

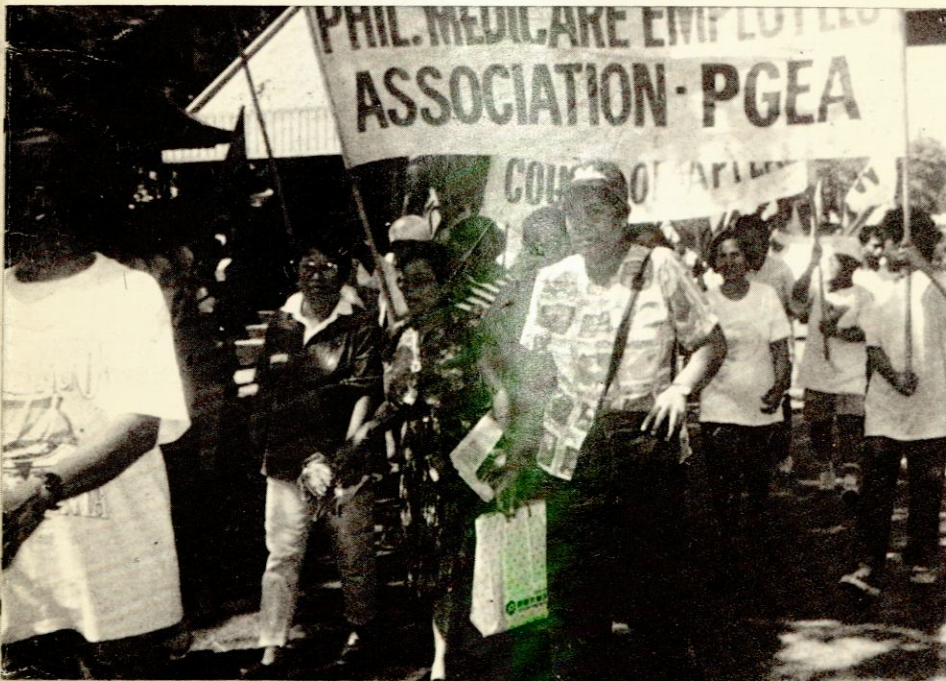
Philippine Government Employees Association



*50th
Year*

**PGEA
Golden Anniversary
Celebration
1945-1995
December 3 - 9, 1995
Quezon City, Metro Manila**

*Souvenir
Review*



Theme:

*The Role of Government Employees
in the Quest for National Recovery*



MAN'S WORK

Trading and Construction

#72 Scout Chuatoco Street

Roxas District, Quezon City

Telephone No. 924-64-91/924-66-75

FAX #924-64-91

Cell 0912-317-9095 Pager 141-121271

Warehouse: #20 Lipton Street, Filinvest II, Q.C.

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WE SUPPLY AND INSTALL:

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D. OTHER ARCHITECTURAL HARDWARE

E. MECHANICAL WORKS, Ducting, etc.

F. CIVIL WORKS, Trusses, Doors, Window frames, Louvers windows, window grills, Fire-exit ladders

For: Lucy 12/14/95



Philippine Government Employees Association

Our Organizational Statement

We in the Philippine Government Employees Association believe that public servants have a significant role to play in the quest for national recovery. The thrust of government to empower public servants and President Fidel Ramos' declared policy of shared responsibility should come to reality. Participation of employees in policy-making processes will allow them to fully contribute to the attainment of maximum efficiency. Likewise, it can help maintain industrial peace in public service.

On the road to economic development, public servants, regardless of level or position, should seriously focus all efforts towards improvement of public service as one of the principal ingredients in our quest to achieve the goal of Philippines 2000. Towards this end, government should wholeheartedly care for its workforce. Morally motivated and financially sufficient workers can fuel speedy national development.

Our Vision

By year 2000, PGEA will be a strong, democratic and effective government labor organization that have united legitimate public unions with committed genuine government workers promoting public sector unionism in the interest and well being of public servants and efficiency in the true spirit of public service.

Our Mission

- ◆ To get there, PGEA will continue evolving sustainable strong government unions through organizing, education, economic and political programs that are responsible to the needs of government workers.
- ◆ It will build on existing affiliates, resources and alliances with friendly organizations both local and international.
- ◆ It will unite and reach out to a broader membership base, develop committed unselfish genuine capable leaders empowering public workers.
- ◆ It will promote workers involvement and participation in different levels of workers organization and representation in government agencies/bodies.

Our Principles

Self-Sustenance - Democratic - Competence - Effectiveness - Trust - Credibility - Solidarity - Legitimacy - Efficiency in Public Service - Commitment - Respect - Integrity - Progressive



Philippine
Government
Employees
Association



50th
Year



The Role of Government Employees
in the Quest for National Renewal

The Souvenir Review '95 is a publication of the Philippine Government Employees Assn. with offices at PGEA-TUCP Compound, Elliptical Circle, Diliman, Quezon City, published in celebration of the 50th Golden Anniversary and in celebration of Government Employees Week 1995.

PGEA acknowledges the unstinted and wholehearted support of the following:

President Fidel Ramos and Executive Secretary Ruben Torres for issuance of PP 686

CSC Commissioner Corazon Alma de Leon and Officers and Staff of CSC

Partner agencies: GSIS, PHIC, Pag-Ibig and ECC

Other allied organizations: TUCP, PSCR, etc.

Sponsors and Advertisers

Consultant for overall publication concept and design:

Knowledgcraft

5 Dapdap Street, Town & Country Executive Village, Marcos Highway, Antipolo, Rizal

c/o Mary Anne S. Barcelona

PGEA is also the publisher of **ANG KAWANI**, the official newsletter of the Association. We welcome contributions, news, features, photos and advertising support with the following AD RATES:

Full Page		
Back Cover	P	3000
Inside		2000
Half Page		1000
One Fourth Page		1200
One Eighth Page		850
Page Runners		500

PGEA Executive Board and Council Members

ESPERANZA OCAMPO
President

ALFREDO D. PINEDA
National Vice President

FERNANDO S.C. ANTONIO
National Secretary

ROGELIO J. SALADA
National Treasurer

PERLITA P. DIMACALI
National Auditor

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MALACAÑAN PALACE

MANILA



Message

*50th
Year*

The golden anniversary of the Philippine Government Employees Association (PGEA) marks a milestone from which you - the members and officers of the organization - can proudly look back to its progress and achievements.

But even as you take pride in what the PGEA has achieved and reached, I would like to stress that there is yet a greater challenge today for our civil servants in the light of past shortcomings in service and efficiency. That challenge is to search for better ways of doing things to make government service more effective and responsive to the needs of our nation and our people.

On the PGEA's 50th anniversary, I therefore ask you all to rededicate yourselves to this challenge in the service of the Filipino nation and people. As civil servants, you must strive - with the greatest dedication and commitment - to make a difference in our efforts towards a more effective and responsive bureaucracy, and a better Philippines.

May your anniversary theme, "The Role of Government Employees in the Quest for National Recovery" inspire you all to work together and well in the monumental task of nation building.

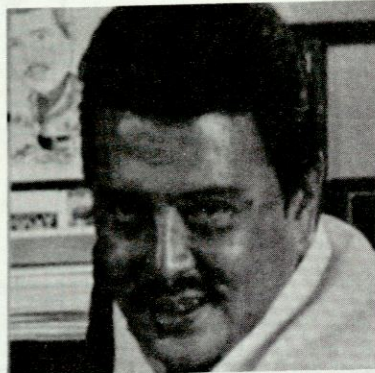
MABUHAY KAYONG LAHAT !

A handwritten signature in black ink, appearing to read 'Fidel V. Ramos', written over a horizontal line.

FIDEL V. RAMOS

Message

50th
Year



REPUBLIC OF THE PHILIPPINES
OFFICE OF THE VICE PRESIDENT
PHILIPPINE INTERNATIONAL CONVENTION CENTER
CULTURAL CENTER OF THE PHILIPPINE COMPLEX
MANILA

It is with great pride and pleasure that I join the officers and members of the Philippine Government Employees Association (PGEA) on the occasion of its 50th (Golden) Anniversary and traditional celebration of the Government Employees Week on December 3-9, 1995.

This significant occasion comes at a time when the clarion call for political stability and economic prosperity has been sounded across the land by the leaders of our government in a determined move towards a shared vision, our national transformation into a vibrant and dynamic economy in this part of the world.

The celebration theme, "The Role of Government Employees in the Quest for National Recovery" is a clear manifestation that the PGEA is working and exhausting all efforts to raise its capability for self-development to greater usefulness and capability. This is a positive sign to once again reaffirm its commitments in contributing the necessary share in our common efforts for social and economic upliftment.

