CONSTITUTION AND BY-LAWS

of the
DepED NATIONAL EMPLOYEES UNION
( DepED-NEU)

P R E A M B L E

We, the employees of the Department of Education, in order to promote our moral, social and economic well-being; protect and uphold our individual and collective rights, as well as foster harmonious and progressive labor management relations, do hereby promulgate this CONSTITUTION AND BY-LAWS.

ARTICLE I -
NAME AND DOMICILE

Section 1. This organization shall be known as the Department of Education National Employees’ Union (DepED-NEU), hereinafter referred to as the UNION.

Section 2. The UNION shall have its principal address at Dormitory E Bldg., 3rd Floor, DepED Complex, Meralco Avenue, Pasig City, Metro Manila.

ARTICLE II –
DECLARATION OF PRINCIPLES

Section 1. The UNION has for its objectives:

a) to establish an organization that shall represent the employees of the Department of Education, Rank and File Non-Teaching Personnel in the settlement of disputes with respect to status of employment, tenure of office, salaries, wages, hours of work, better treatment, participative decision making, and other terms and conditions of employment;

b) to promote the moral, social, educational and economic well-being of its members;

c) to protect and uphold the individual and collective rights of its members;

d) to foster harmonious relations with all sectors and entities within and outside the Department;

e) to strive for the adoption of legislative and other measures which shall promote the economic and social welfare of its members;

f) to instill among its members discipline and love of country;

g) to establish a continuing consultation mechanism between management and employees;

h) to establish a mechanism that will uphold and alleviate the plight of the non-teaching personnel of DepEd through promotion of entrepreneurship and cooperativism;
i) to serve as a linkage between management and employees on other matters concerning the employees not specified above.

ARTICLE III – NAME OF EMPLOYER AND PLACE OF EMPLOYMENT

Section 1. The name of the definite employer of the UNION is the Department of Education, a Department of the national government of the Republic of the Philippines, herein referred to as the Department, with principal address at the DepED Complex, Meralco Avenue, Pasig City, Metro Manila.

ARTICLE IV - MEMBERSHIP

Section 1. Every Non-teaching rank and file employee of the Department of Education who may come from Central Office, Regional Offices, Field Division Offices, District Offices including Elementary and Secondary Schools, Centers and attached agencies of the Department not otherwise disqualified by law regardless of sex, race, religion, or political belief or affiliation with good reputation is eligible for membership in the UNION. In no way a subversive or persons who profess subversive ideas be admitted as member of the Union.

Section 2. Bonafide employees of the Department may become members of the UNION by written application to be approved by the President upon endorsement from the Regional Chapter President to the Committee on Membership and upon payment in full of the required membership fee.

ARTICLE V - ORGANIZATIONAL STRUCTURE, COMPOSITION AND OFFICERS

Section 1. The Congress shall be the highest policy-making body of the Union which shall be held once every three years. The representation of the Congress shall be in accordance with the average paid-up membership.

Section 2. The Union shall have its National Board of Trustees, the National Executive Committee, the Regional Executive Committee and Unit or Division Executive Committee.

Section 3. The National Board of Trustees (NBOT) shall be composed of Presidents of the Regional Chapters, the Chairman of which shall be elected from among themselves. There shall be a Secretary of the Board who may come from the active members of the UNION to be appointed by the Chairman subject to the confirmation of the NBOT. The NBOT shall serve as the policy-making body of the Union.
Section 4. The National Executive Committee (NEC) shall be composed of National President, Vice Presidents for Luzon, Visayas and Mindanao, Secretary General, Treasurer to be appointed by the National President subject to the confirmation of the NBOT, Auditor, PRO and SGT at Arms. They shall be elected at large by the Congress except for the Vice Presidents who shall be elected by their respective constituents. Its function is to implement the policies and resolutions made and/or issued by the NBOT.

Section 5. The Regional Executive Committee (REC) shall be composed of President, Vice President, Secretary, Treasurer, Auditor, PRO, and Sgt. at Arms. They shall be elected at large during regional congress. Election shall be open to all elected officers from the Unit or Division offices. The REC shall have a three-year term of office. They shall implement policies of the Union under the direct supervision of the NEC.

