
	Department of Education Region III DIVISION OF CITY SCHOOLS Angeles City Jesus Street, Pulungbulu, Angeles City		Document Code: SDO-QF-OSDS- SDS-003 Revision: 00 Effectivity date: 10/31/2018
	DIVISION MEMORANDUM		Name of Office: OSDS - SDS

August 19, 2019

DIVISION MEMORANDUM

No. 284, s. 2019

By

[Signature]
 DepEd Angeles City
 Division of City Schools

**DISTRICT WIDE TEACHERS' FORUM ON PUBLIC SECTOR UNIONISM
 AND UNION ELECTION ORIENTATION**

To: Heads of Public Elementary and Secondary Schools

1. Please be informed that the Action and Solidarity for the Empowerment of Teachers – Central Luzon (ASSERT-CL) Union will be conducting a series of Public Sector Unionism and Union Election Orientation in all the schools as per DOLE and DepEd Guidelines on the Union Election on the following dates:

August 30, 2019, 1:30 – 5:00 PM	South District & ACNTS (JHS & SHS)	LNWES
August 30, 2019, 1:30 – 5:00 PM	East District & FGNMHS (JHS & SHS), ACSHS	Angeles ES
August 23, 2019, 1:30 – 5:00 PM	North District & RLLMHS, CLEMENDSMHS, CMRICTHS, ACSiHS (JHS & SHS)	CLEMENDES
August 23, 2019, 1:30 – 5:00 PM	West District & ACNHS, SBNHS (JHS & SHS)	Sta. Teresita ES

2. Participation of all teachers will be on OFFICIAL TIME. School Heads must ensure that necessary measures are taken to minimize the disruption of classes.

3. Attached are the election guidelines and the letter of Mr. Ryan M. Yamzon, Spokesperson, ASSERT-Central Luzon Union, for reference.

4. Immediate dissemination of this Memorandum is desired.

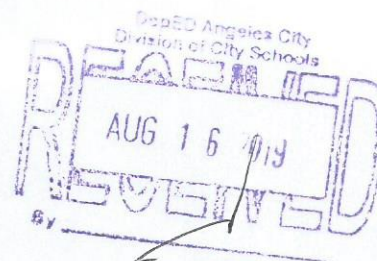
[Signature]
LEILAN S. CUNANAN, CESO V
 Schools Division Superintendent

21# 2019-140

"SMILES BRIGHT, SERVES RIGHT"

August 14, 2019

LEILANI S. CUNANAN., CESO V
Schools Division Superintendent
Angeles City



Re: Request for administrative support to make the attendance of Teachers in the series of District-wide Orientation and Forum on DepEd 209, s. 2011 Public Sector Unionism and the Union Election on Official Time

Madame:

Greetings of Peace and Solidarity!

Consistent with the objectives of the PSLMC Resolutions on Public Sector Unionism and DepEd Memorandum 209, s. 2011, we are pleased to inform you and our fellow teachers that come September 6 up to October 25, 2019, a series of union election activities would be conducted in all schools division in Region 3.

In relation to this, the Action and Solidarity for the Empowerment of Teachers – Central Luzon (ASSERT-CL) Union would be conducting a series of Public Sector Unionism and Union Election orientation in all the schools/districts in every division in Region III as per DOLE and DepEd guidelines on the union election.

In lieu of this, we would be conducting a **District-wide Teachers' Forum on PSU and Union Election Orientation in the following districts:**

August 30, 2019	130pm-5pm	South & All HS	LOURDES NORTHWEST ELEM. SCHL
August 30, 2019	130pm-5pm	East & All HS	Angeles Elem. School
August 23, 2019	130pm-5pm	North & All HS	Dr. Clemente N. Dayrit Sr. Elem. School
August 23, 2019	130pm-5pm	West & All HS	Sta. Teresita Elem. School


Participants to this orientation would be all faculty members in each school in the district and high schools. Thus, may we request from your good office the necessary administrative support to disseminate this information and the issuance of a memorandum to make the participation of teachers on Official Time.

Also, we would appreciate it very much if you could extend to us the needed logistical support i.e. district central schools' conference hall as the venue for the forum and LCD projector to be used during the activity.

Attached herewith is the program flow for your reference and **The Election Guidelines signed by DepEd Region III & DOLE R III** for your perusal. For your queries, please contact the undersigned at mobile numbers 09213694229 or Mariz Rivera CP # 09988602797 email us at assert_ur_rights@yahoo.com.ph.

Thank you and more power!

Respectfully yours,


RYAN M. YAMZON
Spokesperson
ASSERT-Central Luzon Union



ASSERT **Central Luzon Union**

Action and Solidarity for the Empowerment of Teachers

DOLE Union Reg. No. 189

SEC.Reg. No. 1723

2146 Rivera St., El Cano, PulungBult

Angeles Cit

Email. asserturrights@yahoo.com.ph

Fb page: ASSERT CL UNIOI

Tentative Program Flow

Teachers' Orientation on Union Election and PSU

Venue:

Topic	Person-In-Charge
Arrival /Registration	
Preliminaries	
Opening Prayer	
National Anthem	
Welcome Remarks	
Objective Setting	
<i>Input/Discussion:</i> PSLMC Resolution/ DepEd Memo 209,s. 2011 " <i>On Public Sector Unionism</i> "	
Open Forum	
Update: Union Election <ul style="list-style-type: none">- Schedule- Rules/Guidelines	
Open Forum	
Sum Up/Synthesis	
Closing Remarks	

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :

- I. Aurora
- II. Zambales
- III. Bataan
- IV. Pampanga
- V. Tarlac
- VI. Nueva Ecija
- VII. Bulacan

I. DepEd Aurora

Date of Election : 13 September 2019 (Friday)

Time of Election : 8:00 AM to 4:00 PM

I. Baler (San Luis and San Luis Coastal)	-	1. Baler Central School;
II. Maria Aurora	-	2. Central School;
III. Dipaculao	-	3. Central School;
IV. Dingalan	-	4. Central School; and
V. Casiguran (Dinalungan Dilasilag)	-	5. Casiguran Central School;

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :

- I. Aurora
- II. Zambales
- III. Bataan
- IV. Pampanga
- V. Tarlac
- VI. Nueva Ecija
- VII. Bulacan

II. DepEd Zambales

Date of Election : 19 September 2019 (Thursday)