For this reason, I laud and commend our government employees for its active participation and involvement in nation building and I sincerely hope that this will be a continuing concern and hopefully, we will be able to realize our vision for a Filipino nation we have all been longing for - a nation united in peace and prosperity.

CONGRATULATIONS AND BEST WISHES !

A handwritten signature in black ink, which appears to read "Joseph Ejercito Estrada". The signature is fluid and cursive.

JOSEPH EJERCITO ESTRADA

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila



Message

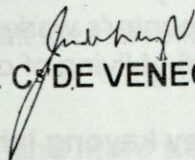
*50th
Year*

I am deeply honored to extend my warm greetings and congratulations to the officers and members of the Philippine Government Employees Association (PGEA) on the occasion of its 50th (Golden) Anniversary.

I commend the PGEA for their commitment to the government's aspirations for the country and the Filipino People. We, in Congress recognize your dedication to duty thereby strengthening our efforts in nation building.

Amidst the current take-off and upward surge of the economy, let us continue to encourage the cooperative efforts among all sectors in order to foster genuine unity among our people and enlarge the momentum of the classic Philippine turn-around.

It is time to put an end to the chronic cycle of boom-and-bust as we put our economic miracle on track in our transit to the new century.


JOSE C. DE VENECIA, JR.

Message

50th
Year



Republic of the Philippines
Senate

Manila

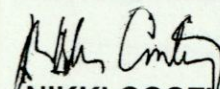
I wish to extend my warmest greetings and congratulations to the officers and members of the Philippine Government Employees Association (PGEA) headed by National President Esperanza S. Ocampo as you celebrate your 50th anniversary.

As you observe this occasion in conjunction with the annual Government Employees Week, allow me to pay homage to the country's unsung heroes and heroines whose commitment to public service and dedication to work is worthy of every Filipino's admiration. With your theme "The role of Government Employees in the Quest for National Recovery," the government is again assured of having an ally in its pursuit for real economic progress and lasting peace. Our people, too, can expect that their problems will be attended to promptly.

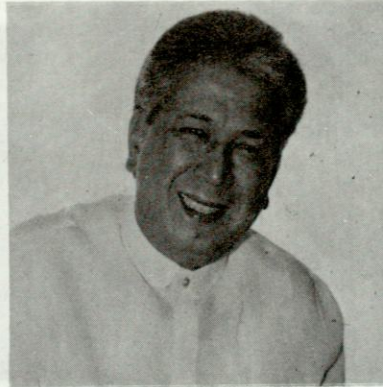
Also, I take this occasion to express my gratitude for the vote of confidence and show of support you have given me since I assumed the Chairpersonship of the Senate Committees on Civil Service and Government Reorganization and Labor, Employment and Human Resource Development. I look forward to share more time with you as we continue to advance the interests and welfare of the country's workers. Let us join hands in helping raise the standard of living of our fellow government servants!

Mabuhay kayong lahat !

In the service of the Filipino people,


NIKKI COSE-ENG

Republic of the Philippines
House of Representatives
Quezon City, Metro Manila



Message

*50th
Year*

Greetings!

My warmest greetings and felicitations to the officers and members of the Philippine Government Employees Association (PGEA), on the occasion of its 50th (Golden) Anniversary.

I commend the PGEA for being instrumental in stimulating awareness on the concerns of government personnel. As we have seen during these past years, this growing interest translated into major developments in terms of relevant legislations and actual programs that benefit our government employees. More importantly, PGEA leadership generated concerted efforts to rouse the civil servants to be well trained and motivated and rise up to the challenge of delivering efficient and effective services.

Today's celebration theme "THE ROLE OF GOVERNMENT EMPLOYEES IN THE QUEST FOR NATIONAL RECOVERY" reaffirms PGEA's commitment in helping to develop civil servants that would be the life blood of our country's drive toward economic development.

This, it is with great fervor that I await the harvest of this congregation.

To PGEA, Mabuhay and more power !!!

A handwritten signature in black ink, appearing to be 'A. Bagatsing'.

AMADO S. BAGATSING

Message

50th Year



Republic of the Philippines
**CIVIL SERVICE
COMMISSION**

It is with pleasure that I greet one of the forerunners of worker organization in the Public sector, the Philippine Government Employees Association, as it turns 50 years old.

Compared with other government employee associations, PGEA has long blazed the trail of banding state workers into one unified, cohesive and purposive group, taking a proactive stance in the field of personnel relations. And as it celebrates its golden anniversary, PGEA faces up to greater challenges that confront not only the organization but the bigger picture that is the bureaucracy.

This year's theme "The Role of Government Employees in the Quest for National Recovery" therefore reflects PGEA's response to such challenge, going beyond the traditional role of protecting the government worker's interests but demanding likewise their contribution to the country's development. At this point in the country's history, government counts on the employees themselves to help unbridle the country in the web of social and economic problems. I am confident that PGEA, guided by the ideals which has helped it survive the past years, will be able to meet these challenge.

Mabuhay ang PGEA!

A handwritten signature in cursive script, appearing to read "Corazon Alma G. de Leon".

CORAZON ALMA G. DE LEON
Chairman



Republic of the Philippines
Quezon City, Metro Manila
OFFICE OF THE MAYOR



Message

*50th
Year*

Greetings and congratulations to the PHILIPPINE GOVERNMENT EMPLOYEES ASSOCIATION on the occasion of your 50th Anniversary.

I would like to take this opportunity to reiterate that all of us belong to the government sector and therefore are public servants. It is our common task to lead this nation towards a brighter tomorrow. Although this may seem unreachable, I am confident that we can do it - step by step.

Let us prove our critics wrong. Always bear in mind that service to God and to our countrymen should always be our top priority.

MABUHAY!

ISMAEL A. MATHAY, JR.
City Mayor

(Faint signature and text, possibly 'ATTY. DEMOCRITO T. MENDOZA')

Message

50th Year



My warmest fraternal greetings !

We are proud that the Philippine Government Employees Association, a staunch partner of the Trade Union Congress of the Philippines for many years now, is celebrating nothing less than its 50th Anniversary. It is a milestone every labor union aspires for.

The PGEA is an institution in the struggle for the promotion of the rights of workers. It has fought for the protection of rank and file workers in the government bureaucracy.

The theme for this year's grand celebration, "The Role of Government Employees in the Quest for National Recovery", could never be more appropriate. When the PGEA was born 50 years ago, the government was confronted with the challenge of post-war recovery. It was here where the government worker proved to be a vital cog in the nation's recovery.

Today, we are again confronted by a similar job of bringing the country back to economic health. The challenges may not be as physical this time, but it stands to be even more arduous. As the nation moves on to economic recovery, it is compelled to go all the way towards full industrialization. The equally big challenges of the globalization of the economy and the implementation of the GATT make these efforts comparable to the post-war recovery efforts.

I believe the PGEA will measure up to this. The resiliency, dedication and forbearance it has shown for the past half century is an undeniable testament to its capability.

Again, the members and officers of TUCP extend their congratulations and best wishes for the years ahead.


ATTY. DEMOCRITO T. MENDOZA
President

President's Message



50th
Year

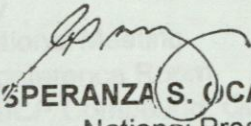
In behalf of the members of the National Executive Board and the National Council of the Philippine Government Employees Association and on my own, I warmly welcome all guests, speakers and participants to the celebration of PGEA's 50th Golden Anniversary and observance of Government Employees Week.

The incumbent PGEA administration, in promoting public sector unionism throughout the country, seeks primarily to band together all public servants with the aim of attaining maximum bargaining power for the group, so that we may be able to hasten the attainment, through peaceful means, of the general objectives of our Association. These are 1) to effect courteous, honest and efficient public service and, 2) to protect/defend the rights of government officials and employees and promote their general welfare and interests. Once unified, we can collectively identify courses of action through democratic processes. Such cohesiveness will bring about decisive representation for justice or mutual benefit which authorities can immediately act upon without delay and on the basis of merit.

Government unions and associations must strive to maintain and strengthen such unity among themselves regardless of grouping. This is possible only if quality organizations are led by quality and genuine leaders who are working for the interest of all workers and not of self. Unity and coordinated action are workers' strong weapons against abuses. Government employees must understand that things get done only when one fights hard enough for the same. Advancement is not served on a silver platter. It is hard earned.

Let us all rally behind PGEA. Only a strong and militant membership can achieve goals for efficient public service and better employee benefits.