Section 6. The Executive Body in the local level shall manage the properties of the Union in their respective areas of responsibilities subject to the over all control and supervision of the National Executive Committee.

Section 7. The Regional Chapters and Units or Division Chapters of the Union shall have their own Fiscal and Administrative autonomy subject to the provisions of this constitution and by laws.

Section 8. Attached offices of the Department shall be included in the regional chapters or division unit as the case may be. In all occasions, the Central Office Chapter shall serve as the secretariat of the Union.

Section 9. In case of vacancies except in the Office of the National President, the same may be filled up by appointment or by special election. In case of the former, the president shall submit two (2) names of nominees to the NBOT which shall elect who may be appointed to fill the vacant position. Those appointed/elected to fill the vacancy shall serve only for the unexpired period of the term of the replaced officers. All officers can be re-elected but not more than two (2) consecutive terms.

ARTICLE VI - DUTIES AND POWERS

The Congress

Section 1. The Congress shall have the following powers and prerogatives:
   a. hears and approves the reports of the national executive committee
   b. approves the programs of the union
   c. approves/ratifies the constitution and amendments thereto
   d. ratifies the action/decision of the NEC
   e. elects the NEC officers as provided
f. approves the budget

g. adopts the financial report/s

**The National Board of Trustees (NBOT)**

Section 2. The NBOT shall have the following powers and prerogatives:

a. the legislative body of this Union shall be the NBOT to be composed of all
the Regional Presidents elected at large in their respective regional general
congress together with the other officers of the regional chapters.

b. all disbursements of Union funds amounting to more than Fifty Thousand
(P50,000.00) Pesos shall be subject for approval by the NBOT. In case of
the Regional Chapters, Division or Unit, the amount applicable shall be Ten
Thousand (P10,000.00) Pesos, Seven Thousand (P7,000.00) Pesos and Five
Thousand (P5,000.00) Pesos respectively.

c. the Bank to which the Union funds shall be deposited shall be subject to the
approval of the NBOT.

d. the officers and members of the NBOT shall not be entitled to compensation
or salaries in the discharge of their functions in the Union. They may be
entitled to a reasonable amount of per diem for every regular and special
meeting contemplated under this constitution and other applicable rules and
regulations of the Union.

**National Executive Committee (NEC)**

**President**

Section 3. The National President shall be the Executive Officer of the UNION. His duties
and powers shall include the following:

a) preside over all meetings and deliberations of the NEC and of the general
membership;

b) appoint all members of standing committee of the UNION with the
concurrence of majority of the members of the NBOT;

c) approve vouchers covering the applications or expenditures of the UNION
subject to the rules and regulations as may be promulgated by the NBOT
before disbursement is made by the treasurer;

d) call special meeting of the NEC whenever he deems necessary or upon
written request of the NEC officers;

e) represent the UNION on all occasions and all matters in which
representation of the UNION may be agreed upon or required;

f) may delegate some of his duties and powers to the officials of the regional
chapters.

**Vice-President**

Section 4. Any of the Vice-Presidents may perform the duties and functions of the
President in case of the latter’s disability, death or resignation as designated by
the NBOT. He shall perform functions that may be assigned to him by the President. In case of the absence of the President for more than five days without leave of absence being filed, the Vice-President shall automatically take charge the duties and functions of the former.

**Secretary**

Section 5. The Secretary shall perform the following duties and functions:

a) takes down minutes of the meetings of the general membership and of the NEC;

b) acts as custodian of all records, documents, minutes of the meetings of the NEC and of the general membership as well as printed and/or written policies, projects and activities of the UNION;

c) submits to the DOLE and CSC the list of officers, and their respective addresses, minutes of election and list of voters within 30 days from the date of election or from the occurrence of a change in the union officers and such other documents or papers as may be required by the DOLE and CSC.

