

**TOURISM INFRASTRUCTURE AND ENTERPRISE ZONE AUTHORITY
(TIEZA)**

AND THE

TIEZA EMPLOYEES ASSOCIATION (TEA)

COLLECTIVE NEGOTIATION AGREEMENT

KNOWN ALL MEN BY THESE PRESENTS:

This Agreement, made and executed in the Philippines by and between:

The **TOURISM INFRASTRUCTURE AND ENTERPRISE ZONE AUTHORITY (TIEZA)**, a government owned and controlled corporation with office address at TIEZA Building 142 Amorsolo Street, Legaspi Village, Makati City, represented herein by its Acting Chief Operating Officer, **ATTY. GUILLER B. ASIDO**, and hereinafter referred to as TIEZA;

- and -

The **TIEZA EMPLOYEES ASSOCIATION (TEA)**, a duly registered employees union of the Tourism Infrastructure and Enterprise Zone Authority with Registration Certificate Number 203 issued by the Department of Labor and Employment and the Civil Service Commission, with address at TIEZA Building 142 Amorsolo Street, Legaspi Village, Makati City, represented herein by its President **NENITA R. MEDINA**, and hereinafter referred to as TEA.

WITNESSETH THAT:

WHEREAS, the 1987 Constitution of the Republic of the Philippines provides the following governing policies:

The right of the people including those employed in the public and private sectors, to form unions, associations or societies for purposes not contrary to law shall not be abridged (Article III, Bill of Rights, Sec.8) .

The right to self-organization shall not be denied to government employees (Article IX-B, Constitutional Commission, Sec. 2 (5)).

The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all (Article XIII, Social Justice and Human Rights, Labor, Sec.3) and further provides:

"It shall guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law."

"The State shall promote the principle of shared responsibility between workers and employers and the preferential use of voluntary modes of settling disputes, including conciliation, and shall enforce mutual compliance therewith to foster industrial peace."

"The state shall regulate the relations between workers and employers, recognizing the right of labor to its just share in the fruits of production and the right of enterprises to reasonable returns on investments, and to expansion and growth. (Article XIII, Social Justice and Human Rights)."

WHEREAS, both Parties have mutually agreed to sign and enter into a formal agreement on mutually acceptable terms as herein agreed upon in order to provide for just, humane, reasonable and equitable working conditions; ensure maximum productivity; promote the general welfare, health, safety and the best interest of all TIEZA employees, as means of further fostering harmonious employer-employee relations;

NOW THEREFORE, for and in consideration of the foregoing premises and the mutual covenants and stipulations hereinafter provided, the TIEZA and the TEA have agreed to the following:

ARTICLE I DECLARATION OF PRINCIPLES

Section 1. TEA recognizes and respects the authority and prerogative of TIEZA Management to implement existing laws governing terms and conditions of employment; the assurance of employee benefits; the proper implementation of such personnel actions

as hiring, promotion, re-assignment, etc. in accordance with law on the public sector.

- Section 2. TIEZA shall at all times ensure the independence of TEA in the lawful conduct of its affairs.
- Section 3. TIEZA shall involve TEA in the formulation of policies, plans and programs affecting the rights, career development, welfare and benefits of TIEZA employees as well as in activities for the advancement of the aforementioned subject to the existing CSC rules and regulations.
- Section 4. TIEZA and TEA believe in equality among men and women, and the eradication of all forms of discrimination, and recognize the vital role of collective negotiations in pursuing their commitment towards a truly gender – responsive bureaucracy.
- Section 5. TIEZA and TEA shall see to it that the highest standard of loyalty and fidelity to public service is observed.
- Section 6. TIEZA and TEA shall adhere to the observance of national and applicable international declaration of policies, laws and rules on the right of all workers to self-organization and collective negotiations.

ARTICLE II COVERAGE

TIEZA and TEA agree that the Collective Negotiating Unit (CNU) shall consists of all rank-and-file employees of TIEZA without regard to their appointment status and function, occupying positions with Salary Grade 1 up to 24 and including Division Manager level. It is understood that, whenever used in this Agreement, the term "employee" refers only to those within the scope of the Collective Negotiation Agreement as herein defined.

ARTICLE III UNION RECOGNITION AND SECURITY

- Section 1. TIEZA recognizes TEA as the sole and exclusive negotiating agent of all rank-and-file employees of the TIEZA.
- Section 2. TIEZA shall deal only through and directly with TEA, on all matters and issues affecting the welfare, rights, benefits and interests of TIEZA employees.