As the guardian and trustee of government employees' welfare and keen observer of high ethical standards and working norms, PGEA pledges once again to keep on serving our country and ranks with the same loyalty it has shown during the past 50 years.


ESPERANZA S. OCAMPO
National President.

Presidential Proclamation 686

As in the past years, PGEA worked for the declaration of a Government Employees Week to give focus to the public sector workers and recognize their contribution to national development. Presidential Proclamation 686, issued upon the instance of the Association, underscores the value given by government to the sector. Text follows:

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 686

**DECLARING THE PERIOD FROM DECEMBER 3 TO 9, 1995 AS
GOVERNMENT EMPLOYEES WEEK**

WHEREAS, efficient government administration depends greatly on the performance and dedication of government officials and employees;

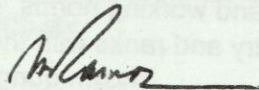
WHEREAS, the National Council of the PGEA has scheduled a number of activities during its forthcoming 50th anniversary: 1) Symposium, 2) Awarding of plaques and certificates of merit to outstanding government officials and employees for the year 1995, 3) Evaluation of past achievements and future plans and projects of the PGEA in the area of public service in particular and in the entire national in general; and 4) Daily appropriate programs in different government offices;

WHEREAS, it is but fitting and proper to focus public attention on the role played by state workers in the social, economic and political development of the country;

NOW, THEREFORE, I, FIDEL V. RAMOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby declare the period from December 3 to 9, 1995 as **Government Employees Week** under the auspices of the **Philippine Government Employees Association** and other government employees' organizations.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

Done in the City of Manila, this 26th day of October, in the year of Our Lord, nineteen hundred and ninety five.

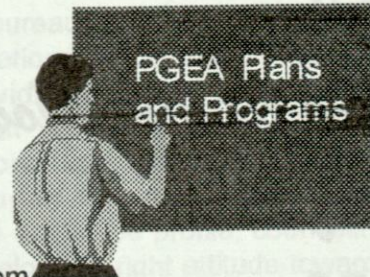


By the President:



RUBEN D. TORRES
Executive Secretary

Our Program of Activities



December 3 -
10:00 A.M. -

Sunday
All Leaders Meeting
PGEA Conference Room
PGEA-TUCP Compound, Quezon City

December 4 -
7:30 A.M. -

Monday
Opening Program
Basilio J. Valdez Memorial Hall
Veterans Memorial Medical Center
North Avenue, Quezon City
Mass
Program
Tree Planting
Raffle

11:30 A.M. -

December 5 -
7:00 A.M. -

Tuesday
Medical Mission, Mabalacat, Pampanga
Resettlement Area
(Assembly point: PGEA)

December 6 -
1:00 P.M. -

Wednesday
Employees Assembly
Awarding Ceremony

December 7 & 8 -

Thursday & Friday
"National Conference on Government Employees
Benefits and Responsibilities"
Lung Center, Solidarity Hall; PGEA-TUCP Compound
8:00 A.M. Opening Ceremony
Lecture Presentation from GSIS, ECC, Pag-Ibig,
Medicare and CSC Workshop
8:00 A.M. Presentation of Workshop Output
Public Sector Welfare Development Program Sharing/
Launching of Projects and Programs
1:30 P.M. Closing Ceremony
Presentation of Resolutions
Messages
Awarding of Plaques and Certificates

Day 1 -

Day 2 -



December 9 -
9:00 A.M. -

Saturday
Organizational Meeting
PGEA Conference Room
PGEA-TUCP Compound, Quezon City

The Philippine Government Employees Association After 50

"After the last Pacific War, it was a blessing for any Filipino to work regularly inspite of the meager pay of a government employee. Looking at an employee eating lunch from inside his drawer, I realized that it was not on account of selfishness that he hid his food, but because he was ashamed to show others what he was eating. It was a kind of food hardly good enough for a humanbeing . . . something his half-starved wife took pains to prepare . . . and something his own children parted just so he could go on working for them . . ."

- Baltazar G. Cuyugan
Founder and 1st President, 1945-53

Conceived and organized before WWII, it was only after liberation that the PGEA was able to get offground.

The year was 1941. While world events were crystallizing public opinion on global affairs and recovering economies, a consciousness was developing among the ranks of the government service. The young workers were starting to learn valuable lessons in organizing, for the purpose of seeking a measure of stability for themselves and their families.

A handful of state workers, about six or five of them, bent on improving their lot socially and economically, held consultations over cups of coffee in downtown restaurants. By word of mouth or hurriedly scribbled notes, they invited co-workers to an organizational meeting. One late afternoon, some 15 government employees, mostly from the Bureau of Posts met in a lawyer's office in Manila.

The group, among them Baltazar G. Cuyugan, Cirilo Paredes, Esabelo Zapata and Gregorio Jambaro mulled the objectives of an



organization of workers, citing experiences of counterparts in the US. The idea was acceptable and interest ran high. Before long, a name was adopted for the fledgling group - Philippine Government Employees Association. Cirilo Paredes was elected president. The

Director of Posts then, Juan Ruiz, was informed of the inauguration and induction.

This plan was aborted when President Quezon summoned the Director to advise the group to desist from organizing as he wanted to take a direct hand in labor matters. It was timely, for the war intervened.

With the war over in 1945 and as the civil service was being restored, organizational meetings resumed. A conference took place at the United Evangelical Church in November 1945 which was attended by about a hundred government employees from 25 bureaus and offices. The discussions revealed widespread dissatisfaction in working environments. A firm decision to launch the organization was made and the first informal batch of officers were

elected to carry on the affairs of PGEA.

At a next conference in December at Mapa High School, more delegates from other bureaus participated. It was at this venue that the first Constitution and By-Laws were adopted and the first official set of officers was elected as members of the National Legislative Council. In turn, the council elected the executive officers and board. These were the following:

- | | |
|--------------------|--|
| Baltazar Cuyugan | - President |
| Dominador Dizon | - Vice-President |
| Gregoria Limjoco | - Secretary |
| Vicente Tagle | - Treasurer |
| Jose Lava | - Chairman on
Publicity |
| Sofronio Sian | - Chairman on
Economic
Enterprises |
| Sofio del Mundo | - Auditor |
| Vicente Buenviaje | - Bulletin Editor |
| Pilar Garces | - Members |
| Ester Mariano | |
| Santiago Mercado | |
| Emiliano Cariaso | |
| Felix Tablan | |
| Rosendo Felleo | |
| Adrian Vinluan | |
| Vicente Nacienceno | |
| Pedro Esquerras | |
| Pedro Chanco | |

A resolution was adopted calling for the presentation of a petition to Malacanang for the payment of backpay to employees. It was pointed out that if top officials of government were paid salaries due them for the duration of the last war, there was no reason why low-salaried civil servants would not be treated likewise.

Inspired by the power of concerted action, leaders planned a National Convention. It took place in Mapa High School in July 1946, three days after the proclamation of independence from the United States and seven months after the launching of PGEA.

Meantime, small association dues trickled in and by June 1946, national Vicente Tagle reported a collection of P1,063.45. Out of this amount were paid out the first administrative expenses. Forty delegates were accredited from

33 government bureaus and offices which had existing organizations as of July 1945. The convention provided a good venue for the employees to air their grievances. It was attended by more than a hundred guests. President Cuyugan reported on the early activities and the employee profile, counseling members to develop the right attitude towards the new association. The common frame of mind being countered then was that the employee of those days were afraid to join the union for fear of their respective superiors. There were equally employees who just wait and sit out developments in their working fields. Others were reluctant to join because they were skeptical of its early success.

Cuyugan said, "... there is no reason why employees should be afraid to join the association as the right to associating is one of the freedoms guaranteed by the constitution... it is their duty to join in order to improve it and its leadership... only in unity can the group draw the attention and action of government..."



Among the resolutions adopted were the creation of a committee to study unionism in other countries with a view to drafting legislation for an improved and progressive organizational campaign, the creation of chapters

nationwide, maintenance of security of tenure by government employees, support for petition for cost-of-living bonus and backpay, strict enforcement of price-ceiling regulations, rationing of prime commodities, free transportation for government employees, fixing of annual dues and support for well-grounded projects.

The years passed and in 1986, the Constitution provided for:

✪ Article III, Section 1(6) defining the right of the people, including those employed in the public and private sector to form associations or societies for purposes not contrary to law and

✪ Article IX, B Section (5) extending the right to self-organization to government employees.

PGEA Concerns

On the proposed government reorganization and salary standardization slated for full implementation within the next few years, PGEA made its voice heard in letter proposals, citing provisions that should be taken into consideration to benefit all members of the government workforce.