**Treasurer**

Section 6. The Treasurer shall perform the following duties and functions:

a) collects, receives and issues receipts for all money, funds and contribution to the UNION; makes sure that all disbursements and payments made by him are covered by vouchers and accompanied by the necessary receipts;

b) keeps a record of all receipts and expenditures;

c) prepares such financial reports as required of him by the members, the NEC, the NBOT and the DOLE which shall include all money and the remaining balance in his/her hands at the time of rendering such account and all bonds and securities and other properties of the organization entrusted to his custody or under his control. The rendering of such account shall be made at least once a year within thirty (30) days after the close of the UNION’S fiscal year. At such other times as may be required by a resolution of the majority of the members of the organization or the Board of Directors, and upon vacating his office or dissolution of the UNION for any cause. The account shall be verified by affidavit, duly audited by a Certified Public Accountant and copy thereof furnished the Secretary of DOLE.

**Auditor**

Section 7. The Auditor shall perform the following duties and functions:

a. audits, verifies and examines all financial accounts of the UNION;

b. supervises the entries in the books of accounts of the UNION and shall render a report of his audit as may be required by the NEC or by resolution of majority of the general membership, or the NBOT.
Public Relation Officer

Section 8. The Public Relation Officer (PRO) shall perform the following duties and functions:
   a. takes charge of matters involving public relations of the UNION with the approval of the NBOT;
   b. establishes an official publication for the UNION.

Sergeant-at-arms

Section 9. The Sergeant-at-arms shall perform the following duties and functions:
   a. takes charge of the preservation of peace and order at meetings of the NBOT and of the general membership;
   b. initiates and promotes activities that will strengthen the camaraderie and interpersonal relationship of the UNION members.

ARTICLE VII - STANDING COMMITTEES

Section 1. To ensure coordination and efficiency in the transaction of UNION matters and to achieve the objectives of this Constitution, the following standing committees are hereby created:
   a) **Committee on Membership** which shall receive and process application for membership and make recommendations thereon to the President. It shall implement rules, regulations and decisions as promulgated by the NEC or the NBOT for the admission of members in the Union.
   b) **Committee on Grievance** which shall investigate internal and external UNION disputes. It shall assist the presentation and settlement of UNION grievance with management subject to pertinent provisions of the existing Collective Negotiation Agreement (CNA).
   d) **Committee on Labor Education and Research** which shall prepare, adopt and implement labor education programs and activities that will promote the enlightenment of the members in the regard to the prevailing labor relations system, the provisions of the Constitution and the existing COA and all labor legislations rules, issuances and policies that directly or indirectly affect the members.
   e) **Committee on Collective Negotiation** which shall conduct research and gather all the data as may be necessary in collective bargaining negotiations. It shall assist the UNION negotiating panel in the preparation of all necessary papers, documents and materials in collective bargaining negotiations and in the administration of the existing collective negotiation agreement. Its Chairman shall be a member of the NBOT.
   f) **Committee on Welfare** which shall be responsible for the adoption and implementation of programs, projects and activities that will promote and protect the general welfare of the members.
g) **Committee on Ways and Means** which shall be responsible for sourcing funds and other logistics necessary for the operation of the UNION.

h) Other Committees may be created if deemed necessary to be approved by the NBOT.

**ARTICLE VIII-**
**MEETINGS OF THE UNION**

Section 1. The UNION shall hold congress once every three years. Notices of the meeting shall be sent out by the Secretary General at least 30 days prior to such congress by posting in conspicuous places, preferably inside Office premises. The date, time and place for the meeting shall be determined by the NEC.

Section 2. The regular meeting of the NEC shall be held every quarter subject to the changes as may be agreed on special and peculiar situation when there exists urgent/sensitive issue/s which need an immediate action at the Union office or any other decent place, to be agreed upon by the Chairman of the NBOT and the President.

Section 3. Special meeting of the NBOT may be called by the Chairman of the Board, on his own, or upon the request of the President in cases when such special meeting shall be necessary to thresh out or discuss urgent and important Union matters.

Section 4. In any meeting, the presence of majority of the members, NEC officers or NBOT, shall constitute a quorum to discuss and decide on matters taken up as listed in the agenda.

Section 5. The Regional Executive Committee shall meet at least twice a year or as the needs arise. A regional chapter congress shall be held once every three years. It is presumed that election of officers in the regional level shall be held prior to the National Congress.