Time of Election : 8:00 AM to 4:00 PM

- | | | |
|-------------------|---|--|
| I. Olongapo City | - | 1. District 1 (South) Elem. School (ES); |
| | - | 2. District 2 (East) Mabayan ES; |
| | - | 3. District 3 (North) Nelly Brown ES; |
| | - | 4. District 4 (West) Kalalake ES; |
| II. Subic | - | 5. Central School (for elem); |
| | - | 6. Subic NHS (for HS); |
| III. Castillejos | - | 7. Central School; |
| IV. San Marcelino | - | 8. Central School; |

Fcd

Date of Election : 20 September 2019 (Friday)

Time of Election : 8:00 AM to 4:00 PM


V. San Narciso	-	9. Central School;
VI. San Felipe	-	10. Central School;
VII. Cabangan	-	11. Central School;
VIII. Botolan	-	12. Central School;
IX. San Antonio	-	13. Central School;
X. Iba	-	14. Central School;
XI. Palauig	-	15. Central School;
XII. Masinloc	-	16. Central School;
XIII. Candelaria	-	17. Central School; and
XIV. Sta. Cruz	-	18. Central School.

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :
I. Aurora
II. Zambales
III. Bataan
IV. Pampanga
V. Tarlac
VI. Nueva Ecija
VII. Bulacan

III. DepEd Bataan

Date of Election : 03 October 2019 (Thursday)

Time of Election : 8:00 AM to 4:00 PM

I.	Balanga City	-	1. Balanga Elem. School;
II.	Orani	-	2. Orani North Elem. School;
III.	Abucay	-	3. Central School;
IV.	Dinalupihan East	-	4. Dinalupihan Elem. School;
V.	Dinalupihan West	-	5. San Ramon Elem. School;
VI.	Hermosa	-	6. Central School;

Fch

Date of Election : 04 October 2019 (Friday)

Time of Election : 8:00 AM to 4:00 PM


VII. Morong	-	7. Elem. School;
VIII. Bagac	-	8. Elem. School;
IX. Pilar	-	9. Elem. School;
X. Samal	-	10. Samal North Elem. School;
XI. Limay	-	11. Limay Elem. School;
XII. Mariveles	-	12. A. G. Llamas Elem. School; and
XIII. Orion	-	13. Elem. School.

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :

- I. Aurora
- II. Zambales
- III. Bataan
- IV. Pampanga
- V. Tarlac
- VI. Nueva Ecija
- VII. Bulacan

IV. DepEd Pampanga

Date of Election : 10 October 2019 (Thursday)

Time of Election : 8:00 AM to 4:00 PM

- | | | |
|-------------------|---|--|
| I. Angeles City | - | 1. South Sto. Rosario Elem. School; |
| | - | 2. East Angeles Elem. School; |
| | - | 3. North Dr. Clemente N. Dayrit Sr. Elem.; |
| | - | 4. West Sta. Teresita Elem.; |
| | - | 5. FG Nepomuceno Mem. HS; |
| | - | 6. RL Lazatin Mem. HS; |
| II. Mabalacat | - | 7. South Dau Central School; |
| | - | 8. East Mawaque Resettlement Elem.; |
| | - | 9. North Mabalact Elem; |
| | - | 10. Mabalacat NHS; |
| III. San Fernando | - | 11. East San Agustin Elem.; |
| | - | 12. West SF Elem.; |
| | - | 13. North Sindalan Elem.; |
| | - | 14. Pampanga High School (SH); |
| | - | 15. Sindalan NHS; |

- | | | | |
|------|---------------------|---|--|
| IV. | Florida Blanca East | - | 16. Central School; |
| V. | Florida Blanca West | - | 17. FLB New Resettlement Elem. School; |
| | | - | 18. Florida Blanca HS; |
| VI. | Porac East | - | 19. Paralaya Elem.; |
| VII. | Porac West | - | 20. Pulong Santol Elem.; |
| | | - | 21. Pulong Santol NHS; |

Date of Election : 11 October 2019 (Friday)

Time of Election : 8:00 AM to 4:00 PM

- | | | | |
|--------|-----------------------|---|--|
| VIII. | Magalang North | - | 22. San Isidro Res. Elem. School; |
| IX. | Magalang South | - | 23. Magalang Elem. School; |
| | | - | 24. Andres M. Luciano HS; |
| X. | Arayat East | - | 25. San Juan Elem. School; |
| XI. | Arayat West | - | 26. Arayat Central School; |
| | | - | 27. Justino Sevilla HS; |
| XII. | Mexico North | - | 28. Malino Elem. School; |
| XIII. | Mexico South | - | 29. Mexico Central School; |
| XIV. | Mexico West | - | 30. Pandacaqui Res. Elem. School; |
| | | - | 31. San Juan NHS; |
| XV. | Sta. Ana | - | 32. Central School; |
| XVI. | San Luis | - | 33. Central School; |
| XVII. | Candaba (East&North)- | | 34. Bahay-Pari Elem. School; |
| XVIII. | Candaba West | - | 35. Candaba Elem. School; |
| XIX. | Apalit | - | 36. San Vicente Elem. School; |
| XX. | Minalin | - | 37. Elem. School; |
| XXI. | San Simon | - | 38. Concepcion Integ. School; |
| XXII. | Sto. Tomas | - | 39. San Matias Elem. School; |
| XXIII. | Macabebe East&West- | | 40. Macabebe Elem. School (East); |
| | | - | 41. Sta. Maria Elem. (West); |
| XXIV. | Masantol North&South- | | 42. Masantol Elem. (North); |
| | | - | 43. Bebe Anac Elem. (South); |
| XXV. | Bacolor South | - | 44. San Antonio Leechi Uan Elem. School; |
| XXVI. | Bacolor North | - | 45. Cabalantian Elem. School; |
| XXVII. | Sta. Rita | - | 46. Remedios Elem. School; |


XXVIII.	Lubao East	-	47. Lubao Elem. School;
XXIX.	Lubao North	-	48. San Roque Dau Elem School;
XXX.	Lubao West	-	49. Sta. Cruz Central School;
XXXI.	Guagua West	-	50. Natividad Elem. School;
XXXII.	Guagua East	-	51. Guagua Elem.; and
XXXIII.	Sasmuan	-	52. Sasmuan Elem. School.