- Section 3. TIEZA shall not discriminate against any employee due to membership in the TEA or for acts performed as officers or members of TEA in accordance with law pursuant to this Agreement.
- Section 4. **Office.** TIEZA shall provide adequate office space for TEA from already existing space in the Authority. It may also provide furniture, fixtures and equipment, computer, communication facilities, supplies and materials necessary for TEA operations and activities subject to existing rules and regulations.
- Section 5. **Service Vehicle.** TIEZA shall provide a service vehicle for the use of TEA in attending official meetings called by any government agency or any duly accredited organization on matters concerning the welfare of employees.
- Section 6. **Bulletin Boards.** TIEZA shall allow TEA to utilize existing office TIEZA bulletin boards.
- Section 7. **TEA Corner.** TIEZA shall give TEA a blog space in the Intranet
- Section 8. **Clearance.** TIEZA shall include TEA as part of its clearance requirement for employees who will retire, transfer, and/or resign.
- Section 9. **Union Meetings.** On official time and for purposes of information dissemination, TIEZA shall allow the holding of TEA Regular Board Meetings and General Assembly, and Special Emergency Meetings as the need arises, provided that the conduct of the same will not disrupt or hamper public service delivery.
- Section 10. **Union Time-Off.** TIEZA hereby agrees and authorizes TEA officials and other members of TEA Committees to perform the functions of their position on official time upon written request of TEA President, provided that the exercise of the same shall not disrupt the discharge of their functions/duties as employees in their respective offices and shall not exceed twenty (20) hours a week per activity provided that the conduct of the same will not disrupt or hamper public service delivery. This shall also include their attendance in worker's education programs, seminars, meetings, conventions, conferences and symposia which shall not exceed One Hundred Days (100) in a year for the entire

TEA Officers/participants provided that the said Time-Off shall not be considered as leave credits.

Exemption from the policy of time restrictions shall be extended to them in the conduct of their official duties and functions, subject, however, to the rules and regulations of the Civil Service Commission.

This privilege is non-cumulative and non-commutative.

- Section 11. **Office Hours.** Flexi time shall be from 7:30am to 6:00pm Mondays to Fridays.

ARTICLE IV CHECK OFF AND OTHER ASSESSMENTS

- Section 1. TIEZA agrees to collect for TEA through payroll deduction the union dues, loan payments, contributions and other future legitimate assessments on the TEA members and TIEZA employees as may be herein provided or imposed on its members or non-members, on special cases as agreed upon. *Any deductions to be made therein shall require individual written authorization from the members or non members which shall be submitted by TEA to TIEZA.*
- Section 2. Pursuant to PSLMC Resolution No.1, an Agency Fee which shall accrue to TEA shall be collected from non-members equivalent to fifteen percent (15%) on the date of release of such benefits and incentives on CNA generated benefits and on every union-initiated benefits, incentives and privileges such as CNA Incentive except Bereavement Assistance.
- Section 3. All collections effected under Section 1 hereof shall be remitted by TIEZA to TEA within the first fifteen (15) days of each month in writing and duly acknowledged by TEA Treasurer or her authorized representative.

TEA to post monthly cash position report in TIEZA bulletin boards.

ARTICLE V SHARED RESPONSIBILITIES AND ACCOUNTABILITY

Section 1. TEA recognizes and respects the prerogative of management to appoint TIEZA personnel in accordance with the merit and fitness principle provided under the Constitution and other existing laws; to discipline personnel; and to lay down internal

policies, procedures and guidelines for sound personnel management and administration within TIEZA.

Pursuant to the principles of shared responsibility and employee empowerment, TIEZA recognizes the right of TEA to be represented in all committees whenever matters affecting their working conditions and benefits are to be discussed.

Section 2. TIEZA shall be informed in writing by TEA of the names of its duly elected officers to the Executive Board. TEA shall inform TIEZA of any substitutes or changes of such TEA officers within fifteen (15) days from their official election/ designation, as well as their functions and duties as defined under TEA Constitution and By-Laws.

ARTICLE VI EMPLOYEE – MANAGEMENT RELATIONS COUNCIL

Section 1. For purposes of maintaining continuous lines of communication, consultation and dialogue between TIEZA and TEA, an Employee-Management Relations Council (EMRC) shall be constituted pursuant to P.D. 807 s. 1975; E.O. 180; CSC MC No. 45, s. 1989, within thirty (30) days after the effectivity of this Agreement. This Council shall be composed of seven (7) members, with three (3) representatives each from TIEZA and TEA including the Chairman.

