



Republic of the Philippines  
**Department of Education**  
 NATIONAL CAPITAL REGION



**REGIONAL MEMORANDUM**

No. 153, s. 2024

February 27, 2024

To: Schools Division Superintendents  
 Heads, Public Schools

**COLLECTIVE NEGOTIATION AGREEMENT BETWEEN THE  
 DEPARTMENT OF EDUCATION-NCR AND ACT-NCR UNION**

1. The field is hereby informed that after a series of negotiations, the Department of Education-NCR (*Management Panel*) and ACT-NCR Union (*Union Panel*) have signed the Collective Negotiation Agreement (CNA) covering the academic rank-and-file employees in basic public schools within the National Capital Region, on February 21, 2024.
2. As part of the procedure on collective negotiation, the Union shall have the CNA ratified by majority of academic rank-and-file employees in schools. Also, it will be posted in the Regional Office within seven (7) days upon signing.
3. Attached is a copy thereof for information.

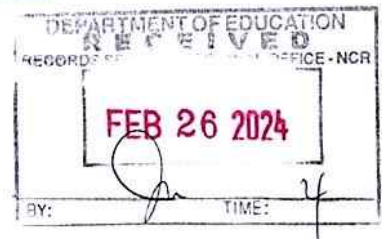
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February 26, 2024

**Dr. JOCELYN DR. ANDAYA**  
Regional Director  
Department of Education-National Capital Region  
Misamis St., Bago Bantay, Quezon City

**SUBJECT: Issuance of Memorandum and Endorsement for Ratification of Collective Negotiation Agreement (CNA) by gathering signatures of ACT NCR Union Officers**

Dear Dr. Andaya,

Warm greetings!

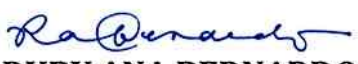
The ACT NCR Union which represents the dedicated public school teachers of the National Capital Region would like to express our sincere appreciation for the swift yet efficient signing the Collective Negotiation Agreement (CNA)2024-2027. Your unwavering support in addressing our concerns and commitment to the betterment of the education sector will not go unnoticed. We recognize that the CNA is a testament to our shared desire as partners in advancing the interests, rights, and welfare of our teachers and students.

With this, as stipulated in Article 20, Section 4 of our CNA, which states, *"This agreement shall be printed and widely circulated in the region. DepEd NCR shall provide each schools division office and each member of both negotiating panels one printed copy of this agreement not later than one week after the signing thereof."*, we would like to request your good office to urgently issue a memorandum recommending ACT NCR Union officers and teacher-leaders to CNA ratification activities.

May the ACT NCR Union and DepEd-NCR continue to collaborate in pursuit of our shared goal, always keeping the best interests of our teachers, learners, and our country in mind.

Maraming Salamat, and we extend our utmost support to you.

In the service of teachers,

  
**RUBY ANA BERNARDO**  
President