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

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A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :
I. Aurora
II. Zambales
III. Bataan
IV. Pampanga
V. Tarlac
VI. Nueva Ecija
VII. Bulacan

V. DepEd Tarlac

Date of Election : 17 October 2019 (Thursday)

Time of Election : 8:00 AM to 4:00 PM

- | | | |
|-----------------|---|---|
| I. Tarlac City | - | 1. (Tarlac Central) Sto. Cristo IS; |
| | - | 2. Tarlac East (Maliwalo ES); |
| | - | 3. Tarlac North A Alvindia Aguso CS; |
| | - | 4. Tarlac North B Baras Baras ES; |
| | - | 5. Tarlac South A San Miguel CS; |
| | - | 6. Tarlac South B CAT ES; |
| | - | 7. Tarlac West A Tarlac West CES; |
| | - | 8. Tarlac West B San Vicente ES Main; |
| | - | 9. Tarlac West C San Isidro ES; |
| | - | 10. Tarlac National HS Main (Main and Annex); |
| | - | 11. Maliwalo NHS; <i>LAU HS</i> |
| II. Anao | - | 12. D. Ongsiako Central Elem. School; |
| III. San Manuel | - | 13. Gabaldon Central ES; |

- | | | |
|-------------------|---|---|
| IV. Moncada | - | 14. Moncada South Central Elem. School; |
| V. Paniqui | - | 15. Paniqui South Central Elem. School; |
| VI. Pura | - | 16. Pura Central Elem. School; |
| VII. Ramos | - | 17. Ramos Central ES; |
| VIII. Gerona | - | 18. Gerona North Central School; |
| IX. Camiling | - | 19. Camiling Central School; |
| X. Mayantoc | - | 20. Mayantoc Central School; |
| XI. San Clemente | - | 21. San Clemente Central School; |
| XII. Sta. Ignacia | - | 22. Sta. Ignacia North Central Elem School; |

Date of Election : 18 October 2019 (Friday)

Time of Election : 8:00 AM to 4:00 PM

- | | | |
|--------------------------|---|--------------------------------------|
| XIII. San Jose | - | 23. Villa Aglipay Central School; |
| XIV. Bamban | - | 24. Bamban Elementary School; |
| XV. Capas West District | - | 25. Cristo Rey HS; |
| XVI. Capas East District | - | 26. Capas Gabaldon ES; (Central ES) |
| XVII. Lapaz | - | 27. San Isidro Central ES; |
| XVII. Victoria | - | 28. Victoria East Central School; |
| XVIII. Concepcion | - | 29. Concepcion North Central School; |
| | - | 30. South Central School; |
| | - | 31. East Central School; and |
| | - | 32. West Central School. |

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

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Places of Election :

- I. Aurora
- II. Zambales
- III. Bataan
- IV. Pampanga
- V. Tarlac
- VI. Nueva Ecija
- VII. Bulacan

VI. DepEd Nueva Ecija

Date of Election : 24 October 2019 (Thursday)

Time of Election : 8:00 AM to 4:00 PM

- | | | |
|-----------------------------|---|---|
| I. Cabanatuan City | - | 1. Cabanatuan East CS; |
| | - | 2. <u>West</u> – Lazaro Francisco ES; |
| | - | 3. <u>North</u> – Mayapyap ES; |
| | - | 4. <u>South</u> – Camp Tinio ES |
| | - | 5. <u>Honorato</u> Perez Mem. Sci. HS (All HS); |
| | - | 6. Nueva Ecija HS; |
| II. Gapan South (Inc. HS)- | | 7. Gapan South Central School; |
| III. Gapan North (Inc. HS)- | | 8. Gapan North Central School; |
| IV. Cabiao Central School- | | 9. Cabiao Central School; |
| V. Gen. Tinio | - | 10. Gen Tinio NHS; |
| VI. Penaranda | - | 11. Penaranda CS; |
| VII. San Isidro | - | 12. Central School; |
| VIII. Jaen I & II | - | 13. Jaen Central School; |
| IX. San Antonio | - | 14. Central School; |
| X. San Leonardo | - | 15. Central School; |

- | | |
|--------------------------------|------------------------------|
| XI. Sta. Rosa (North & South)- | 16. Sta.Rosa Central School; |
| XII. Zaragosa | - 17. Central School; |
| XIII. Aliaga | - 18. Central School; |

Date of Election : 25 October 2019 (Friday)

Time of Election : 8:00 AM to 4:00 PM

- | | | |
|-----------------------------|---|---------------------------------|
| XIV. Guimba East & West | - | 19. Guimba East Central School; |
| XV. Talavera North & South | - | 20. Central School; |
| XVI. Quezon | - | 21. Central School; |
| XVII. Licab | - | 22. Central School; |
| XVIII. Sto. Domingo | - | 23. Central School; |
| XIX. Lupao | - | 24. Central School; |
| XX. Caranglan | - | 25. Central School; |
| XXI. Gen. Natividad | - | 26. Central School; |
| XXII. Llanera | - | 27. Central School; |
| XXIII. Rizal | - | 28. Central School; |
| XXIV. Pantabangan | - | 29. Central School; |
| XXV. Palayan | - | 30. Central School; |
| XXVI. Laur | - | 31. Central School; |
| XXVII. Gabaldon | - | 32. Central School; |
| XXVIII. Munoz (All Elem&HS) | - | 33. Central School; |
| XXIX. San Jose City | - | 34. San Jose East (Elem&HS); |
| | - | 35. San Jose West (Elem&HS); |
| XXX. Cuyapo | - | 36. Central School; |
| XXXI. Nampicuan | - | 37. Central School; |
| XXXII. Talugtug | - | 38. West Central School; and |
| XXXIII. Penaranda | - | 39. Penaranda Central School. |

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

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Places of Election :
I. Aurora
II. Zambales
III. Bataan
IV. Pampanga
V. Tarlac
VI. Nueva Ecija
VII. Bulacan

VII. DepEd Bulacan

Date of Election : 07 November 2019 (Thursday)
Time of Election : 8:00 AM to 4:00 PM