Section 2. The functions and responsibilities of the Council are as follows:

- Convene every six (6) months, or as the need arises, at such place and time agreed upon by the parties;
- Monitor and resolve any controversy arising from the interpretation and enforcement of this Agreement;
- Prioritize the implementation of the provisions of this Agreement upon approval by the parties;
- Discuss and resolve any policy changes on matters pertaining to/affecting the terms and conditions of employment;
- Discuss and agree on the initiation of any program devoted to work productivity and other analogous issues;

- f. Recommend mechanisms and guidelines for the TIEZA Bereavement Assistance;
- g. Propose a Retirement Program for TIEZA retirees; and
- h. Recommend appropriate courses of action to higher authority on matters within it's function and responsibility

ARTICLE VII EMPLOYEE'S BENEFITS AND PRIVILEGES

- Section 1. **Existing Benefits and Privileges.** TIEZA shall continue and automatically grant all the existing benefits and privileges of employees as provided for by law.
- Section 2. **Official Time.** All employees who have reasonable transactions with government offices such as GSIS, PAG-IBIG, DFA, NSO, NBI and Ombudsman for clearances related or incidental to employment shall be considered on official time, subject to the exigency of the service and the usual notification requirements.
- Section 3. **Employment of Next-of-Kin.** In case of employee's death, retirement or permanent disability, TIEZA shall give priority to anyone of his direct legal dependents (limited only to spouse or children) provided they are qualified under existing civil service rules and regulations, and that they go through existing selection/screening process as other applicants to the vacant position.
- Section 4. TIEZA shall ensure the implementation of the following mandated non-cumulative and non-commutative leave privileges to employees and officials:
- Three (3) days or a combination of any of the following CSC non-cumulative leave privileges pursuant to CSC MC No. 06, series of 1999, to wit
 - Personal Milestones
 - Parental Obligations
 - Filial Obligations
 - Domestic Emergencies
 - Personal Transactions
 - Calamity, accident, hospitalization leave
 - Sixty (60) calendar days Maternity Leave pursuant to Executive Order 292, amended by MC No. 22, series of 2002.

- Seven (7) days Paternity Leave pursuant to R.A. 8187 otherwise known as the Paternity Leave Act of 1996 for the first four (4) deliveries of the legitimate spouse.
- Seven (7) days Solo Parent Leave pursuant to R.A. 8972 otherwise known as the Solo Parent Welfare Act.
- One (1) day Birthday Leave

Section 5. **Bereavement Assistance.** TIEZA shall grant bereavement assistance to the lawful beneficiary of the deceased employee/ official in the amount of ₱50,000.00 to augment the funeral benefit being given by the GSIS and PAG-IBIG subject to guidelines promulgated by EMRC.

Section 6. **Assistance to Retirees.** TIEZA shall assist a retiring employee in the release of his/her retirement pay and other benefits from the Government Service Insurance System (GSIS) and/or from other government agencies.

An employee shall be given ample time and opportunity to work for his/her clearance and retirement benefits.

Section 7. **Incentives and Awards.** TIEZA shall fully implement all benefits under CSC approved Programs on Awards and Incentive for Service Excellence (PRAISE).

Section 8. **Educational Assistance Program.** TIEZA shall administer a program that shall provide assistance to defray the rising cost of enrollment for the career development /education of employee, their designated dependents, subject to guidelines to be developed therein.

Section 9. **Day Care Center.** TIEZA shall provide a Day Care Center.

Section 10. **CNA Incentive.** As the result of the signing of this CNA and the cost saving measures which shall be undertaken by both TIEZA and TEA, the former agrees to grant the annual CNA Incentive to all its employees and officials pursuant to the PSLMC Resolution No. 2, series of 2003.

TIEZA and TEA hereby agree to include in the CNA Incentive the 30% of the savings over and above the 50% savings pursuant to Paragraph (b.), Sec. 6 of PSLMC Resolution No. 02, series of 2003.

TIEZA shall grant the CNA Incentive not later than the end of the first semester of the following year.

