



Republic of the Philippines  
Department of Environment and Natural Resources  
Visayas Avenue, Diliman, Quezon City  
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929-66-20 • 929-66-33 to 35  
929-70-41 to 43

**SPECIAL ORDER**

No. 2004- 15

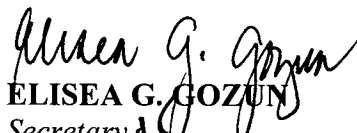
**SUBJECT : CREATION OF A NEGOTIATING PANEL/TEAM TO TACKLE THE ISSUES ON THE PROPOSED COLLECTIVE NEGOTIATION AGREEMENT (CNA)**

In order to effectively facilitate and expedite the action on the issues raised by the officers and members of the Department's employees' union on the proposed Collective Negotiation Agreement (CNA), the following officials and personnel are hereby authorized to sit down with the representatives of the union, namely:

- |   |   |                  |
|---|---|------------------|
| 1. Assistant Secretary <b>Raymond D.C. Mendoza</b>      | - | Chief Negotiator |
| 2. OIC-Head Executive Assistant <b>Marilyn Landicho</b> | - | Member           |
| 3. Director <b>Clarence Darrow M. De Guia</b>           | - | Member           |
| 4. OIC-Assistant Director <b>Ma. Sabrina Cruz</b>       | - | Member           |

The said negotiation shall be conducted in coordination with the representatives of the Civil Service Commission Field Office and/or the Office of the Resident Ombudsman.

This Order takes effect immediately.

  
**ELISEA G. GOZUN**  
Secretary