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Republic of the Philippines
Department of Education
Region III

SCHOOLS DIVISION OF BULACAN

Provincial Capitol Compound, Brgy. Guinhawa, City of Malolos, Bulacan
website: <https://bulacandeped.com> email: bulacan@deped.gov.ph



September 30, 2019

To: Public Elementary and Secondary Principals
All Others Concerned

Attached please find for information and appropriate action the request letter by Alliance of Concerned Teachers Region III (ACT-ROIII) on the conduct of Certification Election (CE) campaign in public schools.

It is understood that the aforementioned activity will not cause disruption of classes in pursuit of DepED Order No. 9, s. 2005 on Instituting Measures to Increase Engaged Time-on-Task and Ensuring Compliance Therewith.

Very truly yours,


ZENIA G. MOSTOLES, Ed. D., CESO/V
Schools Division Superintendent 

DIVISION LETTER
No. 184, s. 2019

cc. Mary Grace L. Dela Pena
President
ACT - Bulacan



ISO 9001:2015 CERTIFIED
Registration Number: DE-50500546 QM15





ACT BULACAN CHAPTER
Member
ACT REGION III (CENTRAL LUZON)
Mobile: 0916 860 8600 ACT Bulacan

DepEd-SDO of Bulacan Office of the SDO

SEP 25 2019
 By: _____
 Time: 8:16

September 23, 2019

ACT BULACAN CHAPTER

Mary Grace dela Pena
 President
 General Gregorio
 Del Pilar
 Elementary School
 09159406324

Malla Rosales
 Vice-President
 Sulok Elem. School
 Balagtas

Analiza C. Javier
 Secretary
 Bangkal Elem. School
 City of Malolos

Cristina M. Divina
 Fraces Elem. School
 Treasurer
 Calumpit

Joycelyn L. Gabad
 Coordinator
 Division of Malolos

Digna Mateo
 Bulacan - Provincial
 Coordinator
 Tel no. 0916 860 8600

REGIONAL EXECUTIVE BOARD

Romy N. Clemente
 President
 0916-645-1163

Roy I. Dela Cruz
 Vice President
 0921-723-4122

Mathew Santiago
 Secretary
 09156876395

Virgilio Bautista
 Deputy Secretary
 0975-850-4420

Rosa Baul
 Treasurer
 0920-546-9384

Perla Garcia
 Auditor
 0947-474-4306

ZENIA G. MOSTOLES, Ed. D., CESO V
 Schools Division Superintendent
 Division of Bulacan

DepEd-SDO of BULACAN
RECEIVED

SEP 25 2019
 (Signature) (HC)

Dear Madam:

Greetings of Peace!

We are very thankful for your cooperation in our union recognition campaign as we conduct our second wave of teachers' consultation and Public Sector Unionism seminars. We still have to conduct similar assemblies in target schools that were not able to attend the previous activities. We are making arrangements for these with the respective district supervisors and principals.

We are now within the Certification Election (CE) campaign period and have lined up activities like school hopping.

In line with this, we are requesting your office to issue a division letter informing school heads that ACT will visit their school to conduct CE campaign. Rest assured that proper coordination with the principals will be made so as no disruption of classes will happen. Furthermore, we are requesting your office to allow us to set up our campaign booth as we celebrate World Teachers Day.

Hoping for your usual favorable response.