We wish to submit the following concerns of the PGEA in the proposed streamlining of the bureaucracy:

1. That merit increases based on performance should not be limited to 2 steps for outstanding performers and 1 step for very satisfactory performers, nor to only 10% of total employees. Merit increases should be encouraged as a form of reward for performance based on the greatest management principle: things that get rewarded get done.

2. That the policy on who will conduct job evaluation in government should be reoriented by transferring the authority to do job evaluation from the DBM which should only provide broad guidelines to the agency heads and their staffs because the latter are more privy to the relative values of jobs in their respective organizations. After all, the objective of job evaluation is to determine the value of one job in relation to another job in the same organization. In other words, the essence of job evaluation is internal equity in pay.

3. Section 12 of RA 6758 must be clarified by providing that in accordance with the principle of equal pay for equal work, fringe benefits existing before salary standardization, even if increased thereafter, should also be enjoyed by new hirees even if employed after salary standardization.

4. "Political" executives should be taken out of the national salary scale which should apply only to career civil service employees. Therefore, Salary Grade 32 should be the salary grade of the highest career civil service employees a wider field of career advancement.

5. For greater organizational effectiveness and efficiency on the part of GOCCs and GFIs to reorganize their offices as provided in their respective charters should be reiterated and reinforced.

6. The new "minimum wage" for government employees prescribed under both Joint Resolution No. 164 should now be implemented in full. This administration: do not pay below the minimum wage.

7. Section 13 of RA 6758 which limits the grant of step increments to lengths of service, which merits is rewarded through productivity incentive bonus should be amended. Merit should also be allowed to be rewarded to step increases so that workers will perceive the fact that the rewards system is being used to induce greater productivity.

8. Productivity incentive bonuses should not be pegged at P2,000.00 or any fixed amount and payable at equal amounts to everybody whether high performers or mediocre workers. Agency heads must be granted sufficient discretion to reward performance.

9. Salary increments between steps should be increased from the present measly 1% to at least 5% of basic as in PD 985.

10. Government workers should be represented in the CSC, Public Sector Labor Relations

50th Golden Anniversary Celebration
National Conference on Government Benefits and Responsibilities

National Conference Objectives

- ★ Provide government workers full information and updates of current benefits and operations of GSIS, ECC, Pag-Ibig, and National Health Insurance (Medicare).
- ★ To generate inputs and recommendations to improve these programs to fully serve the interest of all government employees.
- ★ To focus government employees on their corresponding responsibilities as effective public servants.

December 7, 1995

Lung Center Auditorium, Quezon Avenue, Quezon City

8:00 A.M.	Registration	Directing Staff
8:30 A.M.	Opening Ceremonies	
	National Anthem	Leopoldo Glodoveza
	Invocation	Ver Selarde
	One Minute Silence	Prayer for Departed PGEAns
	Opening Remarks	Esperanza Ocampo
	Acknowledgement of Participants,	Fernando S.C. Antonio
	Benefits and Updates on GSIS	Lourdes G. Patag
9:00 A.M.	Government Employees Responsibilities	
10:00 A.M.	LUNCH BREAK	
12:00 Noon		
1:30 P.M.	Benefits and Updates on ECC	Dr. Benjamin Pacis
2:30 P.M.	Benefits and Updates on MEDICARE	Melinda C. Mercado
3:30-5:00 P.M.	Workshop	

December 8, 1995

TUCP Solidarity Hall, PGEA-TUCP Compound, Quezon City

8:00 A.M.	Presentation of Workshop Output	
10:00 A.M.	Public Sector Welfare Development Program	
11:30 A.M.	Open Forum	
12:00 Noon	LUNCH BREAK	
1:00 P.M.	Sharing/Launching of Programs and Projects	
2:00 P.M.	Closing Ceremonies	
	Presentation of Resolutions.	
	Response/Messages:	
	Lourdes G. Patag	GSIS
	Cesar N. Sarino	President & General Manager, GSIS
	Amelia Zorayda	Executive Director, HDMF-Pag-Ibig
	Jose A. Fabia	President, PHIC
	Benjamin Pacis, MD	ECC
	Corazon Alma de Leon	Chairperson, CSC
	Amado S. Bagatsing	Congressman, 6th District, Manila
	Anna "Nikki" Coseteng	Senator, Chairman, Committee on CS/GR

PGEA Milestones

Over the years, PGEA became actively involved in the promotion and strengthening of public sector unionism and accomplished the following:

- * Organization/creation of Wage Adjustment for Government Employees (WAGES), responsible for the wage increases issued by Malacanang after rallies in Congress.

- * Played a role in the creation of Public Sector Compensation Review Panel (PSCR) that negotiated with the government and successfully signed with President Corazon Aquino a MOA for Improved Public Service. The PSCR is responsible for the granting of : PERA for government workers starting 1991; monetization of leave credits; right to representation of qualified rank-and-file government employee in government and owned and controlled corporations; designation of Health and Welfare Officers in government agencies; setting aside of a 50 million annual from GSIS funds annually for educational loan; mechanism to review compensation and benefits; a 10 million seed fund for Public Sector Welfare and Development Program (PSWP).

- * Exerted great effort in the preparation of the project proposal to Malacanang on PSWP that gave way in the release of P10 million.

- * Conducted seminars for its member affiliates on public sector unionism and other labor related seminar/workshop and sent participants/delegates on invitation received for seminars and conferences.

- * Extended legal assistance to affiliates with legal problems and made representation in behalf of affiliates to different agencies in resolving problems and disputes.

- * Attended public hearings on labor related bills sponsored by both Houses of Congress.

- * Joined mass actions together for the attainment of program and benefits for government workers.

- * Participated in the Employees Resolution during the Talaan Convention containing a checklist of Reasonable Working Conditions in the Public Sector which later led to the issuance of CSC MC 30, s. 1994.

- * Active member of the Convenors Group for the *Gawad Kalinga* initiated by government workers in cooperation with CSC. The *Gawad Kalinga* or the Employee-Friendly Employer Award is a recognition for employers which have constantly demonstrated concern for the welfare of their rank-and-file employee.

- * Issuance of Presidential Proclamation for "Government Employees Week" in time of its anniversary celebration. The latest was Proclamation No. 513 signed by President Fidel V. Ramos last December 2, 1994 and now Proc. No. 686 signed by the President on Oct. 26, 1995.

- * Assisted public workers unions in registration, accreditation, certification elections, CNA implementation. In 1994 alone, three affiliates were accredited and two unions in a certification election. One CNA was concluded and signed.

- * Extended assistance to government unions in medical services, capability building program, Pabahay program, free computer and high speed servicing education to dependents of low income government employees.

- * Conducted a regional assembly for government unions in 1992 together with other organizations.

- * Affiliated with international labor organizations to further strengthen brotherhood in the field of labor such as the Public Services International (PSI), a labor organization based in Geneva, enabling PGEA to participate in intercultural exchange of ideas and information and guesing in international fora.

PGEA Concerns . . .

Board, GSIS Board and other investigative Boards pursuant to the 1987 Constitution.

11. Full protection of workers to due process and security of tenure must be assured in any plan for reorganization

12. In any case, separated government workers must be given three months basic salary for every year of service including other applicable benefits.

13. Workers must be represented in all committee and

14. Only positions should be declared redundant but not the employee.

15. The right of government workers to self-organization, collective bargaining and negotiation and concerted activities as guaranteed by 3 articles of the 1987 Constitution should be recognized, subject only to regulation by the State so that these rights will not be abused.



Strengthening the Civil Service in the Philippines

The principal basis of civil service, as understood in the Philippines, is merit. In public employment systems, selection of positions is required and defined by law to be based upon merit and the fitness of certain candidates for office as determined by prescribed tests.

There are, however, hundreds of thousands of civil service eligibles in the Philippines who are jobless and waiting for a chance to get government positions which have been filled with non-eligibles. The non-eligibles holding or installed in public offices are either those who have not bothered to take the civil service examinations, those who have flunked, and those who have strong connections.

Why is this so? The reason for this anomalous situation is patronage which destroys efficiency in public administration. Influentials have been flagrantly ignoring civil service rules and principles to accommodate their proteges. These proteges are oftentimes inefficient and inexperienced. Their presence in government offices has demoralized the deserving and qualified personnel.

Some of our high officials themselves entrusted with the strict implementation of the civil service law have been known to be first to go around and beat the law. By the simple expedient of classifying certain jobs as "technical" even if these jobs are really not special or technical, the high officials have to please friends and relations and placed inefficient or poorly trained men or women in various administrative positions in the guise of technical hands fit for this or that job.

