



Republic of the Philippines  
**Department of Environment and Natural Resources**  
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**MEMORANDUM**

TO : All Officials and Employees  
Regional Offices and Bureaus

FROM : **The Undersecretary**

SUBJECT : **CLARIFICATION ON THE PAYMENT OF  
COLLECTIVE NEGOTIATION AGREEMENT  
(CNA) INCENTIVE**

DATE : **JUL 01 2005**

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You are hereby guided by the provisions of Resolution No. 04, Series of 2002 of Public Sector Labor-Management Council otherwise known as Grant of CNA Incentive for National Government Agencies, State Universities and Colleges and Local Government Units, and to the Guidelines on the Payment of CNA Incentive issued by the Secretary dated 16 February 2004 in the payment of CNA Incentive.

For your guidance.

  
**ARMANDO A. DE CASTRO**