- | | | |
|------------------------------|---|---|
| I. Malolos City | - | 1. All High School (Marcelo H. Del Pilar HS); |
| | - | 2. Malolos North; Barasoain Integ. School; |
| | - | 3. Malolos South; CMIS Sto. Rosario; |
| II. Meycauayan City | - | 4. Cluster A: Malhacan ES; |
| | - | 5. Saluysoy CS; |
| | - | 6. Cluster C: Meyc. West Central Integrated School (MWCIS); |
| | - | 7. Cluster D: Meycauyan National High School; |
| III. San Jose Del Monte City | - | 8. SJDM Central School; |
| | - | 9. SJDM Trade School; |
| | - | 10. Minuyan ES; |
| | - | 11. Benito Nieto HS; |
| | - | 12. Gaya-Gaya ES; |
| | - | 13. Tungkong Manga ES; |
| IV. Bulakan | - | 14. Gen. Gregorio Del Pilar ES; |
| V. Bocaue | - | 15. Central School; |
| VI. Marilao North | - | 16. Central School; |

EC

VII. South - 17. Northville IV ES;

VIII. Obando - 18. Central School;

Date of Election : 08 November 2019 (Friday)

Time of Election : 8:00 AM to 4:00 PM

- | | | |
|--|---|------------------------------|
| I. Plaridel | - | 19. Bunsuran ES; |
| II. Guiguinto | - | 20. Central School; |
| III. Balagtas | - | 21. Central School; |
| IV. Pulilan | - | 22. Central School; |
| V. Baliuag North | - | 23. Central School; |
| VI. Baliuag South | - | 24. Central School; |
| VII. Bustos | - | 25. Elementary School; |
| VIII. San Rafael East & West | - | 26. Central School; |
| IX. San Ildefonso North | - | 27. Central School; |
| X. San Ildefonso South | - | 28. Pinaod ES; |
| XI. San Miguel North | - | 29. Central School; |
| XII. San Miguel South | - | 30. Batasan School; |
| XIII. DRT | - | 31. Camachile ES; |
| XIV. Paombong | - | 32. Central School; |
| XV. Hagonoy East | - | 33. Central School; |
| XVI. Hagonoy West | - | 34. Central School; |
| XVII. Calumpit (Nort & South)- | - | 35. Central School; |
| XVIII. Norzagaray (East & West)- | - | 36. Norzagaray ES; |
| XIX. Sta. Maria East, Central, West Polling places | - | 37. Parada ES (east); |
| | - | 38. C.M. De Jesus MS (west); |
| | - | 39. Sta. Maria CS (central); |
| XX. Pandi | - | 40. Central School; and |
| XXI. Angat | - | 41. Central School. |

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

**GUIDELINES IN THE CONDUCT OF CERTIFICATION ELECTION
AMONG THE RANK-AND-FILE TEACHING PERSONNEL OF THE
DEPARTMENT OF EDUCATION (DEPED) REGIONAL OFFICE NO. 3**

The parties to the certification election hereby agree, stipulate and adhere to the following rules and regulations:

I. DATE, TIME AND PLACE OF THE ELECTION

A. The region wide rank-and-file teaching personnel's certification election shall be conducted under the control and supervision of Atty. Erwin C. Angeles of the Department of Labor and Employment (DOLE) Regional Office No. 3 Mediation-Arbitration Unit and Legal Service (MALSU) as the designated Election Officer.

B. There will be five (5) polling places with 9 precincts located at the Province of Aurora with the following venues:

FRIDAY, SEPTEMBER 13, 2019, 8:00 a.m. to 4:00 p.m.

POLLING PLACE		PRECINCT
I. Baler (San Luis and San Luis Coastal)	-	1. Central School (3 precincts);
II. Maria Aurora	-	2. Central School;
III. Dipaculao	-	3. Central School;
IV. Dingalan	-	4. Central School; and
V. Casiguran (Dinalungan Dilasilag)	-	5. Central School (3 precincts).

C. There will be fourteen (14) polling places with eighteen (18) precincts located at the Province of Zambales with the following venues:

POLLING PLACE **PRECINCT**

THURSDAY, SEPTEMBER 19, 2019, 8:00 a.m. to 4:00 p.m.

I. Olongapo City	-	1. District 1 (South) Elem. School (ES);
	-	2. District 2 (East) Mabayan ES;
	-	3. District 3 (North) Nelly Brown ES;
	-	4. District 4 (West) Kalalake ES;
II. Subic	-	5. Central School (for elem);
	-	6. Subic NHS (for HS);
III. Castillejos	-	7. Central School;
IV. San Marcelino	-	8. Central School;

FRIDAY, SEPTEMBER 20, 2019, 8:00 a.m. to 4:00 p.m.

V. San Narciso	-	9. Central School;
VI. San Felipe	-	10. Central School;
VII. Cabangan	-	11. Central School;

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VIII.	Botolan	-	12. Central School;
IX.	San Antonio	-	13. Central School;
X.	Iba	-	14. Central School;
XI.	Palauig	-	15. Central School;
XII.	Masinloc	-	16. Central School;
XIII.	Candelaria	-	17. Central School; and
XIV.	Sta. Cruz	-	18. Central School.

D. There will be thirteen (13) polling places with 13 precincts located at the Province of Bataan with the following venues:

POLLING PLACE PRECINCT

THURSDAY, OCTOBER 3, 2019, 8:00 a.m. to 4:00 p.m.

I.	Balanga City	-	1. Balanga Elem. School;
II.	Orani	-	2. Orani North Elem. School;
III.	Abucay	-	3. Central School;
IV.	Dinalupihan East	-	4. Dinalupihan Elem. School;
V.	Dinalupihan West	-	5. San Ramon Elem. School;
VI.	Hermosa	-	6. Central School;

FRIDAY, OCTOBER 4, 2019, 8:00 a.m. to 4:00 p.m.

VII.	Morong	-	7. Elem. School;
VIII.	Bagac	-	8. Elem. School;
IX.	Pilar	-	9. Elem. School;
X.	Samal	-	10. Samal North Elem. School;
XI.	Limay	-	11. Limay Elem. School;
XII.	Mariveles	-	12. A. G. Llamas Elem. School; and
XIII.	Orion	-	13. Elem. School.

E. There will be thirty-three (33) polling places with fifty-two (52) precincts located at the Province of Pampaga with the following venues:

POLLING PLACE PRECINCT

THURSDAY, OCTOBER 10, 2019, 8:00 a.m. to 4:00 p.m.