In support of the Civil Service Commission's effort, there is a need to wage a more aggressive campaign against political abuse and corruption of our civil service. The campaign should be led by public sector unions directly concerned with this problem because its members are permanent classified civil service careermen and women.

The unions should be fearless, for as long as its members are sincere, honest and efficient officials and employees, there is nothing for them to fear any form of reprisals from politicians. Union members in key administrative offices should resist every attempt of politicians to corrupt or destroy the merit system by their resorting to patronage, to the compadre system. In this resistance, the key career officials can be sure they have the full backing of no less than President Fidel V. Ramos himself.

*50th
Year*

Majority of government workers belong to that class which constitutes majority of the people. . . only a people-oriented government, under democratic space, can eliminate discrimination in the treatment of employees in the equal and full enjoyment of the rights to self-organizing, collective bargaining and concerted activities

- PGEA



Philippine Government

Presidents



Baltazar G. Cuyugan
1945-1953



Nieves Baens del Rosario
1953-56; 1959-61



Gregorio A2 Limjoco
1956-1957



Pedro S. De Guzman
1957-1958



Bienvenido Olarte
1958 (Deceased)



Fernando de los Reyes
1962-63



PGEA President Esperanza
Plaque of Appreciation for
contribution to the CSC-spear



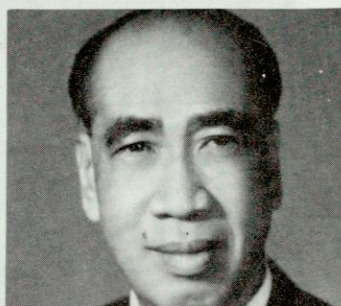
Employees Association
1945 - 1995

PG&A

50th
Year



Diosdado M. Aquiluz
1963 - 1965



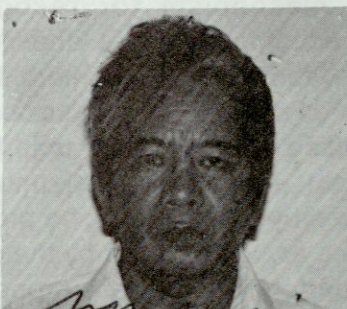
Thomas J. Cabrias
1965 - 1985



Lumen M. Reyes, MD
1985



Atty. Vicente B. Magadia
1986-1992



Arthur F. Cabrido
1992 - 1994



Esperanza S. Ocampo
1994 - present



Esperanza S. Ocampo receives a PG&A's significant con-headed Gawad Kalinga.

Government administrators must heed the call of employees for the latter to participate in decision making on matters affecting them. . . for their part, employees are entitled to respect as partners of government in national recovery . . . and democracy should institutionalize people power through unions in all levels so they could serve as models for private industry to follow, not the other way around.

- PG&A

Gawad Kalinga 1995

(Employee-Friendly Employer Award)

The second SEARCH FOR THE EMPLOYEE-FRIENDLY EMPLOYER AWARD or the *Gawad Kalinga*, which started in July this year, is in full swing.

Now on its second year, the *Gawad Kalinga* program aims to recognize government entities who have demonstrated concern for the welfare of rank-and-file employees, thereby promoting their morale and enhancing their productivity. It is being held under the auspices of the Civil Service Commission (CSC) as the central personnel agency and advocate of employee

empowerment in the public sector. A Convenors Group composed of representatives of the country's public sector employees associations, in coordination with the CSC, is overseeing the planning, conduct and administrative aspects of the awards system. It also takes charge of appointing the members of the Selection Committee that will screen candidates to the awards.

The members of the convenors group are Gloria M. Agato, President, TARCEA; Jorge V. Lucero, President, MANTEP; Luz M. Muzares, President, KMBUAS; David G. Naval, Jr., Chairman, KAMAGFI, Esperanza S. Ocampo, President, PGEA; Cresenciano D. Gatchalian, President, NFFASUC; and Elmer T. Duque, President, PTVNEA.

The first *Gawad Kalinga* was successfully launched on December 1, 1994 at Malacanang

with President Fidel V. Ramos conferring the initial awards. All heads of departments,



1994 Gawad Kaling Awards shows President Fidel V. Ramos giving the award to the representative of the National Manpower Youth Council as PGEA President Espie Ocampo and CSC Commissioner Ramon Ereneta look on.

bureaus, and agencies of the national and local governments, government owned and controlled corporations with original charters and state colleges and universities are qualified to participate in the program.

To qualify for the *Gawad Kalinga*, the employer must have demonstrated responsiveness to the needs of employees in terms of healthy and safe working conditions, installed a mechanism for recognizing meritorious accomplishments and initiated programs for promotion and workers interest. Ideal candidates are also those agencies which have recognized rights and promoted public sector unionism. Agencies, equally, must have been perceived by employees to be promotive of their welfare as well as seen by the general public to be performing their jobs properly and efficiently.



News Around the Unions



Veterans Memorial Medical Center Employees Association (VMMCEA)

VMMCEA was conceptualized through a seminar on unionism conducted by the CSC on April 12, 1993. A general assembly was called and the Constitution and By-Laws was ratified, followed by the election of officers. The organization was duly registered at the Civil Service Commission and the Department of Labor and Employment on September 6, 1993. The VMMCEA was accredited by the CSC in March 1995 and joined PGEA in May 1995.

It is a stable and strong organization with 700 members. Its main objectives are to act as legitimate representative in official fora, establish harmonious relationships with partner government agencies, and obtain mutual benefits for members, all intended to improve employee morale and welfare.

Although newly organized, VMMCEA is one of the most active organizations around the union circle. It was instrumental in the awarding of VMMC as a finalist in the 1994 Gawad Kalinga Award.

The VMMCEA organized programs for the members to avail of housing loans and appliance loans without downpayment. For educational growth, the officers were encouraged to attend seminars related to the association. Likewise, the members were also given a chance to attend seminars sponsored by the association in cooperation with the VMMC.

With the able leadership of the officers and joint efforts and cooperation of members, the VMMCEA will be able to build a firm ground for a better tomorrow and forge ahead with the achievement of its goals for Philippines 2000.

Department of Agrarian Reform Regional Office Employees Association (DARROEA)

The DARROEA embarks on a more ambitious project this year with a Raffle Draw slated on December 20, 1995 at 2:00 p.m. dubbed as "Pamaskong Handog ng DARROEA".

This is an offshoot of the brainstorming of officers during their monthly meeting to determine what assistance the association can give to its needy members. Considering that the province of Pampanga, the home base of DARROEA, as the recipient of so many calamities, man-made or natural, we categorized the gravity of the situation as rendered homeless and lahar-threatened. The totality of it - everyone is virtually a victim. Although others are not physically affected, they feel the impact of the tragedy by hosting relatives and friends coming from devastated areas.

Realizing the enormous task of giving solace to the members, this Raffle Draw was carefully planned to cater to their immediate needs.

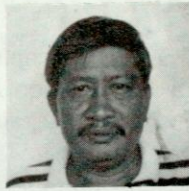
Since DARROEA is in the midst of loaning, this will be branched out into appliance loans and marketing of commodities such as rice and groceries at rock bottom prices.

The proceeds of P150,000 is expected to be netted and from this, DARROEA's entrepreneurship will be put to a test.



News Around the Unions

Unisan Municipal Employees Association (UMEA)



Members of the Unisan Municipal Employees Association embarked on a micro-lending project designed to increase the income of its members and grant lowans with low interest rate to any member of good standing of the association in the event of an

emergency or need.

Assistance for the project was sought from the Public Sector Welfare Development Program (PSWDP) through PGEA. The funding will be used to finance the establishment of the association's cooperative canteen which will offer dining services and mini grocery of prime commodities which will be sold to the members and other clientele at amounts lower than prevailing market prices. Part of the fund will be allocated for relending to members for project and emergency loan schemes.

Should plans push through, the amount of P3,000 may be availed for for project loans, while P1,000 may be applied for by members facing emergencies. According to union officials, a committee will be appointed which will oversee systems and procedures, adherence to loan requirements, and recommend approval of loan applications.

CMU Employees Association, Inc. (CMUEAI)

CMUEAI is a university-based employees' union which aims to promote the fraternal, moral, cultural and economic well being of its members. Today, it is concerned with representing non-teaching staff of CMU with management on matters affecting them and with promoting linkages with other association members of the Philippine Association of State Universities and Colleges. One of its upcoming projects is the generation of funds that will support various programs and projects of the association.