ARTICLE VIII COVENANT ON COST-SAVING MEASURES

TIEZA and TEA shall continue to adopt cost-saving measures:

A. Communications

- Long distance calls
 - Limit calls to very important or urgent matters
 - Plan ahead the message to save on time
- Cell phones
 - Share with other staff in making official calls to entities
 - One-time issuance of cell phones; no replacement for lost units
- Use the landline in making calls within Metro Manila to save on cell card
- Piped-in sound system
- Maximize information dissemination within the office

B. Supplies and Materials

- Allocation
 - A monthly allocation of office supplies must be set for every department
- Bond papers
 - Recycle used papers for duplicate copies, OB forms
 - Reduce the number duplicate/file copies
 - Maximize use of local area network (LAN) in disseminating inter- office memo
- Computer and Copier ink
 - Reproduce document only when needed
 - Reduce the number of copies to the minimum
 - Proofread, revise and correct official memos and letters directly in the computer
 - Closely monitor reproduction of architectural plans
- Medicines
 - Strictly monitor issuance of medicines to employees
- Gasoline

- Monitor consumption for department head at regular levels
 - Base consumption only on allocation
- C. Water, Electricity and Illumination
- Air conditioning Units
 - Strictly observe specific operating hours
 - Electricity
 - Turn off lights during lunch break and disconnect electrical appliances when not in use
 - Turn off computer monitors when not in use
 - Discourage charging of cell phones in the office
 - Minimize use of lights during overtime work
 - Discourage overstaying in the office after office hours
 - Discourage use of electricity for personal purpose
 - Strictly monitor light consumption
 - Discourage computer games
 - Water
 - Conduct regular check up of faucets, lavatories, water closets, pipes and fittings

- D. Equipment
- Xerox
 - Strictly implement the "not for personal use" policy
 - Vehicles
 - Reduce repairs by 50% through proper maintenance
 - Register on time to avoid penalties

Regular maintenance of equipment shall be conducted for the duration of its estimated useful life. Replace equipment once it has served its useful life or as the need arises to minimize cost of repairs.

- E. Systems/Procedures/Programs/Policies
- Training and Seminars
 - Limit participation of employees to programs relevant to the job
 - Continue the computer literacy training to maximize the use of LAN in every office transactions thereby reducing use of papers, ink and time.

- Insurance
 - Review insurance coverage of personnel and properties for possible reduction of premiums.

- Financial report of entities

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- Reports should be forwarded to the Main Office electronically to save on time and supplies.

F. Travelling Expenses

- Number of days
 - Reduce travel to reasonable number of days (foreign or local)
 - Reduce the frequency of official travel
 - Conduct audit of airlines and shipping lines operating in the provinces semi-annually
 - Visit only entities that need priority attention for the purpose of reconciliation of reciprocal accounts.
- Accommodation and meals
 - Review hotels under TIEZA credit line and evaluate other hotels and places/areas frequented by employees on official travel for possible consideration.

ARTICLE IX

PROFESSIONAL GROWTH AND DEVELOPMENT

Section 1. **Career Development Program.** TIEZA shall implement a continuing Career Development Program for all its employees and officials. The career development program referred to herein includes attendance to conferences, seminars, trainings, workshops, fellowships, study grants, provided that for college education and post graduate studies, it shall be part of the Program on Awards and Incentive for Service Excellence (PRAISE), over and above the career path programs.

Section 2. **Study Leave.** TIEZA shall continue to implement Sec. 68 of the MC No. 14 s. 1999 of CSC, which provides for the study leave not exceeding six (6) months with pay plus review/tuition fee subject to amount as per approved guidelines on study leave for the purpose of assisting qualified officials and employees to

prepare for their Bar, Board Examinations or complete their Masteral or Doctoral Degree.

ARTICLE X MEMBERSHIP IN COMMITTEES

Section 1. TIEZA shall designate in various capacities the members of the Union to committees, boards and bodies created by TIEZA pursuant to law, rules and regulations, including, but not limited to the following existing committees and boards of TIEZA:

- a) Performance Management Team (PMT)
- b) Program Awards and Incentives for Service Excellence (PRAISE)
- c) Grievance Machinery Committee (GMC)
- d) Personnel Development Committee (PDC)
- e) Personnel Selection Board (PSB)
- f) Bids and Awards Committee (BAC)
- g) TIEZA Housing Committee
- h) GAD Focal Point System
- i) Special and other Committees affecting the rights, welfare, benefits and conditions of employees

ARTICLE XI MEDICAL, HOSPITALIZATION AND RELATED BENEFITS

Section 1. The existing medical related benefits as provided by law presently granted to TIEZA personnel shall continue to be in full force and effect subject to upgrading by a New Medical Hospitalization and Benefit Plan.