I.	Angeles City	-	1. South Sto. Rosario Elem. School;
		-	2. East Angeles Elem. School;
		-	3. North Dr. Clemente N. Dayrit Sr. Elem.;
		-	4. West Sta. Teresita Elem.;
		-	5. FG Nepomuceno Mem. HS;
		-	6. RL Lazatin Mem. HS;
II.	Mabalacat	-	7. South Dau Central School;

- III. San Fernando
- 8. East Mawaque Resettlement Elem.;
 - 9. North Mabalact Elem.;
 - 10. Mabalacat NHS;
 - 11. East San Agustin Elem.;
 - 12. West SF Elem.;
 - 13. North Sindalan Elem.;
 - 14. Pampanga High School (SH);
 - 15. Sindalan NHS;
- IV. Florida Blanca East
- V. Florida Blanca West
- 16. Central School;
 - 17. FLB New Resettlement Elem. School;
 - 18. Florida Blanca HS;
- VI. Porac East
- VII. Porac West
- 19. Paralaya Elem.;
 - 20. Pulong Santol Elem.;
 - 21. Pulong Santol NHS;

FRIDAY, OCTOBER 11, 2019, 8:00 a.m. to 4:00 p.m.

- VIII. Magalang North
- IX. Magalang South
- 22. San Isidro Res. Elem. School;
 - 23. Magalang Elem. School;
 - 24. Andres M. Luciano HS;
- X. Arayat East
- XI. Arayat West
- 25. San Juan Elem. School;
 - 26. Arayat Central School;
 - 27. Justino Sevilla HS;
- XII. Mexico North
- XIII. Mexico South
- XIV. Mexico West
- 28. Malino Elem. School;
 - 29. Mexico Central School;
 - 30. Pandacaqui Res. Elem. School;
 - 31. San Juan NHS;
- XV. Sta. Ana
- XVI. San Luis
- 32. Central School;
 - 33. Central School;
- XVII. Candaba (East&North)
- XVIII. Candaba West
- 34. Bahay-Pari Elem. School;
 - 35. Candaba Elem. School;
- XIX. Apalit
- XX. Minalin
- 36. San Vicente Elem. School;
 - 37. Elem. School;
- XXI. San Simon
- XXII. Sto. Tomas
- 38. Concepcion Integ. School;
 - 39. San Matias Elem. School;
- XXIII. Macabebe East&West
- 40. Macabebe Elem. School (East);
 - 41. Sta. Maria Elem. (West);

Victor B. Elias

XXIV.	Masantol North&South	-	42. Masantol Elem. (North);
		-	43. Bebe Anac Elem. (South);
XXV.	Bacolor South	-	44. San Antonio Leechi Uan Elem. School;
XXVI.	Bacolor North	-	45. Cabalantian Elem. School;
XXVII.	Sta. Rita	-	46. Remedios Elem. School;
XXVIII.	Lubao East	-	47. Lubao Elem. School;
XXIX.	Lubao North	-	48. San Roque Dau Elem School;
XXX.	Lubao West	-	49. Sta. Cruz Central School;
XXXI.	Guagua West	-	50. Natividad Elem. School;
XXXII.	Guagua East	-	51. Guagua Elem.; and
XXXIII.	Sasmuan	-	52. Sasmuan Elem. School.

F. There will be twenty (20) polling places with thirty-two (32) precincts located at the Province of Tarlac with the following venues:

POLLING PLACE

PRECINCT

THURSDAY, OCTOBER 17, 2019, 8:00 a.m. to 4:00 p.m.

I.	Tarlac City	-	1. (Tarlac Central) Sto. Cristo IS;
		-	2. Tarlac East (Maliwalo ES);
		-	3. Tarlac North A Alvindia Aguso CS;
		-	4. Tarlac North B Baras Baras ES;
		-	5. Tarlac South A San Miguel CS;
		-	6. Tarlac South B CAT ES;
		-	7. Tarlac West A Tarlac West CES;
		-	8. Tarlac West B San Vicente ES Main;
		-	9. Tarlac West C San Isidro ES;
		-	10. Tarlac National HS Main (Main and Annex);
		-	11. Maliwalo NHS;
II.	Anao	-	12. D. Ongsiako Central Elem. School;
III.	San Manuel	-	13. Gabaldon Central ES;
IV.	Moncada	-	14. Moncada South Central Elem. School;
V.	Paniqui	-	15. Paniqui South Central Elem. School;
VI.	Pura	-	16. Pura Central Elem. School;
VII.	Ramos	-	17. Ramos Central ES;
VIII.	Gerona	-	18. Gerona North Central School;
IX.	Camiling	-	19. Camiling Central School;
X.	Mayantoc	-	20. Mayantoc Central School;
XI.	San Clemente	-	21. San Clemente Central School;

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- XII. Sta. Ignacia - 22. Sta. Ignacia North Central Elem School;
FRIDAY, OCTOBER 18, 2019, 8:00 a.m. to 4:00 p.m.
 XIII. San Jose - 23. Villa Aglipay Central School;
 XIV. Bamban - 24. Bamban Elementary School;
 XV. Capas West District - 25. Cristo Rey HS;
 XVI. Capas East District - 26. Capas Gabaldon ES;
 XVII. Lapaz - 27. San Isidro Central ES;
 XVIII. Victoria - 28. Victoria East Central School;
 XIX. Concepcion - 29. Concepcion North Central School;
 - 30. South Central School;
 - 31. East Central School; and
 - 32. West Central School.

G. There will be thirty-one (33) polling places with thirty-seven (39) precincts located at the Province of Nueva Ecija with the following venues:

POLLING PLACE **PRECINCT**
THURSDAY, OCTOBER 24, 2019, 8:00 a.m. to 4:00 p.m.

- I. Cabanatuan City - 1. Cabanatuan East CS;
 - 2. West - Lazaro Francisco ES;
 - 3. North - Mayapyap ES;
 - 4. South - Camp Tinio ES
 - 5. Honorato Perez Mem. Sci. HS (All HS);
 - 6. Nueva Ecija HS;
 II. Gapan South (Inc. HS) - 7. Gapan South Central School;
 III. Gapan North (Inc. HS) - 8. Gapan North Central School;
 IV. Cabiao Central School - 9. Cabiao Central School;
 V. Gen. Tinio - 10. Gen Tinio NHS;
 VI. Penaranda - 11. Penaranda CS;
 VII. San Isidro - 12. Central School;
 VIII. Jaen I & II - 13. Jaen Central School;
 IX. San Antonio - 14. Central School;
 X. San Leonardo - 15. Central School;
 XI. Sta. Rosa North & South - 16. Sta. Rosa Central School;
 XII. Zaragosa - 17. Central School;
 XIII. Aliaga - 18. Central School;

FRIDAY, OCTOBER 25, 2019, 8:00 a.m. to 4:00 p.m.