Respectfully yours,

Mary Grace L. Dela Peña
Mary Grace L. Dela Peña
 President
 ACT- Bulacan

Reproduction No. 218 ^{9/2/19} s. 2019
ZENIA G. MOSTOLES, Ed. D., CESO V
Schools Division Superintendent



Republic of the Philippines
Department of Education
REGION III-CENTRAL LUZON

DepED R.O. III
SEP 02 2019

DepEd-SDO of Bulacan Office of the SDS

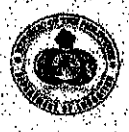
RECEIVED
SEP 02 2019
By: _____
Time: 5:02

September 2, 2019
REGIONAL MEMORANDUM
No. 174 s. 2019

To: **THE SCHOOLS DIVISION SUPERINTENDENTS**
Subject: **RESCHEDULING OF THE CONDUCT OF CERTIFICATION ELECTION
AMONG THE RANK-AND-FILE TEACHING PERSONNEL OF THE DEPED
REGION III**

1. With reference to the attached Notice of Rescheduling of Certification, issued by Atty. Erwin C. Angeles, Over-all Election Officer, DOLE Regional Office 3, the Schools Division Offices are hereby informed of the rescheduling of the conduct of Certification Election among the rank-and-file teaching personnel of the DepEd Region III, to the following dates:

- 1) Aurora - October 11, 2019;
- 2) Zambales and Olongapo City - October 18, 2019;
- 3) Bataan and Balanga City - October 25, 2019;
- 4) Pampanga and City Divisions - November 8, 2019;
- 5) Tarlac and Tarlac City - November 15, 2019;
- 6) Nueva Ecija and City Divisions - November 22, 2019; and
- 7) Bulacan and City Divisions - November 29, 2019.




Address: Matolino St. D.M. Government Center, Mairapis, City of San Fernando (P)
Telephone Number: (045) 598-8580 to 89; Email Address: region3@deped.gov.ph



2. The Schools Division Offices are hereby instructed to cause the posting of the *Notice of Rescheduling of Certification Election* on their websites and at conspicuous places in all schools in their respective jurisdictions.

3. For information and compliance.


NICOLAS T. CAPULONG, Ph. D., CESO V
Director III
Officer-in-Charge
Office of the Regional Director

Attachment:

- Notice of Rescheduling of Certification Election

Legal/



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Bulacan Field Office
156-C Rosario St., Guinhawa,
Malolos City, Bulacan




ISO 9001:2015 Certified

NOTICE OF RESCHEDULING OF CERTIFICATION ELECTION

Due to budgetary and logistical constraints, and unfavorable weather conditions, the certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII) set on September, October and November 2019 has been moved to its final dates on **October 11, 18, 25, and November 8, 15, 22, and 29 2019** to give sufficient time for information dissemination to make this exercise a success. The DepEd's management is hereby requested to issue the necessary memorandum or circular in this regard and have the same circulated and posted to the concerned schools and at the DepEd Regional Office No. 3's official website respectively. The amended Election Guidelines together with the Notice of Election shall be issued as soon as the same has been agreed upon and signed by the parties. This Office apologizes for the inconvenience and appeals for the stakeholders' understanding.

Please be guided accordingly.

Malolos City, Bulacan, for City of Manila, 28 August 2019.


ATTY. ERWIN C. ANGELES
Over-all Election Officer
DOLE Regional Office No. 3



DepEd-SDO of Bulacan Office of the SDO

Republic of the Philippines
Department of Education
REGION III-CENTRAL LUZON

RECEIVED
SEP 17 2019

By: _____
Time: _____

September 12, 2019

REGIONAL MEMORANDUM
No. 184 s. 2019

DepED R.O. III
SEP 17 2019

To: **THE SCHOOLS DIVISION SUPERINTENDENTS**
Subject: **CONDUCT OF CERTIFICATION ELECTION AMONG THE RANK-AND-FILE TEACHING PERSONNEL OF THE DEPED REGION III**

