



Republic of the Philippines
Department of Environment and Natural Resources
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MEMORANDUM FROM THE SECRETARY

TO : THE RANK-AND-FILE EMPLOYEES
DENR Central Office

SUBJECT : **AUTHORIZING THE 4TH PARTIAL PAYMENT OF P2,000
CNA INCENTIVE**

DATE : DEC 03 2004

Pursuant to the provisions of the Collective Negotiation Agreement (CNA) between the DENR Employees' Union and the DENR Management, rank-and-file employees or those occupying first and second level positions will receive the 4th partial payment of the CNA Incentive in the amount of P2,000.00. In the DENR Central Office, payment shall be made not later than November 30, 2004.


Funding for this purpose shall be sourced strictly from savings from released allotment for 2004 current operating expenditures, provided that authorized mandatory expenses shall have been paid first.

Qualified project personnel shall be paid out of project savings.

After this payment, the DENR Central Office employees shall have been paid P7,000 out of the total P20,000 incentive per qualified personnel as provided in the CNA.

Should additional savings be available, another P2,000 or P3,000 shall be granted by the end of December 2004.

For your information.


MICHAEL T. DEFENSOR

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