Section 6. Any member who signed a petition for a special meeting and who absent himself from such special meeting called upon on the basis of said petition, shall be subject to disciplinary action.

**ARTICLE IX -**
**UNION ELECTION**

Section 1. There shall be an Ad hoc Committee on Election (COMELEC) to be created by the NBOT at least two (2) months before any regular or special election. The functions of the COMELEC shall include the following:

a) Adopt rules and regulations that will ensure free, honest and orderly election, whether regular or special

b) Screen the qualification of candidates;

c) Rule on any question or protest regarding the conduct of the election subject to the procedure that may be promulgated by the Executive Board; and proclaim duly elected officers.
Section 2. The COMELEC shall be composed of a chairman and two members all of whom shall be appointed by the NBOT.

Section 3. The COMELEC shall be automatically dissolved thirty (30) days after the duly elected officers are proclaimed.

Section 4. The regular election of officers of the UNION shall be held on the last Thursday of April and on the same date every three years thereafter.

Section 5. All members of the UNION in good standing shall be eligible to vote in UNION election. Candidates for elective positions must be members of the Union in good standing for a period of at least one year on the date of the election.

Section 6. Voting shall be by secret balloting and the election shall be decided by plurality of votes.

Section 7. The duly elected officers shall meet within one week following their proclamation to take their respective oath of office and to receive from the outgoing administration, the turnover of all records and properties of the UNION to the new administration.

Section 8. The election of officers for Regional/Unit/Division executive committee shall be held in a meeting called for the purpose in accordance with the guidelines that may be promulgated by the respective chapter officers.

ARTICLE X - FEES, DUES, FINES, OTHER PAYMENTS, AND DISBURSEMENTS OF UNION FUNDS

Section 1. A membership fee of one hundred (P100.00) pesos shall be paid by an employee before he officially becomes a member of the UNION.

Section 2. Every member shall pay semi-annual dues to the UNION in the amount of sixty (P60.00) pesos which may be collected through check off deduction upon previous written authorization of the member concerned. Check off deduction shall be made payable directly to the Union but it shall immediately release 50% to the division or unit, 30% for the regional chapters, as the case may be for their respective local operational expenses, leaving 20% to the National Union for the operational expenses and other expenses inherent to the National Administration. In the case of Central Office Chapter the sharing shall be 60% for the chapter and 40% for the Union.

Section 3. All amounts collected pursuant to the two preceding sections shall constitute as the General Fund of the UNION to be applied to the operational and organizational expenses of the UNION or for any purpose or object as may be authorized by the general membership in a written resolution adopted at a meeting duly called for the purpose by the President or the NBOT.
Section 4. Every member shall contribute to the UNION such amount as may be fixed by the general membership through written resolution adopted at a meeting duly called for the purpose to be applied to or expended for any of the following:
   a) labor education programs;
   b) Collective Negotiation Agreement;
   c) UNION members welfare programs; and such
   d) other plans and programs that will promote the interest and welfare of the UNION and the members.

Section 5. Special assessments or other extraordinary fees such as for payment of attorney's fees shall be made only upon a resolution duly ratified by the general membership by secret balloting.

Section 6. Any member who will fail to pay his/her semi annual dues and other payments such as special assessments, and fines shall be subject to disciplinary action. In the event of sickness, leaves of absence without pay and other similar causes, the NEC may excuse non-payment or defer collection thereof at its discretion.

Section 7. Every payment of fees, dues or other contributions by a member shall be evidenced by a receipt signed by the Treasurer or his duly authorized representative making the collection and entered into the records of the UNION to be kept and maintained for the purpose.

Section 8. Every expenditure of the UNION shall be evidenced by a receipt from the person to whom the payment is made which shall state the date, place and purpose of such payment. Such receipt shall form part of the financial records of the UNION.

Section 9. The books of accounts and other records of the financial activities of the UNION shall be open for inspection upon written request by any officer or member duly approved by the President anytime during office hours if deemed necessary.

Section 10. Union Funds shall be deposited in a reputable bank in the name of the Union and withdrawal from such fund may only be done by the concurring signatures of the President and the Treasurer.