XIV. Guimba East & West

19. Guimba East Central School

XV.	Talavera North & South	-	20. Central School;
XVI.	Quezon	-	21. Central School;
XVII.	Licab	-	22. Central School;
XVIII.	Sto. Domingo	-	23. Central School;
XIX.	Lupao	-	24. Central School;
XX.	Caranglan	-	25. Central School;
XXI.	Gen. Natividad	-	26. Central School;
XXII.	Llanera	-	27. Central School;
XXIII.	Rizal	-	28. Central School;
XXIV.	Pantabangan	-	29. Central School;
XXV.	Palayan	-	30. Central School;
XXVI.	Laur	-	31. Central School;
XXVII.	Gabaldon	-	32. Central School;
XXVIII.	Munoz (All Elem&HS)	-	33. Central School;
XXIX.	San Jose City	-	34. San Jose East (Elem&HS);
		-	35. San Jose West (Elem&HS);
XXX.	Cuyapo	-	36. Central School;
XXXI.	Nampicuan	-	37. Central School;
XXXII.	Talugtug	-	38. West Central School; and
XXXIII.	Penaranda	-	39. Penaranda Central School;

H. There will be twenty-eight (28) polling places with forty (40) precincts located at the Province of Bulacan with the following venues:

POLLING PLACE		PRECINCT
THURSDAY, NOVEMBER 7, 2019, 8:00 a.m. to 4:00 p.m.		
I.	Malolos City	- 1. All High School (Marcelo H. Del Pilar HS);
		- 2. Malolos North; Barasoain Integ. School;
		- 3. Malolos South; CMIS Sto. Rosario;
II.	Meycauayan City	- 4. Cluster A: Malhacan ES;
		- 5. Saluysoy CS;
		- 6. Cluster C: Meyc. West Central Integrated School (MWCIS);
		- 7. Cluster D: Meycauyan National High School;
III.	San Jose Del Monte	- 8. SJDM Central School;

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|-------------------|---|---------------------------------|
| | - | 11. Benito Nieto HS; |
| | - | 12. Gaya-Gaya ES; |
| | - | 13. Tungkong Manga ES; |
| IV. Bulakan | - | 14. Gen. Gregorio Del Pilar ES; |
| V. Bocaue | - | 15. Central School; |
| VI. Marilao North | - | 16. Central School; |
| South | - | 17. Northville IV ES; |
| VII. Obando | - | 18. Central School; |

FRIDAY, NOVEMBER 8, 2019, 8:00 a.m. to 4:00 p.m.

- | | | |
|---|---|------------------------------|
| VIII. Plaridel | - | 19. Bunsuran ES; |
| IX. Guiguinto | - | 20. Central School; |
| X. Balagtas | - | 21. Central School; |
| XI. Pullilan | - | 22. Central School; |
| XII. Baliuag North | - | 23. Central School; |
| XIII. Baliuag South | - | 24. Central School; |
| XIV. Bustos | - | 25. Elementary School; |
| XV. San Rafael East & West | - | 26. Central School; |
| XVI. San Ildefonso North | - | 27. Central School; |
| XVII. San Ildefonso South | - | 28. Pinaod ES; |
| XVIII. San Miguel North | - | 29. Central School; |
| XIX. San Miguel South | - | 30. Batasan School; |
| XX. DRT | - | 31. Camachile ES; |
| XXI. Paombong | - | 32. Central School; |
| XXII. Hagonoy East | - | 33. Central School; |
| XXIII. Hagonoy West | - | 34. Central School; |
| XXIV. Calumpit North & South | - | 35. Central School; |
| XXV. Norzagaray East & West | - | 36. Norzagaray ES; |
| XXVI. Sta. Maria East, Central, West Polling places | - | 37. Parada ES (east); |
| | - | 38. C.M. De Jesus MS (west); |
| | - | 39. Sta. Maria CS (central); |
| XXVII. Pandi | - | 40. Central School; and |
| XXVIII. Angat | - | 41. Central School. |

I. The lists of voters shall be per province/precincts and provided in Annexes 1 (Aurora), 2 (Zambales), 3 (Bataan), 4 (Pampanga), 5 (Tarlac), 6 (Nueva Ecija) and 7 (Bulacan) of this Guidelines. Attached as Annexes 1, 2, 3, 4, 5, 6 and 7 are the lists of voters.

- J. Except for Aurora, there will be two (2) days schedule of voting per provinces as indicated above.
- K. Voting shall be held as follows:
1. Aurora-September 13, 2019 (Friday), the venue as identified above, starting at 8:00 o'clock in the morning and shall ending at 4:00 o'clock in the afternoon;
 2. Zambales-September 19-20, 2019 (Thursday & Friday), and precincts as defined above, starting at 8:00 o'clock in the morning and shall ending at 4:00 o'clock in the afternoon respectively;
 3. Bataan-September 3-4, 2019 (Thursday & Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 4:00 o'clock in the afternoon respectively;
 4. Pampanga-October 10-11, 2019 (Thursday & Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 4:00 o'clock in the afternoon respectively;
 5. Tarlac-October 17-18, 2019 (Thursday & Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 4:00 o'clock in the afternoon respectively;
 6. Nueva Ecija- October 24-25, 2019 (Thursday & Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 4:00 o'clock in the afternoon respectively;
 7. Bulacan- November 7-8, 2019 (Thursday & Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 4:00 o'clock in the afternoon respectively;
- L. Opening, counting and initial canvassing of votes per province shall be done immediately after the close of the polling in the precinct, or when the last voter has cast its vote, or when the parties as reflected in the Minutes agree to close the casting of votes before the closing period. They shall be done at the said polling place and in the presence of the contending organizations' representatives.
- M. The consolidation of all canvassed votes shall be done on **15 November 2019 (Friday), 2:00 o'clock in the afternoon** at the DOLE Region Office No. III, Diosdado Macapagal Regional Government Center, Brgy. Maimpis, City of San Fernando, Pampanga, and in the presence of the contending organizations' representatives.

ELECTION PARAPHERNALIA

- A. Official ballots and official tally sheets. The DESIGNATED ELECTION OFFICER shall prepare the official ballots and the official tally sheets to be used in the certification election.