1. The Schools Division Offices are hereby informed of the conduct of Certification Election among the rank-and-file teaching personnel of the DepEd Region III, on the following final dates:
 - 1) Aurora - October 11, 2019, from 8am to 2:30pm;
 - 2) Zambales and Olongapo City - October 18, 2019, from 8 am to 3 pm;
 - 3) Bataan and Balanga City - October 25, 2019, from 8 am to 3 pm;
 - 4) Pampanga and City Divisions - November 8, 2019, from 8 am to 3 pm;
 - 5) Tarlac and Tarlac City - November 15, 2019, from 8 am to 3 pm;
 - 6) Nueva Ecija and City Divisions - November 22, 2019, from 8 am to 3 pm; and
 - 7) Bulacan and City Divisions - November 29, 2019, from 8 am to 3 pm.
2. The purpose of the Certification Election is to enable the rank-and-file teaching personnel of the DepEd Region III to choose a union that will serve as their agent and representative in the negotiation/s with the DepEd Region III relative to their employment and other related concerns.
3. The rank-and-file teaching personnel will choose their agent from the following:
 - 1) Alliance of Concerned Teachers Region III (ACT-ROIII);
 - 2) Action and Solidarity for the Empowerment of Teachers - Central Luzon (ASSERT-CL); and
 - 3) No Union.




Address: Matalino St. D.M. Government Center, Mairapis, City of San Fernando (P)
Telephone Number: (045) 598-8580 to 89; Email Address: region3@deped.gov.ph



4. Pursuant to the *Amended Guidelines in the Conduct of Certification Election*, the DepEd Region III (Management), through its concerned offices, schools or units, is expected to do and/or allow the following:
- a) Provide the alphabetically sorted list of voters per precinct;
 - b) Allow the conduct of voting in the schools that are selected as polling precincts as indicated in the guidelines;
 - c) In each of the schools selected as polling precincts, DepEd shall provide room/s as voting area and another room/s as waiting area;
 - d) Set-up the polling booths which shall not be less than (10) per polling precinct;
 - e) In coordination with the union representatives, DepEd shall cause the posting of copies of the duly signed (1) Notice of Certification Election, (2) list of voters, (3) sample ballot, and (4) election rules and guidelines;
 - f) Cause the posting of the Notice of Certification Election at two conspicuous places in all schools of DepEd Region III at least eight (10) calendar days before the date of election, or on or before October 3, 2019;
 - g) Allow the campaign period which starts on August 14, 2019 and ends on October 10, 2019;
 - h) Allow the campaigning of the party officers on official time upon proper coordination with the DepEd, subject to the policy on "No Disruption of Classes";
 - i) Allow the officers, representatives of the parties, teachers and principals who shall cast their votes on official time during the election days (Fridays) until their completion;
 - j) Issue appropriate order or authority for the participation of teachers and principals in the certification election;
 - k) DepEd shall assign a common posting area in schools for posting of campaign materials, as determined by the school principal; and
 - l) DepEd shall observe strict neutrality during the conduct of certification election.
5. The Schools Division Offices are enjoined to comply with the provisions of the said *Amended Guidelines*, a copy of which is attached hereto for reference and clarifications.

6. The Schools Division Offices are hereby instructed to cause the posting of the *Notices of Certification Election* that are applicable to them at two conspicuous places in all schools in their respective jurisdictions at least eight (8) calendar days before the date of election.

7. For information and strict compliance.


NICOLAS T. CAPULONG, Ph. D., CESO V
Director III
Officer-in-Charge
Office of the Regional Director

Attachments:

- Amended Guidelines in the Conduct of Certification Election
- Notices of Certification Election (Updated)

Legal/ Legal 3

**AMENDED GUIDELINES IN THE CONDUCT OF CERTIFICATION ELECTION
AMONG THE RANK-AND-FILE TEACHING PERSONNEL OF THE
DEPARTMENT OF EDUCATION (DEPED) REGIONAL OFFICE NO. 3**

The parties to the certification election hereby agree, stipulate and adhere to the following rules and regulations:

I. DATE, TIME AND PLACE OF THE ELECTION

A. The region wide rank-and-file teaching personnel's certification election shall be conducted under the control and supervision of Atty. Erwin C. Angeles of the Department of Labor and Employment (DOLE) Regional Office No. 3 Mediation-Arbitration Unit and Legal Service (MALSU) as the designated Election Officer.