ARTICLE XI – DISSOLUTION OF UNION FUNDS

Section 1. In the event of voluntary dissolution of the UNION or final cancellation of its registration certificate, the UNION members shall enjoy equity to the UNION properties to the extent that said properties shall first be sold to the UNION members before said properties are offered to non Union members and the proceeds therefrom, together with the balance of the UNION funds shall be
distributed, pro-rata to its members, depending on the amount of membership dues contributed to the UNION.

ARTICLE XII – QUORUM AND RULES OF ORDER

Section 1. Except when a greater proportion is required herein or by law, a majority vote shall prevail at meetings and deliberations of the UNION. A majority of the members of the UNION shall constitute a quorum to officially transact any business.

Section 2. Meetings of the UNION, shall whenever practicable, be governed by the Roberts Rules of Order.

ARTICLE XIII - COLLECTIVE NEGOTIATION

Section 1. The Collective negotiation for and in behalf of the general membership shall be undertaken by the NBOT or a negotiating panel, the members of which shall be selected by them.

Section 2. The Collective Negotiation Agreement resulting from the bargaining negotiations shall be subject to ratification and approval by a majority vote of the NBOT at a meeting convened or by a referendum held for such a special purpose.

ARTICLE XIV - SETTLEMENT OF INTERNAL DISPUTES

Section 1. Disputes involving Union members or its officers shall be made in writing and submitted to the President who shall undertake to have them settle their differences amicably.

Section 2. Failure to settle the dispute amicably, the President shall pass on the dispute to the Committee on Grievance which shall undertake to investigate or hear the case on the merits.

Section 3. After proper evaluation of evidence submitted, the Committee on Grievance shall render its written decision on the dispute within three days from termination of the hearing.

Section 4. Decisions of the Committee on Grievance shall become final unless appealed to the NBOT within fifteen days from receipt of a copy of the decision of the Committee on Grievance.
SECTION 1. Any of the following shall be a ground for the impeachment or recall of a UNION officer:
   a) Committing or causing the commission directly or indirectly of acts against the interest and welfare of the UNION;
   b) Malicious attack against the UNION, its officers or against a fellow UNION officer or member;
   c) Gross misconduct of a UNION officer;
   d) Misappropriation of UNION funds. This is without prejudice to the filing of an appropriate criminal or civil action against the responsible officer or officers by any interested party;
   e) Culpable violation of any provision of this Constitution or rules, regulations, resolutions and decisions of the UNION;
   f) Willful refusal to discharge the function of the office without any valid and legal reasons;
   g) Gross negligence of duty.

SECTION 2. The following procedure shall govern impeachment and recall proceedings:
   a) Impeachment or recall proceedings shall be initiated by a formal petition or resolution signed by at least thirty (30) percent of all Bonafide members or 30% of the NBOT or any executive committee officers of the UNION and the same be addressed to the President of the Union for action, in case where the respondent is the President, the petition or resolution shall be addressed to the Chairman of the NBOT.
   b) UNION officer against whom impeachment or recall charges have been filed shall be given ample opportunity to defend himself before any impeachment or recall vote is finally taken.
   c) A majority of all the members of NBOT and Executive officers sitting as impeachment body shall be required to impeach or recall Union officer.
   d) The UNION officer impeached shall ipso facto be considered resigned or ousted from office and shall no longer be elected nor appointed to any position in the UNION.
   e) The decision of the impeachment body shall be final and executory.

SECTION 1. The Union’s fiscal year shall commence on January 1st and shall end on December 31st every year.
ARTICLE XVII - 
AMENDMENTS

Section 1. Any proposal for amendments to this Constitution may be made by the NEC or upon formal petition of at least ten (10) percent of the general membership.

Section 2. No proposal shall be considered an amendment and become a part of this constitution until after the same shall have been ratified by two-thirds votes of the Congress of the UNION either at a special meeting or a referendum.