The Election Officer and one representative each from the participating Unions shall sign or initial at the back of the official ballots. The signing shall be done as follows:

1. The contending Union Presidents or their authorized representative together with the Election Officer shall sign the lists of voters and official ballots on 27 August 2019, 9:30 in the morning, at DOLE RO3, CSF, Pampanga.
2. If either or both parties failed to attend the scheduled conference for signing of the official ballots despite due notice, the same shall be deemed as a waiver of either or both parties' right to initial the official ballots.
3. The names of the contending unions shall be arranged in the ballots as follows:
 - a) ALLIANCE OF CONCERNED TEACHERS REGION III (ACT-ROIII);
 - b) ACTION AND SOLIDARITY FOR EMPOWERMENT OF TEACHERS-Central Luzon Union (ASSERT);

c) No union

- B. Ballot boxes and padlocks. ELECTION OFFICER shall provide the ballot boxes. Use of improvised ballot boxes may also be resorted to in case the official ballot box is not available.
- C. Polling booths, etc. The DepEd management shall set-up the polling booths which shall not be less ten (10) but not more than fifteen (15) per polling precinct. Voters are directed to bring their own pens.

III. ELIGIBLE/QUALIFIED VOTERS

All rank-and-file teaching personnel of the Department of Education (DepEd) of Regional Office No. III shall be qualified to vote. Final list of eligible voters shall be signed by the Election Officer, representative of the unions and the Management on 27 August 2019, 9:30 in the morning, at DOLE RO3, CSF, Pampanga.

IV. GROUNDS FOR THE CHALLENGE OR EXCLUSION OF ELIGIBLE VOTERS

The following are the only grounds for the challenge or exclusion of eligible voters, to wit: Promotion as permanent Principal on or before the date of the election; retirement; and dismissal from the service without appeal or the dismissal becomes final and executory.

V. CHALLENGE VOTERS

All Principals are allowed to cast their votes but their votes shall be segregated.

VI. ELECTION PROCEDURE

A. POSTING:

1. The Management, in coordination with the identified union representatives, shall cause the posting of copies of the duly signed (1) Notice of Certification Election, (2) list of voters, (3) sample ballot and (4) election rules and guidelines.
2. The notice of certification election shall be posted at two conspicuous places within the premises of the above-mentioned office at least ten (10) calendar days before the date of the election.

B. CASTING OF VOTES

1. Preliminary. Before the start of the election or casting of votes on the above described date/s, the Election Officer/Representative from DOLE RO3 and the authorized representatives of the contending organizations shall inspect the polling place and the polling precincts. The ballot box shall be subject to inspection by the parties before the sealing of the same.
2. List of voters. The list of employees based on the plantilla submitted by the Management as agreed and signed by the parties shall serve as the master list of those who will be qualified and allowed to vote in this certification election.

The Management shall provide the list of the rank-and-file teaching personnel sorted alphabetically by Places/Precincts as defined above.

3. Who can vote. Any rank-and-file teaching personnel of DepEd RO3 shall be allowed to vote. Absentee or proxy voting shall NOT be allowed.

The following can also vote:

- a. Rank-and-file teaching personnel on official leave of absence;
 - b. Those who are on preventive suspension or dismissed from service but whose dismissal order is not yet final and executory;
 - c. Voters who have not yet exercised their rights but are already within a radius of fifty (50) meters from the polling area before the end of the polling time; and
 - d. Principals except that their votes shall be segregated and the determination of which depends if their votes shall materially affect the results of the certification election.
4. Proof of Identification. An employee who desires to vote shall be required to present his/her employee issued Identification Card (ID) or any government issued ID and shall affix his/her signature opposite his/her name in the master list before the issuance of official ballot. No one shall be allowed to vote without exhibiting any of the said IDs.
5. Election watchers/representatives. Each contending union shall be entitled to two election watchers - one regular and one alternate. However, contending organizations shall only be allowed one (1) watcher each at a time inside the polling precinct.

All parties shall submit the list of their poll watchers and representatives on 27 August 2019, 9:30 in the morning, at DOLE RO3, CSF, Pampanga. Election watchers shall only be in the list of eligible voters or teaching personnel of DepEd Region 3.

6. Ballot. The voters shall personally mark a check (✓) inside the square opposite his/her choice. The choices are the following:

ALLIANCE OF CONCERNED TEACHERS REGION III
(ACT-ROIII)

☐

ACTION AND SOLIDARITY FOR EMPOWERMENT OF
TEACHERS-Central Luzon Union (ASSERT)

☐

NO UNION

☐

If a ballot is torn, defaced or marked in such a manner that the voter could be identified, or the voter inadvertently spoils or makes an erasure on the ballot he/she shall return such ballot to the Election Officer who in turn, shall destroy the same and replace it with another. Only once, such ballot shall be returned and replaced by another.

7. Procedure:

- a. Unchallenged voter. If the election officer is satisfied with the identity and qualifications of the voter, a folded official ballot shall be given to the voter.

The voter shall then be required to sign on the blank space opposite his/her name in the official list prepared for this purpose. He shall proceed to a vacant polling booth to cast his/her vote.

After casting, the voter shall fold the ballot and shall personally drop it in the ballot box.

- b. "On-the-spot" challenged voter/s. For voter/voters challenged on the spot, he/she shall sign opposite the blank space provided for his/her signature.

The voter shall proceed to a vacant polling booth to cast his/her vote

Wil. B. Dias

per day

After casting, the voter shall fold the ballot and hand the same to the Election Officer who shall place the same in a white envelope marked "on-the-spot challenged voter/s" and seal the same in the presence of the parties' respective watchers. The Election Officer shall indicate the voter's name and the ground for challenge. The parties' respective watchers and the Election Officer shall sign the seal of the white envelope.

All "on-the-spot" challenged votes shall be placed in a single brown envelope marked "on-the-spot challenged votes" with the seal duly signed by the watchers of the contending organizations and by the Election Officer.

8. Segregated and challenged votes. These shall be placed in an individual white letter envelope and sealed in the presence of the voter and watchers. The name of the voter, original place of assignment, position and ground/reason for challenge/segregation shall be indicated in the letter envelope. The Election Officer and watchers shall sign the sealed envelope.

All challenged/segregated votes (See IV) shall only be opened and counted after the eligibility of the challenged voter/s shall have been verified/validated by the parties and after all the unchallenged votes shall have been counted.