Section 2. TIEZA shall promote the reproductive health of all its employees through among others, the conduct of regular health education and medical/physical examination, which address men's and women's reproductive health concerns, including but not limited to pap smear, breast examination, mammography and prostate examination and other relevant tests.

Section 3. TIEZA shall establish and maintain a medical/physical and dental record or history of its employees. Each employee shall

be furnished the results of any medical, dental or optical examination.

- Section 4. TIEZA shall implement and institutionalize existing legislation, practices and standards on occupational safety and health including but not limited to the provision of clean and potable drinking water; the observance of the proper air/floor space and office lighting and ventilation and the welfare of persons with disabilities.

ARTICLE XII SPORTS, PHYSICAL FITNESS AND OTHER SIMILAR DEV'T PROGRAMS

- Section 1. TIEZA and TEA jointly agree to support the sports/physical fitness, recreational and cultural development programs for all TIEZA employees.
- Section 2. TIEZA and TEA shall jointly support a sports development program, a physical and recreational fitness program and a cultural and social development program. Cultural and Social activities shall include Mid-Year and Year-End Employees' Assembly.
- Section 3. TIEZA shall promote, encourage and provide financial and technical assistance, as allowed under existing rules and regulations, to the herein mentioned development programs in consonance with the TIEZA Personnel Development programs/objectives.

ARTICLE XIII OTHER BENEFITS

- Section 1. **Welfare Fund Management and Utilization.** Recognizing the authority of the TIEZA Board over the Welfare Fund, the following items shall form part of the Welfare Fund guidelines:

- A) The Welfare Fund shall continue to remain in full force and effect, subject to the terms and condition that may be adopted for this purpose. As a profound gesture of management's concern for the welfare of its personnel, the TIEZA shall continue its monthly contribution to the Fund of the amount equivalent to at least fifteen percent (15%) of each member's basic salary subject to the prior year savings and maybe increased subject to the approval of the Board.

The dividends accrued for this purpose shall be divided proportionately among all the Welfare Fund members.

- B) The TEA and Management shall have the same number of representatives in the Welfare Fund Board, excluding the Chairman.

Section 2. Housing Program

- A) TIEZA shall make an effort to provide affordable housing programs for the Officers and Employees.
- B) The TIEZA Management shall constitute the Housing Committee to formulate Housing Project Guidelines for the benefit of its employee beneficiaries thirty (30) days after the approval of this agreement.
- C) TIEZA shall provide the appropriate funds for land development cost of the housing sites and the completion and awarding of housing lots to officials and employees within the term of this CNA subject to guidelines as approved by the Board of Directors.

Section 3. Transport/Shuttle Service

- A) TIEZA shall provide an adequate number of commuter buses/van for the convenient transport of employees from designated pick-up points to the main office and NAIA terminals for the travel tax employees.
- B) A Shuttle Service Committee shall be created for the proper operation of the buses and vans. This committee shall be Chaired by the Manager of Administrative Department or his/her representative, Vice-chaired by the TEA President, and bus coordinators as members. When the TEA President is not available, a TEA Officer shall sit as his representative.
- C) The Committee shall also prepare the Implementing Rules and Regulations (IRR) on Shuttle Service which shall be submitted to the TIEZA Board for approval.

ARTICLE XIV

TIEZA ACQUISITION OF REAL PROPERTY AND NEW BUILDING (CSC Memorandum Circular 30, S 1994)

Section 1. Workplace

A) TIEZA shall consult the TEA in its acquisition of property and in the construction of its corporate office.

B) In the new office building, TIEZA Management should provide ample office space, well-maintained office equipment, furniture and fixture, proper lighting and emergency power, proper ventilation, conference room and library, facilities for the disabled, secured parking space for employees' vehicles, elevator for building with at least four (4) floors, pipe-in music in workplaces, mail box for employees' personal letters, and adequate office supplies. It shall adopt a green design for its structure and introduce such measures that will protect the environment.

ARTICLE XV GRIEVANCE COMMITTEE

Section 1. Pursuant to Civil Service rules and regulations, a Grievance Committee shall be formed/ created to allow officers and employees to ventilate their grievances and to have them adjudicated as expeditiously as possible in the best interest of the employee concerned and TIEZA as well.