ARTICLE XVIII - 
TRANSITORY PROVISION

Section 1. Unless ratified by the members in congress, the following persons shall serve as Interim Officers of the Union until an election is duly conducted in accordance with the provisions for the conduct of elections prescribed in this Constitution and by laws. In case of ratification, they shall serve for one term of office. The first election shall be held on the first congress from the ratification of this Constitution and by Laws. The interim officers shall be:

NATIONAL EXECUTIVE COMMITTEE

President: ATTY. DOMINGO ALIDON Central Office
Vice-President Luzon JORGE V. LUCERO Mandaluyong High School
Visayas IDA F. CABANTAN Regional Office VII
Mindanao VIRGINIA S. VECINA DO, Sarangani Province
Secretary General FRANCIS ALLEN B. DELA CRUZ Central Office
Treasurer: FIDEL SALOSAGCOL Central Office
Auditor: RUFO S. LAROSA DO, Lucena City
PRO: ROLANDO Z. CARREON Tarlac Nat’l High School

REGIONAL CHAPTER EXECUTIVE COMMITTEE

REGION-I CHAPTER

President: Susana Aida Campos-Velasco DO, Ilocos Norte
Vice-President: Ester V. Sobrepena Regional Office I
Secretary: Agnes B. Llapitan INAC, Ilocos Norte
Treasurer: Betina Daytec-Aquino Regional Office I
Auditor: Maria Dulce B. Calija DO, Ilocos Norte
PRO: Rodolfo Vergara Regional Office I
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<th>Region</th>
<th>President</th>
<th>Vice-President</th>
<th>Secretary</th>
<th>Treasurer</th>
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<th>Sgt-at-arms</th>
<th>Bus. Manager</th>
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<td>REGION-II</td>
<td>Jose G. Talosig</td>
<td>Virginia P. Tullungan</td>
<td>Leonida M. Cambi</td>
<td>Thelma B. Hipolito</td>
<td>Domingo A. Ligutan</td>
<td>Annie P. Danao</td>
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<td>San Isidro Natl. High School</td>
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<td>REGION-III</td>
<td>Anita S. Bolisay</td>
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<td>REGION-IVa</td>
<td>Emeterio M. Cinco</td>
<td>Rufo S. Larosa</td>
<td>Joseph F. Matienzo</td>
<td>Cynthia B. Morales</td>
<td>Raquel F. Esguerra</td>
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<td>Bernie C. Rivera</td>
<td>V. Madrigal NHS</td>
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<td>Isabelita A. Sampayan</td>
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REGION-V CHAPTER
President: Efren L. Alcera
Vice-President: Enrique A. Llegado
Secretary: Salome D. Antonio
Treasurer: Shiela P. Nanoz
Auditor: Mary Ann B. Rosauro
PRO: Asuncion A. Maranan
Sgt-at-arms: Alvin C. Cells

REGION-VI CHAPTER
President: Ervin V. Banza
Vice-President: Roosevelt John Baldago
Secretary: Gilda C. Gulmatico
Treasurer: Luana G. Infante
Auditor: Jose D. Mingay
PRO: Margery L. Mascarinas
Sgt-at-arms: Ricardo B. Mabalon
Bus. Manager: Noe A. Alimonsurin

REGION-VII CHAPTER
President: Priscila S. Mansueto
Vice-President: Ida F. Cabantan
Secretary: Eladia C. Gucor
Treasurer: Ma. Teresa A. Peralta
Auditor: Arlene A. Rodriguez
PRO: Marian Lou T. Batiancila
Sgt-at-arms: Jovito H. Endino
Bus. Manager: Paz C. Remedio

REGION-VIII CHAPTER
President: Antonio C. Ranit
Vice-President: Eduardo M. Ortiz
Secretary: Jennine B. Palileo
Treasurer: Evelyn G. Camila  
Auditor: Salvacion M. Canonoy  
PRO: Aida Pacampana  
RO Unit President: Dalmacio C. Sabio  

REGION-IX CHAPTER  
President: Maria Limba Sia  
Vice-President: Mashur Abubakar  
Secretary: Alma Fraulein M. Garcia  
Treasurer: Ma. Vemalin M. Penales  
Auditor: Lolita Tomon  
PRO: Annaliza M. Labad  
Sgt-at-arms: Jose M. Lim  