B. The following Provinces/places/precincts shall be as follows:

1. AURORA

FRIDAY, OCTOBER 11, 2019, 8:00 a.m. to 2:30 p.m.

a) There will be five (5) polling places with 5 precincts.

POLLING PLACES	POLLING PRECINCTS	NO. OF PERSONNEL OR BOARD OF ELECTION INSPECTORS/CANVASSERS (BEIC) TO BE DEPLOYED
1. Baler (San Luis and San Luis Coastal)	Baler Central School	3
2. Maria Aurora	Maria Aurora Central School	2
3. Dipaculao	Dipaculao Central School	2
4. Dingalan	Dingalan Central School	2
5. Casiguran (Dinalungan and Dilaslag)	Casiguran Central School	3
Total	5	12

Atty. Erwin C. Angeles

2. ZAMBALES

FRIDAY, OCTOBER 18, 2019, 8:00 a.m. to 3:00 p.m.

b) There will be fourteen (14) polling places with 14 precincts.

POLLING PLACES	POLLING PRECINCTS	NO. OF PERSONNEL OR BEIC TO BE DEPLOYED
1. Olongapo City	Olongapo City National High School	3
2. Subic	Subic Central Elementary School	2
3. Castillejos	Castillejos Central School	2
4. San Marcelino	San Marcelino Central School	2
5. San Narciso	San Narciso Central School	2
6. San Felipe	San Felipe Central School	2
7. Cabangan	Cabangan Central School	2
8. Botolan	Botolan Central School	2
9. San Antonio	San Antonio Central School	2
10. Iba	Iba Central School	2

Erwin C. Angeles

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11. Palauig	Palauig Central School	2
12. Masinloc	Masinloc Central School	2
13. Candelaria	Candelaria Central School	2
14. Sta. Cruz	Sta. Cruz Central School	2
Total	14	29

3. BATAAN

FRIDAY, OCTOBER 25, 2019, 8:00 a.m. to 3:00 p.m.

c) There will be twelve (12) polling places with 12 precincts.

POLLING PLACES	POLLING PRECINCTS	NO. OF PERSONNEL OR BEIC TO BE DEPLOYED
1. Balanga City	Balanga Elementary School	2
2. Orani	Orani North Elementary School	2
3. Abucay	Abucay Central School	2
4. Dinalupihan	Dinalupihan National High School	2
5. Hermosa	Hermosa Central School	2
6. Morong	Morong Elementary School	2
7. Bagac	Bagac Elementary School	2
8. Pilar	Pilar Elementary School	2
9. Samal	Samal North Elementary School	2
10. Limay	Limay Elementary School	2
11. Mariveles	A.G. Llamas Elementary School	2
12. Orion	Orion Elementary School	2
Total	12	24

4. PAMPANGA

FRIDAY, NOVEMBER 8, 2019, 8:00 a.m. to 3:00 p.m.

d) There will be twenty (20) polling places with twenty-one (21) precincts.

POLLING PLACES	POLLING PRECINCTS	NO. OF PERSONNEL OR BEIC TO BE DEPLOYED
1. Angeles City	1. Angeles Elementary School (1 Precinct); and 2. Sta. Teresita Elementary School (1 Precinct)	4 (Two [2] per precinct)
2. Mabalacat City	Mabalacat Central School	3
3. San Fernando City	San Fernando Central School	3
4. Floridablanca	Floridablanca Central School	3
5. Porac	Paralaya Elementary School	3
6. Magalang	Magalang Elementary School	3
7. Arayat	Arayat Central School	3
8. Mexico	San Juan High School	3
9. Sta. Ana/San Luis	Sta. Ana Central School	2
10. Candaba	Candaba Central School	3
11. Minalin/Apalit	San Vicente Elementary School	2
12. San Simon	Concepcion Integrated School	2
13. Sto. Tomas	San Matias Elementary School	2
14. Macabebe	Macabebe Central School	2
15. Masantol	Masantol Elementary School	2

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16. Bacolor	Bacolor Elementary Town Proper	2
17. Sta. Rita	Remedios Elementary School	2
18. Lubao	Sta. Cruz Elementary School	3
19. Guagua	Guagua Central School	2
20. Sasmuan	Sasmuan Elementary School	2
Total	21	51

5. TARLAC

FRIDAY, NOVEMBER 15, 2019, 8:00 a.m. to 3:00 p.m.

e) There will be fourteen (14) polling places with fifteen (15) precincts.