Section 2. The Grievance Committee is intended to foster harmonious employer-employee relationship, help promote labor management peace and prevent discontentment and disenchantment between and among employees and officers.

Section 3. The Grievance Committee shall adopt a grievance procedure in conducting an inquiry, investigation and rendering a decision.

Section 4. Unless appealed, the decisions of the Grievance Committee shall take effect immediately and/or upon receipt of the decision by all the parties involved.

Section 5. Composition

CHAIRMAN:

Assistant Chief Operating Officer for Administration

MEMBERS:

- Administrative Services Department Manager and another Department Manager or equivalent position

- Two (2) employees from the first and second level of the rank and file chosen by TEA who shall serve for a term of two (2) years
 - *1st level representative- shall participate in the resolution of the grievance of the 1st level employees
 - *2nd level representative- shall participate in the resolution of the grievance of 2nd level employees

ARTICLE XVI MISCELLANEOUS PROVISIONS

Section 1. **Effectivity and Duration.** This Agreement shall take effect upon signing by TIEZA and TEA and ratification by the majority of the members and shall remain in full force and effect for three (3) years. TIEZA and TEA shall agree to negotiate for a new Agreement not later than sixty (60) working days prior to the expiration of this Agreement. In the event that no new Agreement is entered into upon the expiration hereof, this Agreement shall remain in full force and effect until a new Agreement is executed.

Section 2. **Separability Clause.** In the event that any of the provisions of this Agreement is declared invalid by any competent authority or court of justice, the remaining provisions herein shall continue to be valid with full force and effect.

Section 3. In due recognition of the active participation of the rank and file employees in the outstanding performance of the agency, the TIEZA management shall grant a CNA Incentives to each of the TEA members and all qualified TIEZA officials and employees.

The TEA may request additional CNA Incentives depending on the savings generated by the Office within the life of the CNA in consonance with the provisions of the Public Sector Labor Management Council (PSLMC) Resolution No.4, Series of 2002, CSC Opinion No. 481 dated November 2005, Malacañang Administrative Order No. 135, dated December 27, 2005 and Department of Budget and Management (DBM) Budget Circular No. 2006-1 dated February 1, 2006.

IN WITNESS WHEREOF, the parties hereto by their respective representatives, hereby sign this agreement, this 4th day of November 2015 at the City of Makati, Philippines.

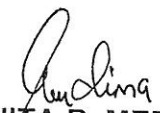
**TOURISM INFRASTRUCTURE AND
ENTERPRISE ZONE AUTHORITY**

By:


ATTY. GUILLER B. ASIDO
Acting Chief Operating Officer

**TIEZA EMPLOYEES
ASSOCIATION**


By:

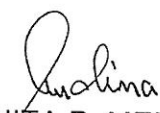

NENITA R. MEDINA
President

WITNESSES


TIEZA PANEL

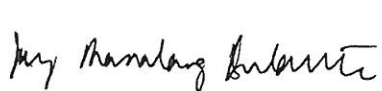

TEA PANEL


ACOO FIDEL M. ARCENAS


NENITA R. MEDINA



ACOO JETRO NICOLAS F. LOZADA


DOMINADOR G. CATBAGAN



ACOO JOY M. BULAUTAN


MARY ANN C. CANO


ATTY. IVY ASETRE


ANITA S. TORRES


ERVIN A. BOADO


REYNA A. PALACAY

ACKNOWLEDGEMENT


REPUBLIC OF THE PHILIPPINES)
CITY OF MAKATI) S.S.

BEFORE ME, a Notary Public for and in the City of Makati, personally appeared ATTY. GUILLER B. ASIDO, Acting Chief Operating Officer of the Tourism Infrastructure Enterprise Zone Authority and Ms. NENITA R. MEDINA, President of TIEZA Employees Association, exhibiting their Residence Certificate No. _____ issued on _____ at _____ and 02352488 issued on Feb. 10, 2015 at makati city respectively. Known to me to be the same persons who executed the foregoing instrument consisting of eighteen (18) pages, including this page upon which the acknowledgement is written

and acknowledged to me that the same are their free act and deed and that of the entities which they represent.

WITNESS MY HAND AND NOTARIAL SEAL on this DEC 08 2015
day of _____ 2015.

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Series of 2015.


ATTY. DWIGHT M. GALARRITA
NOTARY PUBLIC
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