Among these are the following:

- * construction of a children's playground at the Montemayor Park;
- * availment of a loan from PSCRPI that will be conduited to members in support of their economic needs
- * installation of a public toilet to be financed by the Trade Union Congress of the Philippines
- * administration of a scholarship grant to two deserving students of the university;
- * finalization of a collective bargaining agreement with CMU management.

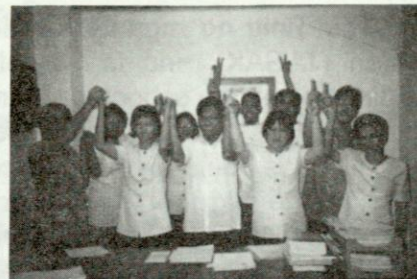


Officials of the CMUEAI sit together regularly to discuss plans and programs that were cited below.



Movie and Television Review and Classification Board Employees Association (MTRCBEA)

MTRCB was once put in a situation wherein all the members and officers became hopeless because the MTRTCB management then was opposing the organization of the association and even coerced some officers and members by forcing them into resigning, forcing the association to lie low for quite some time.



MTRCBEA newly elected officials hold hands up high in victory after having won in a certification elections recently. Shown in inset is association president Larry Rigor.

Despite the odds, MTRCBEA managed to stand and, under the able chairmanship of Jesus C. Sison, the relation between labor and management became harmonious.

With help from PGEA, MTRCBEA was strengthened with the holding of a seminar on public sector unionism that enlightened rank and filers on the value and advantages of unionizing.

MTRCBEA conducted a democratic election on November 14, 1995 and the following were elected as the association's first set of officials: Larry Rigor, president; Mina Celedonio, vice president; Gloria delos Reyes, secretary; Rizalie Esguerra, treasurer; Salvadoe Pangan, assistant treasurer; Lolita Lumen, auditor, Roberto Jacobe, PRO, and Isabelito Cruz, sergeant at arms.

Kapisanan ng mga Manggagawa sa GSIS (KMG)

KMG was able to accomplish the following through the support and commitment of all officers and members:

- * Increase in membership from 3213 in 1994 to 3399 in 1995;
- * Improved financial condition
- * Increased economic benefits for members negotiated with management such as grant of the Provident fund, mid-year bonus and longevity service award, acceleration of salary increases, rice allowance and grant of Christmas gift package in the amount of P5,600 per employee, among others;
- * deferment of the implementation of the new organizational structure
- * granting of permanent appointments to technically floating employees
- * proposed improvement on the Revised Medical Health Plan;

Currently, KMG is working for the implementation of the Magna Carta for Public Health Workers, and regularly holds seminar workshops on unionism, grievances and manpower development. It also launched the fund raising campaign for victims of lahar and other calamities and extended financial assistance to KMG members suffering from dreaded illness.

Some of the KMG's directions for 1996 include the following:

- * early implementation of the balance of salary increases;
- * implementation of wage and non-wage benefits like meal, children, clothing, optical and dental allowances;
- * grant of leaves (paternity, enrollment, graduation, anniversary and accidental leaves)
- * provision of housing program for all workers;
- * lobby for the approval of the GSIS Act of 1995 and
- * negotiation for the full implementation of the provisions of the CBA.



Tinig ng Asosasyon ng mga Guro at Kawani (TAGAK)

The Tinig ng mga Guro and Kawani (TAGAK), Inc. is the only existing secondary school teachers and employees union in the Bicol region. It has been operating since 1992 at the biggest secondary school in terms of student population, in Bicol - the Camarines Sur National High School in Naga City, with 216 teachers and 33 employees, 94 percent of which are supportive of union goals.

TAGAK, Inc. is active in the students' development through the TAGAK, Inc. Young Artists, a group of students with special talents in singing, dancing and poster making. TAGAK is deeply involved in teachers' professional and economic growth through the holding of symposia and other cooperativism ventures. A helping hand drive for Pampanga victims of lahar was started.

The association's current set of officers for 1995 - 97 are the following: Angelico Andeza, president; Romeo de Mesa, vice president; Jose Oliver, secretary; Angeles Naval, treasurer; and Carlos Millon, auditor. The members of the board of directors are Rogelio Resin, Agapito Alcantara, Fernando Domagsang, Pepito Evangelista, Marcelino Gaspar, Cecilia Alcantara, Deborah Pellosis, Carmelita Regaspi, Jose Cielo and Dante Santelices.



Officials of Tagak pose before a student pavilion. Inset is TAGAK president Angelico Andeza.



The KMG conducted a referendum on the issue whether KMG should support more union mass actions relative to the implementation of the acceleration of salary under Joint Resolution I.

WATU-COOPERATIVE

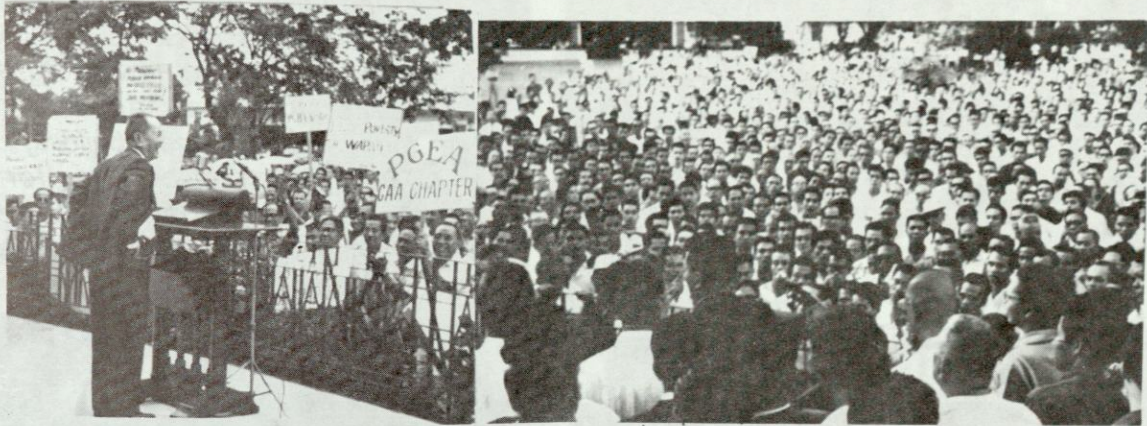
Rm 300 (I-B) Delta Building, Quezon Avenue
corner West Avenue, Quezon City
Tel. No.: 99-87-66 to 69 loc. 09 • 98-06-51 to 54 loc. 09
922-50-93/97-59-18 Fax No. 922-5093

CONG. TEMISTOCLES S. DEJON, SR.
National President

PGEA

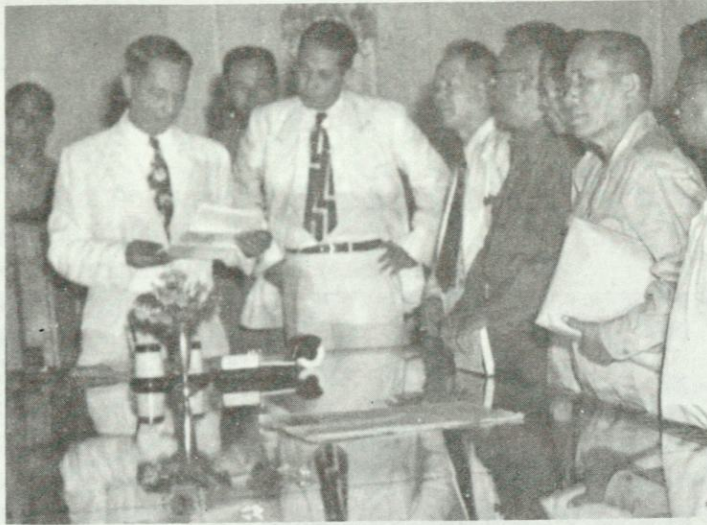
Photofile, 1945-1995

Flashback Photographs:

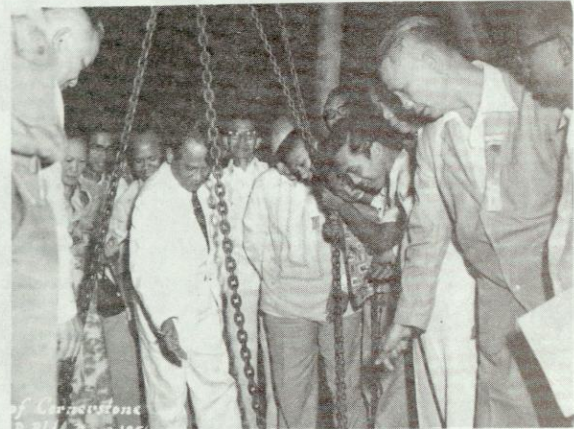


The early years are reminisced in these album pieces: Topmost photograph shows founder Baltazar Cuyugan addressing a Malacanang rally on war pay increases. At left, delegates and participants to the 2nd PGEA national convention held way back on July 6, 1947 pose for a keepsake. Below are the association's first projects, one of which is a kindergarten school of the Davao Provincial Chapter (left), and a cooperative canteen which used to be housed in an old warehouse also in Davao.