POLLING PLACES	POLLING PRECINCTS	NO. OF PERSONNEL OR BEIC TO BE DEPLOYED
1. Tarlac City	Sto. Cristo Integrated School (2 Precincts)	4
2. Moncada/Anao/San Manuel	Moncada South Central/Elem. School	2
3. Paniqui/Ramos	Paniqui South Central/Elem. School	2
4. Pura	Pura Central/Elem. School	2
5. Gerona	Gerona North Central School	2
6. Camiling/San Clemente	Camiling Central School	2
7. Mayantoc	Mayantoc Central School	2
8. Sta. Ignacia	Sta. Ignacia North/Elementary School	2
9. San Jose	Villa Aglipay Central School	2
10. Bamban	Bamban Elementary School	2
11. Capas	Cristo Rey High School	2
12. Lapaz/Victoria	San Isidro Central/Elem. School	2
13. Concepcion	Benigno Aquino National High School	3
14. Tarlac NHS & Annex	Tarlac NHS	2
Total	15	31

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6. NUEVA ECIIJA

FRIDAY, NOVEMBER 22, 2019, 8:00 a.m. to 3:00 p.m.

f) There will be twenty-four (24) polling places with twenty-five (25) Precincts.

POLLING PLACES	POLLING PRECINCTS	NO. OF PERSONNEL OR BEIC TO BE DEPLOYED
1. Cabanatuan City	Cabanatuan East Central (2 Precincts)	6
Nueva Ecija High School	NEHS (1 Precinct)	
2. Gapan City	Gapan South Central School	3
3. Munoz City	Munoz Central School	3
4. San Jose City	San Jose City National High School	3
5. Palayan City	Palayan City Central School	2
6. Cabiao/San Isidro	Cabiao Central School	2
7. Gen. Tinio/Peñarada	Gen. Tinio National High School	2
8. Jaen	Jaen Central School	2
9. San Antonio	San Antonio Central School	2
10. San Leonardo	San Leonardo Central School	2

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11. Sta. Rosa	Sta. Rosa Central School	2
12. Zaragosa	Zaragosa Central School	2
13. Aliaga	Aliaga Central School	2
14. Guimba/Talugtug	Guimba East Central School	2
15. Talavera	Talavera Central School	2
16. Domingo/Licab/Quezon	Sto. Domingo Central School	2
17. Lupao	Lupao Central School	2
18. Caranglan	Carangalan Central School	2
19. Gen. Natividad	Gen. Natividad Central School	2
20. Rizal/Llanera	Rizal Central School	2
21. Pantabangan	Pantabangan Central School	2
22. Gabaldon/Laur	Gabaldon Central School	2
23. Cuyapo/ Nampicuan	Cuyapo Central School	2
24. Bongabon	Bongabon National High School	2
Total	26	55

7. BULACAN

FRIDAY, NOVEMBER 29, 2019, 8:00 a.m. to 3:00 p.m.

g) There will be nineteen (19) polling places with twenty-one (21) precincts.