Where the eligibility of the challenged/segregated votes could not be verified/validated after all the unchallenged votes have been counted, the envelopes of the challenged/segregated voters shall be opened and resolved by the BLR Director provided the number of segregated voters will materially alter the results of the election.

C. COUNTING AND TALLYING OF VOTES

1. Immediately after the close of polling at the precinct level or when the last voter has cast its vote, or when the parties as reflected in the Minutes agree to close the casting of votes before the closing period, votes cast shall be counted and tabulated by the assigned DOLE Board of Election Inspector (BEI) in the precinct.
2. The Chairman of the BEI shall read aloud the vote contained in the ballots, tally the votes and put a line across the read and tallied ballot, while a member shall tally on the Board.
3. All votes cast shall be counted and tabulated by the BEI in the presence of the representatives of the union.
4. Only one watcher per union is authorized within a three-meter radius from the tallying area. Persons other than those authorized in the preceding paragraph are not allowed to stay within the said three-meter radius.
5. In the appreciation of ballots, the Election Officer shall see to it that the voter marks a check (✓) inside the square opposite his/her choice. The following votes shall be considered spoiled or invalid:
 - a. A cross (x) inside the square;
 - b. No check (✓) inside the square;
 - c. A cross (x), a check (✓) or other marking is placed outside the square;
 - d. Double or more markings inside and/or outside the square [e.g. two (2) checks, two (2) crosses or a combination of cross (x) and check (✓), etc.];
 - e. The word "yes", "no", "check", or "cross";
 - f. Erasures or use of snow fake; and,

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- g. Placing of markings other than a check (✓).

D. CANVASSING AND CONSOLIDATION OF ELECTION RESULTS

1. Immediately after the close of polling at the precinct level in the branches, votes cast shall be counted and canvassed by the Election Officer at the precinct in the presence of the representatives of the parties.
2. After reading and counting the ballot, the BEI shall put a line across the same to indicate that the same has been read and counted.
3. Upon completion of the canvassing of votes, the Election Officer shall allow each representative to take a picture of the minutes of the election and the tally sheet.
4. Election results, cast ballots, tally sheets, segregated/challenged votes and minutes of the election shall be sealed in an envelope signed by the parties and be forwarded to DOLE RO3 MALSU Office not later than three (3) days from the date of the conduct of election. The province and the school precinct should be clearly identified outside of every sealed envelope. One photocopy of the minutes of the election reflecting the results shall be pasted/taped outside the envelope.
5. Upon completion of the counting and canvassing of votes, the Election Officer shall defer the consolidation of votes to the scheduled date and time agreed by the parties;
6. During the consolidation votes, each representative shall be furnished a copy of the minutes of the proceeding, and shall endorse the records and election results to the BLR Director for the proclamation of the winner and certification of the sole and exclusive negotiating agent of the rank-and-file teaching personnel of DepEd, if no election protest has been filed during the election.

E. ELECTION PROTESTS

1. All protest/objections relative to the conduct of the certification election shall be formalized before the BLR within five (5) calendar days from the close of the election proceedings or on 13 November 2019. All protests/objections shall be contained/reflected in the minutes of every election results.
2. No protest shall be entertained when not contained/reflected in the minutes of the election and/or after the lapse of the five-day reglementary period.
3. The winning union shall be proclaimed by the BLR Director five (5) days after the final consolidation of votes, provided, however, that no formal protest which would affect the result of the election has been filed within the reglementary period.

VII. MISCELLANEOUS PROVISION

- A. Campaign period. Campaign period shall start on 14 August 2019 and shall end on 12 September 2019. However, campaign on official time shall be recognized subject to the proper coordination with the Management.
- B. Management's duties.
 1. Management shall observe strict neutrality during the conduct of the certification election.
 2. All officers and authorized representatives of the contending parties, teachers and principals who shall cast their votes shall be on official time during the election days (Thursdays and Fridays) until their completion.

3. Both parties shall submit to the Election Officer a list of officers and authorized representatives. The Management shall issue the appropriate Executive/Office Order.

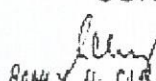
C. **COMMON POSTER AREA.** There shall be a common posting area to be determined by the respective Principals of each schools for the posting of campaigned materials. As to the length and size of posters/campaign materials, the Election Code of the Philippines shall apply.

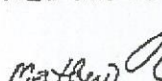
D. **Voters' decorum.** Wearing of T-shirts printed with the name, logo, or campaign line of the contending unions shall **NOT** be allowed on Election Days. Any other similar propaganda materials that will identify the contending associations shall be strictly prohibited. This prohibition applies as well to the poll watchers of the unions. There shall be no more campaign materials/posters at the polling precincts during the respective dates of the election. Any violation thereof shall be a ground for protest (Sec VI E.).

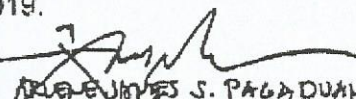
E. **On the spot questions, complaints or issues.** The designated Election Officer shall immediately resolve legitimate on-the-spot questions, complaints or issues that may be raised by any party concerned which pertained to the conduct of the certification election.

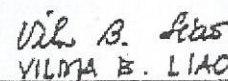
F. **Applicable laws, rules and regulations.** The above Guidelines shall govern the conduct of the certification election. The provisions of Executive Order No. 180, its Implementing Rules and Regulations and the Labor Code of the Philippines shall apply suppletorily.

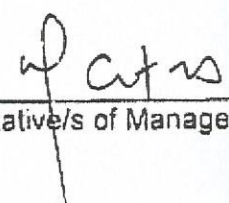
CONFORME/SIGNED this 13th day of August 2019.

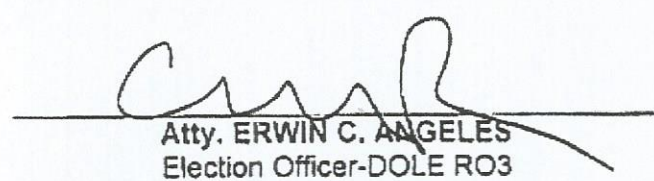

REMY D. CLEMENTE
ALLIANCE OF CONCERNED TEACHERS REGION
III (ACT-ROIII)


MATTHEW C. SANTIAGO


ARCE JAMES S. PAGADUAN
ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-Central
Luzon Union (ASSERT)


VILMA B. LIAO


Representative/s of Management of DepEd


Atty. ERWIN C. ANGELES
Election Officer-DOLE RO3