More photographic heirlooms: At left, President Manuel Roxas receives PGEA officials headed by founder and first president Baltazar Cuyugan who instituted the move for the granting of backpay to government employees. Photograph at lower left shows the forerunning PGEANS standing before their makeshift headquarters in San Luis Street, Ermita while at lower right, a cornerstone is laid for the foundations of a new building circa 1956. At the bottom, former President Diosdado Macapagal greets members of the Association during one of the early rallies.



Today, PGEA bustles and hums with unionism activities as shown by these photographs taken in recent years:



At a conference sponsored by TUCP, ICFTU and APRO



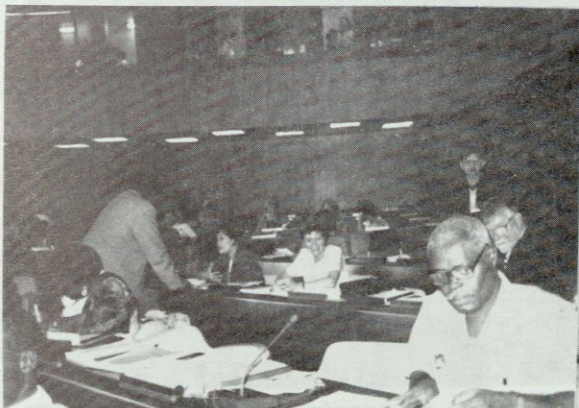
Taken during the TUCP 5th National Convention



PGEA President Espie Ocampo was one of the judges during the clean and green contest of the CSC during its recent anniversary along with other DENR officials.



PGEA at the negotiating table with members of the Organization of Non-Academic Personnel of UP and the management negotiating panel.



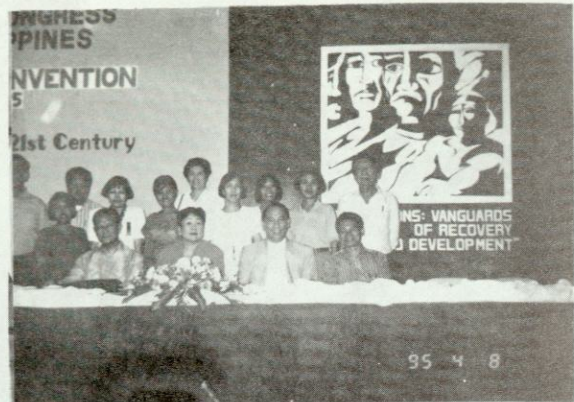
Photograph taken during the Geneva labor conference which was attended by a delegation from PGEA.



The Philippine delegation to a labor study program in Japan counted members from PGEA and other unions.



Participants to a leadership training program are shown with CSC management officials after a workshop in Baguio City. This PGEA activity was held in tandem with CSC, PMEFA and PSCRPI.



PGEA officials pose with TUCP president Democrito Mendoza, Secretary Ernesto Herrera and former DOLE Secretary Nieves Confesor after a convention held in connection with Labor Day 1995.



PGEA President Espie Ocampo poses with members of MTRCBEA after a symposium on public sector unionism held recently.



PGEA officials and other union leaders chat with Senator Herrera after one of the symposiums on labor recently.



PGEA attends a meeting with the leaders of PHIC and JAP - a new breed of management supportive of unionism.



A display of employee empowerment-ONAPUP held an assembly-election this year in line with union strengthening objectives.



KATIPUNANG MANGGAGAWANG PILIPINO
(TRADE UNION CONGRESS OF THE PHILIPPINES)

**On the occasion of the 50th Anniversary of the
Philippine Government Employees Association**

FRATERNAL GREETINGS FROM:

The Officers

and

Members

TUCP-PGEA Compound,
Maharlika & Masaya Sts.,
1101 Diliman, Quezon City

Tel. 9222185, 9215236, 9219466
Fax. (632) 9219758, 9215236



National Congress of Unions in the Sugar Industry of the Philippines

Registration Certificate No. (FED-402) 6390-IP

Affiliation:

TRADE UNION CONGRESS OF THE PHILIPPINES (TUCP)
INTERNATIONAL METALWORKERS' FEDERATION, PHILIPPINE COUNCIL (imf-fc)

Greetings

to

Philippine Government Employees Association

on its

50th Golden Anniversary

&

Celebration of Government Employees Week

ZOILO V. DELA CRUZ, JR.

President

National Luzon Regional Offices: Rm 36, 3/F Matrinco Building, 2178 Chino Roces Street (formerly Pasong Tamo), Makati, Metro Manila, Philippines Tel No. 812-8210.

Visayas & Mindanao Regional Offices: No. 5, 7th Street, Bacolod City, Negros Occidental, Philippines, Tel No. 29427

TARLAC COLLEGE OF AGRICULTURE

Camiling, Tarlac



COURSE OFFERINGS

Doctor of Philosophy (PhD)

TCA-CLBU Consortium

- * Development Education
- * Rural Development
- * Crop Science
- * Animal Science

Masteral Degree

MS in Agriculture

- * Major in Agronomy, Animal Science, Agric. Ed., Agric. Extension

MA in Teaching Agriculture

- * Major in Agronomy, Animal Science, & Home Technology

MA in Education

- * Major in Secondary Education, Elementary Education, Science, Math & Home Management

Undergraduate Program

Bachelor of Science in Agriculture (BSA)

BS in Agricultural Engineering

BS in Forestry

Bachelor of Animal Science

BS in Psychology

Bachelor of Science in Economics

Bachelor in Elementary Education

Bachelor in Secondary Education

Certificate of Animal Technology

Certificate of Farm Mechanics

Certificate of Agricultural Technology

Certificate of Automotive Mechanics

Bachelor in Geodetic Engineering

Certificate of Home Management

Certificate of Building and House Wiring

Forest Ranger Course

Secondary Education Program

Secondary Science Curriculum

Secondary Homemaking Curriculum

Secondary Agriculture Curriculum

General Curriculum

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Dr. Gloria Y. Ponciano, Director, Plant Breeding

Dr. Macarthur A. Purganan, Director of Museum

Dr. Jeremias G. Rodriguez, Principal, Laboratory High School

Eledencia M. Rosete, Chief, Library Services & Dormitory

Dr. Laarni Rusela M. Tolentino, Chief, Medical/Dental

Dr. Martina C. Vergara, Director, Moral/Spiritual

Compliments of
**DEPARTMENT OF AGRARIAN REFORM
REGIONAL OFFICE III**

Engr. Eugenio D. Bernardo
Regional Director

Renato F. Herrera
Asst. Regional Director for Administration

Enrique S. Valenzuela
Asst. Regional Director for Operations

Congratulations
to
PGEA

Compliments of:

**DEPARTMENT OF AGRARIAN REFORM
LADIES ASSOCIATION (DARLA)
REGION III**

Congratulations
to
PGEA

Compliments of:

**DEPARTMENT OF AGRARIAN REFORM
REGIONAL OFFICE
EMPLOYEES ASSOCIATION
(DARROEA)**

Republic of the Philippine
Province of Tarlac
MUNICIPALITY OF CAMILING
Municipal Officials

Dr. Martin M. Agustin	Municipal Mayor I
Johnny Y. delos Reyes	Vice Mayor I
Primitivo C. Beltran	SB Member I
Ernesto A. Ibarra	SB Member I
Rodolfo M. Abad	SB Member I
Nestor A. Alfonso	SB Member I
Emmanuel P. Agustin, Sr.	SB Member I
Johnny Q. Arcibal	SB Member I
Leoncio L. Aquino	SB Member I
Domingo G. Fernandez	SB Member I
Jonathan B. Martin	SB Member I
Flor B. Beltran	Municipal Secretary
Ruby M. Subiate	Mun. Planning & Development Coordinator
Lourdes Abrazado	ICO Municipal Treasury Office
Ronaldo D. Navarro	Municipal Assessor
Victoriano S. Saplan	Mun. Budget Officer
Renato P. Castro	Mun. Engineer
Ernesto M. Naelgas	Local Civil Registrar
Helen F. Toralba	Municipal Accountant
Alfredo C. Arellano	Municipal Agricultural Officer
Dr. Marcelo P. Ulanday	Municipal Health Officer