POLLING PLACES	POLLING PRECINCTS	NO. OF PERSONNEL OR BEIC TO BE DEPLOYED
1. San Jose Del Monte City	1. National Trade School (1 Precinct) and 2. San Jose City Central School (1 Precinct)	6 (3 per Precinct)
2. Malolos City	Marcelo H. Del Pilar High School	3
3. Meycauayan City	1. Meycauayan National High School; and 2. West Central School	4 (2 per Precinct)
4. Bulakan/Obando	Gen. Gregorio Del Pilar Elementary School	2
5. Bocaue	Bocaue Central School	2
6. Marilao	Marilao Central School	2
7. Plaridel/Pulilan	Plaridel Central School	2
8. Guiguinto/Balagtas	Guiguinto Central School	2
9. Baliuag/Bustos	Baliuag North Central School	2
10. Angat/DRT	Angat Elementary School	2
11. San Rafael	San Rafael Central School	2
12. San Ildefonso	San Ildefonso Central School	2
13. San Miguel	San Miguel National High School	2
14. Paombong	Paombong Central School	2
15. Hagonoy	Hagonoy East Central School	2
16. Calumpit	Calumpit Central School	2
17. Norzagaray/ Dona Remedios Trinidad (DRT)	Norzagaray Elementary School	2
18. Sta. Maria	Sta. Maria Central School	2
19. Pandi	Pandi Central School	2
Total	21	45

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DR. A. B. B. B.

X----- x

- C. The lists of voters shall be per province/precincts and provided in Annexes 1 (Aurora), 2 (Zambales), 3 (Bataan), 4 (Pampanga), 5 (Tarlac), 6 (Nueva Ecija) and 7 (Bulacan) of this Amended Guidelines. Attached as Annexes 1, 2, 3, 4, 5, 6 and 7 are the lists of voters.
- D. There shall be one (1) day schedule of voting per provinces as indicated above.
- E. Voting shall be held as follows:
 - 1. Aurora-October 11, 2019 (Friday), the venue as identified above, starting at 8:00 o'clock in the morning and shall ending at 2:30 o'clock in the afternoon;
 - 2. Zambales-October 18, 2019 (Friday), and precincts as defined above, starting at 8:00 o'clock in the morning and shall ending at 3:00 o'clock in the afternoon respectively;
 - 3. Bataan-October 25, 2019 (Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 3:00 o'clock in the afternoon respectively;
 - 4. Pampanga-November 8, 2019 (Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 3:00 o'clock in the afternoon respectively;
 - 5. Tarlac-November 15, 2019 (Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 3:00 o'clock in the afternoon respectively;
 - 6. Nueva Ecija- November 22, 2019 (Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 3:00 o'clock in the afternoon respectively;
 - 7. Bulacan- November 29, 2019 (Friday), and precincts as defined, above starting at 8:00 o'clock in the morning and shall ending at 3:00 o'clock in the afternoon respectively;
- F. Opening, counting and initial canvassing of votes per province shall be done immediately after the close of the polling in the precinct, or when the last voter has cast its vote, or when the parties as reflected in the Minutes agree to close the casting of votes before the closing period. They shall be done at the said polling place and in the presence of the contending organizations' representatives.
- G. The consolidation of all canvassed votes shall be done on **10 December 2019 (Tuesday), 2:00 o'clock in the afternoon** at the DOLE Region Office No. III, Diosdado Macapagal Regional Government Center, Brgy. Maimpis, City of San Fernando, Pampanga, and in the presence of the contending organizations' representatives.

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DOLE & Ass of CTM

II. ELECTION PARAPHERNALIA

- A. Official ballots and official tally sheets. The DESIGNATED ELECTION OFFICER shall prepare the official ballots and the official tally sheets to be used in the certification election.
The Election Officer and one representative each from the participating Unions shall sign or initial at the back of the official ballots. The signing shall be done as follows:
 - 1. The contending Union Presidents or their authorized representative together with the Election Officer shall sign the lists of voters and official ballots on 01 October 2019, 9:30 in the morning, at DOLE RO3, CSF, Pampanga.
 - 2. If either or both parties failed to attend the scheduled conference for signing of the official ballots despite due notice, the same shall be deemed as a waiver of either or both parties' right to initial the official ballots.
 - 3. The names of the contending unions shall be arranged in the ballots as follows:
 - a) ALLIANCE OF CONCERNED TEACHERS REGION III (ACT-ROIII);
 - b) ACTION AND SOLIDARITY FOR EMPOWERMENT OF TEACHERS-Central Luzon Union (ASSERT);
 - c) No union

[Handwritten signature]

parties' respective watchers and the Election Officer shall sign the seal of the white envelope.

