given starting from the lowest rank to the faculty with plantilla item.

Section 4. Payment of Loans. The University shall be solely responsible for the arrears caused by delayed remittance whose cause is neither attributable to employees' personal fault nor negligence.

Section 5. Grant of Transition period for retirees. WMSU shall allow retiring employees one (1) month transition period to prepare for his/her retirement facilitation, where the transition period of 30 days is not chargeable to the service credits of the retiree. There shall be no teaching load within a month prior to his/her last day of service to the University.

**ARTICLE XVI
GRIEVANCE MACHINERY**

Section 1. Grievance Machinery. The Union shall coordinate with the University in the implementation of its Grievance Machinery as approved by CSC.

**ARTICLE XVII
LEGAL AFFAIRS**

Section 1. Employees Legal Assistance. WMSU shall continue to provide legal assistance to an employee in any of the following instances.

- a. If an employee is sued by a third party in a civil case where the University is greatly affected or is in the interest of the University.
- b. If an employee is subpoenaed/summoned to testify as a witness for the University before any court, tribunal or body exercising quasi-judicial functions; and
- c. Subject to professional constraints, the lawyer/legal officer of WMSU may be consulted by the employee for legal advice and provided, that in all of the foregoing the case is related to the employee's duties and responsibilities.

Section 2. Administrative Investigation. WMSU shall ensure that in all administrative investigations against any erring employee due process shall be strictly observed

**ARTICLE XVIII
EMPLOYEE-MANAGEMENT COMMITTEE**

Section 1. Interpretation and Enforcement of Agreement. In case of dispute arising from the implementation and enforcement of this agreement, same shall be resolved in accordance with Executive Order No. 180 and other pertinent laws, rules and regulations.

**ARTICLE XIX
ENTIRETY AND AMENDMENT CLAUSE**

Section 1. Entirety. The terms and conditions herein continued constitute the entire agreement between the parties.

Section 2. Amendment. No amendment of this agreement shall be valid unless reduced into writing and signed by both parties.

ASST. PROF. AL-GAMAL D. MONTARAD
UNIVERSITY AND BOARD SECRETARY

DR. ADRIAN P. SEMORLAN
PRESIDENT, WMSU FACULTY UNION

DR. MA. CARLA A. OCHOTORENA
PRESIDENT, WMSU

ROSALIE G. TAN-ARCILLAS
DIRECTOR- FINANCE, WMSU

ARTICLE XX
MISCELLANEOUS

Section 1. Separability Clause. In the event any provision of this agreement is declared invalid by competent court or authority, the remaining provisions to which such declaration does not pertain shall continue to be valid and in full force and effect.

Section 2. General Condition. Except as may be allowed or exempted by law, all provisions contained in this agreement shall be subject to the rules and regulations of the Civil Service Commission and the Department of Budget and Management.

ARTICLE XXI
CNA INCENTIVES

Section 1. CNA Incentives. In recognition of the employees' active participation in achieving major final outputs (MFOs) and valuable contribution in streamlining processes and concerted efforts in lowering maintenance and other operating expense, an incentive shall be granted to all each regular faculty members of WMSU; pursuant to PSLMC Resolution No.1 series of 1999 and Budget Circular No. 2000-19 dated December 17, 2012. However, non-union members shall be deducted an assessment/agency fee without the need for individual written authorization as provided for under CSC Resolution No. 01, series of 1993.

Section 2. Cost Saving Measures. Each College of Office of the University shall develop cost-saving measures peculiar to its office functions and services provided to the public. The administration and the Faculty Union shall jointly participate in the development and implementation of said cost-cutting measures and systems improvement. Such cost-saving measures shall include but not limited to attrition, recycling of office supplies, limitation of production of inter-office correspondence through the use of local area networking, adoption of mechanism to conserve consumption of gas, fuel and lubricants, shortening of utilization of air-conditioning units, light and other office equipment and appliances, minimizing catering services during meetings and seminars held within the office premises, adoption of measures to accomplish infrastructure projects at lesser cost and such other measures designed to generate savings geared towards systems improvement and a high-level of efficiency in service delivery.

The administration and the Union shall ensure that the adoption of said cost-cutting measures shall not in any way prejudice the quality of works and services to the public.

ARTICLE XXII
EFFECTIVITY AND DURATION

Section 1. Effectivity and Duration. This agreement shall be effective on September 28, 2023, and that remain in force and in effect for period of three (3) years, unless otherwise amended during the second year of this agreement, if corresponding amendments are deemed necessary for the benefit of employees. The same shall be introduced subject to agreement of both parties. Finally, where despite the

ASST. PROF. AL-OKHAYD, MOHAMMAD
UNIVERSITY AND BOARD SECRETARY

DR. ADRIAN P/SEMORLAN
PRESIDENT, WMSU FACULTY UNION

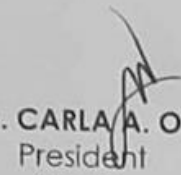
DR. MA. CARLA A. OCHOTORENA
PRESIDENT, WMSU


ROSALIE G. TAN-ARCILLAS
DIRECTOR- FINANCE, WMSU

expiration of this agreement, no new agreement is entered into between the parties; this agreement including amendments thereof shall continue to be in force and in effect.

IN WITNESS WHEREOF, the parties hereto by their authorized representatives have executed this Collective Negotiation Agreement this 29 day of September, 2023 in Zamboanga City, Philippines.

By:


DR. MA. CARLA A. OCHOTORENA
President
WMSU


DR. ADRIAN P. SEMORLAN
President
WMSU FACULTY UNION

Signed in the presence of:


ASST. PROF. AL-GHANI D. MOHAMMAD
University and Board Secretary, WMSU

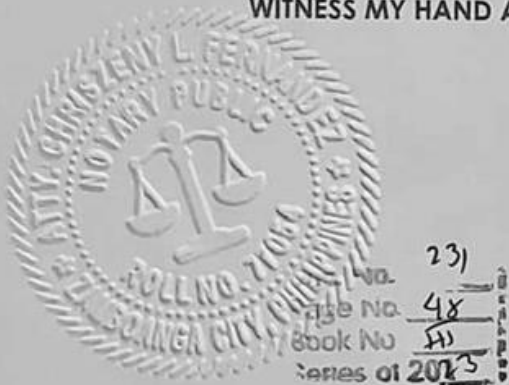

ROSALIE G. TAN-ARCILLAS
Director, Finance, WMSU


Republic of the Philippines)
CITY OF ZAMBOANGA) S.S.
X -----X

ACKNOWLEDGEMENT

BEFORE ME, a Notary Public for and in the City of Zamboanga, Philippines, on this ___ day of NOV 17 2023, personally appeared **DR. MA. CARLA A. OCHOTORENA** and **DR. ADRIAN P. SEMORLAN** representing their respective organizations, known to me and to me known to be the same persons who executed the foregoing Collective Negotiation Agreement and they acknowledged to me that the same is their own true voluntary act and deed.

WITNESS MY HAND AND SEAL on the day and place first above stated.




ATTY. CHRISTY L. FERNANDEZ
Notary Public for Zamboanga City
Notarial Commission No. 2022-067
Commissioned July 15, 2023 - December 31, 2023
PTR No. 2545384, 1-04-23
IBP No. 264077; 1-3-23
Roll No. 77054; 5-6-22
MCLE exempted