*Congratulations and Best Wishes
to PGEA
on its
50th Golden Anniversary, 1945-1995*

From:

TARLAC COLLEGE OF AGRICULTURE - NASA
Province of Tarlac

**TINIG NG ASOSASYON NG MGA GURO AT KAWANI, INC.
(TAGAK)**

Camarines Sur National High School
City of Naga

**Greetings to PGEA on its 50th Golden
Anniversary 1995**

Compliments of the Officers and Members of TAGAK, Inc.:

Angelico Andeza
Romeo I De Mesa
Jose P. Oliver
Angeles O. Naval
Carlos Millos

Board of Directors: Rogelio Besin, Agapito Alcantara, Fernando Domagsang, Pepito Evangelista,
Ma. Ecilia Alcantara, Deborah Pellosis, Carmelita Regaspi, Jose Cielo, and Dante Santelices

*Greetings
to the
Officers & Members
of PGEA on its
Golden Anniversary*

From:

**DR. FRANCISCO FALLER
MEMORIAL HOSPITAL, INC.
Lucban, Quezon
Tel. No. 3385**

**CONGRATULATIONS and BEST WISHES
to the**

**PHILIPPINE GOVERNMENT
EMPLOYEES ASSOCIATION**

on its Golden Anniversary Celebration



PHILIPPINE PHOENIX SURETY & INSURANCE, INC.
Phoenix Bldg., Recoletos Street, Intramuros, 1002 Manila
Insurer • Against Fire • Marine
• Motor Accidents • Personal Accident
• CAR • EAR • Bonds

**Compliments
of
CENTRAL MINDANAO UNIVERSITY
EMPLOYEES ASSOCIATION, INC.**

Musuan, Bukidnon



Officers and Board of Trustees:

Tyrone E. Opiso, Sr., President
Federico A. Camannong, Vice President
Adventina A. Flores, Treasurer
Edna G. Mahinay, Secretary
Severino O. Pace, Auditor

Board Directors: Manuel A. Ediza, Victorino P. Salarda, Ramon P. Jumawan,
Teresita O. Nallano, Adelaida O. Maghuyop, Robert C. Gamil, Fedrico M. Pasal,
Severo M. Montemayor, and Pacheco F. Ebuna, Jr.

**REPUBLIC OF THE PHILIPPINES
QUEZON CITY
CITY COUNCIL**



CONGRATULATIONS AND MABUHAY
ON THE OCCASION OF THE 50TH
ANNIVERSARY CELEBRATION OF THE
PHILIPPINE GOVERNMENT EMPLOYEES
ASSOCIATION (PGEA).

RAMON G. MATHAY
City Councilor, Dist. IV

**Greetings
to the
Officers & Members
of PGEA on its
Golden Anniversary**

From:

**LOPEZ ST. JUDE
GENERAL HOSPITAL**

GHO-AFPWSSU's & ACs

Civilian Employees Association
Camp Gen. Emilio Aguinaldo, Q.C.

PGEA's

*new-found friend sharing
the same vision for fellow government
civilian workers in the AFP*

From:
Dionisio M. Bolas, Jr.
President

Compliments of:
**THE SANGGUNIANG BAYAN
OF
UNISAN, QUEZON**

Cesar P. Alpay, Vice Mayor
Bienvenido S. Lat, Councilor
Rodulfo B. Montecinos, Councilor
Constancia R. Villegas, Councilor
Conrado Isaac, Councilor
Joselito O. Amparo, Councilor
Melecio M. Basco, Councilor
Edgardo Villapando, Councilor
Eduvigio Galang, Councilor
Tranquilino L. Tan
Allan A. Dotado
Apolinar Castillo

**Greetings
to the
Officers & Members
of PGEA on its
Golden Anniversary**

From:
National Labor Relations Commission
Employees Association
(NLRCEA)

**PGEA
WISHES TO THANK
THE WHOLEHEARTED SUPPORT
OF:**

Dr. Calixto A. Zaldivar, Jr.
*Director,
Lung Center of the Philippines*

Dr. Gionvanni C. Ong
*Director,
Veterans Memorial Medical Center*

Dean Cleofe C. Bacungan
PGEA Legal Consultant
and

Dr. Gil Fernandez
*Asst. Director,
VMCCEA led by
Dr. Ponciano Jerez, Jr.*

**Greetings
to the
Officers & Members
of PGEA on its
Golden Anniversary**

From:

**INSURANCE COMMISSION
EMPLOYEES WELFARE ASSOCIATION
(ICEWA)**

*Greetings
to the
Officers & Members
of PGEA on its
Golden Anniversary*

From:

**KAPISANAN NG MGA MANGGAGAWA
SA GSIS
(KMG)**

*Greetings
to the
Officers & Members
of PGEA on its
Golden Anniversary*

From:

**ORGANIZATION OF NON-ACADEMIC
PERSONNEL OF THE
UNIVERSITY OF THE PHILIPPINES
(ONAPUP)**

**Greetings
to the
Officers & Members
of PGEA on its
Golden Anniversary**

From:

**PHIC EMPLOYEES ASSOCIATION
(PHICEA)**



WORKERS ALLIANCE TRADE UNIONS (WATU)

(an affiliate of the Trade Union Congress of the Philippines)
DOLE Registration No. 9641 (FED)-LC
Rm 300(1-B) Delta Building, Quezon Avenue Corner West Avenue, Quezon City
Tel. No.: 99-87-66 to 69 loc. 09* 98-06-51 to 54 loc. 09
922-50-93/97-59-18 Fax No. 922-5093

CONG. TEMISTOCLES S. DEJON, SR.
National President



Congratulations
to
PG&A

NATIONAL MINES AND ALLIED WORKERS UNION

Suites 202-208 Isabel Bldg., Espana, Manila
Tel No. 721-07-04; 731-07-11 Local 18
An Affiliate of
Trade Union Congress of the Phils. &
Miners International Federation,
Brussels, Belgium

Compliments of: Atty. Roberto A. Padilla

Compliments of:

TAYABAS COMMUNITY HOSPITAL
Tayabas, Quezon

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We Serve and We Care

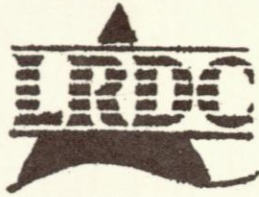
Dr. AVELINO A. OBISPO
Medical Director

Greetings
to *PG&A*

on its
50th Golden
Anniversary

From:

**CAMILING ASSOCIATION OF MUNICIPAL
EMPLOYEES**
Camiling, Tarlac



**Loregil Real Estate
and Development Co.**

Rawland Subdivision/Brokerage/Construction

**Greetings to the Officers & Members
of the
Philippine Government Employees Association on its
50th Golden Anniversary &
Celebration of Government Employees Week**

Gil B. Guina
Chairman
Lorie C. Guina
President

6 Eleven Building, MIA Road
Pasay City

Telephone No.
833-80-68, 831-66-73 and
824-14-15

Introducing The Treasury Bills through the GSIS



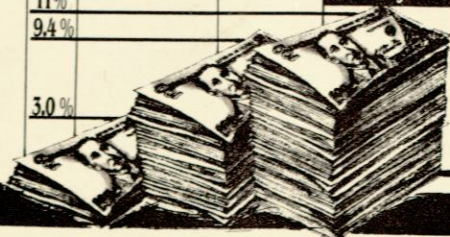
ANGAT-YAMAN Program

Any individual, government or private institution can enjoy the substantial gains from Treasury Bills through GSIS Angat-Yaman Program.

Treasury Bills through GSIS Angat-Yaman Program. Numero uno sa kitaan.

Hindi mo na kailangang humanap pa ng ibang pagkakakitaan. Sa Treasury Bills through GSIS Angat-Yaman Program, kitang-kita mo kaagad ang iyong kita. You can gain more for your money than ordinary savings or time deposit accounts. Sa katunayan, puwede mong i-compute against ordinary savings account or time deposit, at makikita mong mas malaki ang tutubuin ng pera mo.

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9.4%			
3.0%			



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Sa ibang mga financial institutions, you will need to invest as much as P100,000 and above. Sa Treasury Bills through GSIS Angat-Yaman Program, abot na abot mo ang pagyaman. For as low as **P10,000 or more than P10,000**, you can earn as much as big time investors.