REGION-X CHAPTER  
President: Bernadette P. Samaco  
Vice-President: Arnel A. Calubag  
Secretary: Janeree J. Natindim  
Treasurer: Virginia Virgie G. Galas  
Auditor: Jovito S. Bacong  
PRO: Evan Q. Clapano  
Sgt. At Arms: Joker Rhyan V. Babael  

REGION-XI CHAPTER  
President: Rogelio A. Martin  
Vice-President: Nestor V. Alolor  
Secretary: Fe R. Javison  
Treasurer: Cecille Maria Sheelah C. Balbas  
Auditor: Rosa Maria S. Torrejano  
PRO: Melanie G. Valderosa  
Sgt-at-arms: Vicente M. Carballo, Jr.  

REGION-XII CHAPTER  
President: Johnny G. Balawag  
Vice-President: Virginia S. Vecina  
Secretary: Adora S. Villa  
Treasurer: Zenaida B. Porras  
Auditor: Ma. Cyrene J. Urbano  
PRO: Cecilia B. Magoncia
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<td>Eppie P. Cabrera</td>
<td>Fe L. Alegado</td>
<td>Melvyn C. Rulete</td>
<td>Ruel O. Mabunga</td>
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<td>NCR CHAPTER</td>
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<td>Marilou J. Cusi</td>
<td>Rustico M. Katalbas</td>
<td>Esperanza C. Laoigan</td>
<td>Susana N. Dayanghirang</td>
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<td>Muntinlupa Natl. H.S.</td>
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<td>CENTRAL OFFICE CHAPTER</td>
<td>Domingo A. Alidon</td>
<td>Francis Allen B. dela Cruz</td>
<td>Ma. Elena Deacosta</td>
<td>Irene Millo</td>
<td>Wilma Alvarez</td>
<td>Esteban D. Boncan</td>
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<td>General Services Division</td>
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ARTICLE XIX
EFFECTIVITY

Section 1. This Constitution shall take effect on the day following its ratification.

Adopted and ratified this 31st day of August 2004 at Dormitory E Bldg., 3rd Floor, DepEd Complex, Meralco Avenue, Pasig City, Metro Manila, with the list of members, together with their signatures, who ratified the same appearing in Annex “A” hereof.

Certified Correct:

FRANCIS ALLEN B. DELA CRUZ
Secretary General

ATTESTED:

ATTY DOMINGO B. ALIDON  IDA F. CABANTAN  VIRGINIA S. VICENA
National President  Vice President-Visayas  Vice President –Mindanao

JORGE V. LUCERO  FIDEL SALOSAGCOL  RUFO S. LAROSA
Vice President-Luzon  Treasurer  Auditor

ROLANDO Z. CARREON
Press Relation Officer

NATIONAL BOARD OF TRUSTEES

JOHNNY G. BALAWAG  MARIA DULCE B. CALIJA  CECELIA MA. SHEELAH C. BALBAS
CHAIRMAN  SECRETARY  SECRETARY

SUSANA AIDA CAMPOS-VELASCO  JOSE G. TALOSIG  ANITA S. BOLISAY
MEMBER  MEMBER  MEMBER

EMETERIO M. CINCO  ISABELITA A. SAMPAYAN  EFREN L. ALCERA
MEMBER  MEMBER  MEMBER

PRISCILA S. MANSUETO  FERNANDINA V. VIRAY  ROGELIO E. MARTIN
MEMBER  MEMBER  MEMBER

ROBERTO B. LAGUIPO
MEMBER
**REGIONAL EXECUTIVE COMMITTEE OFFICERS**

<table>
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<th>Position</th>
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<tr>
<td>REGIONAL EXECUTIVE COMMITTEE OFFICERS</td>
<td>Dalamacio C. Sabio</td>
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<td>Flora M. Bani qued</td>
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<td>Melinda B. De Vera</td>
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Subscribed and sworn to before me this ___ day of __________ at __________, affiants exhibiting to me their Residence Certificate Nos. __________, issued at __________ on __________ and __________, issued at __________ on __________ respectively.

**NOTARY PUBLIC**

Doc. No. _____
Page No. _____
Book No. _____
Series of _____