All "on-the-spot" challenged votes shall be placed in a single brown envelope marked "on-the-spot challenged votes" with the seal duly signed by the watchers of the contending organizations and by the Election Officer.

8. Segregated and challenged votes. These shall be placed in an individual white letter envelope and sealed in the presence of the voter and watchers. The name of the voter, original place of assignment, position and ground/reason for challenge/segregation shall be indicated in the letter envelope. The Election Officer and watchers shall sign the sealed envelope.

All challenged/segreated votes (**See IV**) shall only be opened and counted after the eligibility of the challenged voter/s shall have been verified/validated by the parties and after all the unchallenged votes shall have been counted.

Where the eligibility of the challenged/segreated votes could not be verified/validated after all the unchallenged votes have been counted, the envelopes of the challenged/segreated voters shall be opened and resolved by the BLR Director provided the number of segregated voters will materially alter the results of the election.

C. COUNTING AND TALLYING OF VOTES

1. Immediately after the close of polling at the precinct level or when the last voter has cast its vote, or when the parties as reflected in the Minutes agree to close the casting of votes before the closing period, votes cast shall be counted and tabulated by the assigned DOLE Board of Election Inspectors/Canvassers (BEIC) in the precinct.
2. The Chairman of the BEIC shall read aloud the vote contained in the ballots, tally the votes and put a line across the read and tallied ballot, while a member shall tally on the Board.
3. All votes cast shall be counted and tabulated by the BEIC in the presence of the representatives of the union.
4. Only one watcher per union is authorized within a three-meter radius from the tallying area. Persons other than those authorized in the preceding paragraph are not allowed to stay within the said three-meter radius.
5. In the appreciation of ballots, the Election Officer shall see to it that the voter marks a check (✓) inside the square opposite his/her choice. The following votes shall be considered spoiled or invalid:
 - a. A cross (x) inside the square;
 - b. No check (✓) inside the square;
 - c. A cross (x), a check (✓) or other marking is placed outside the square;
 - d. Double or more markings inside and/or outside the square [e.g. two (2) checks, two (2) crosses or a combination of cross (x) and check (✓), etc.];
 - e. The word "yes", "no", "check", or "cross";
 - f. Erasures or use of snow fake; and,
 - g. Placing of markings other than a check (✓).

D. CANVASSING AND CONSOLIDATION OF ELECTION RESULTS



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DOLE Board
of

1. Immediately after the close of polling at the precinct level in the branches, votes cast shall be counted and canvassed by the Election Officer at the precinct in the presence of the representatives of the parties.
2. After reading and counting the ballot, the BEIC shall put a line across the same to indicate that the same has been read and counted.
3. Upon completion of the canvassing of votes, the Election Officer shall allow each representative to take a picture of the minutes of the election and the tally sheet.
4. Election results, cast ballots, tally sheets, segregated/challenged votes and minutes of the election shall be sealed in an envelope signed by the parties and be forwarded to DOLE RO3 MALSU Office not later than three (3) days from the date of the conduct of election. The province and the school precinct should be clearly identified outside of every sealed envelope. One photocopy of the minutes of the election reflecting the results shall be pasted/taped outside the envelope.
5. Upon completion of the counting and canvassing of votes, the Election Officer shall defer the consolidation of votes to the scheduled date and time agreed by the parties;
6. During the consolidation votes, each representative shall be furnished a copy of the minutes of the proceeding, and shall endorse the records and election results to the BLR Director for the proclamation of the winner and certification of the sole and exclusive negotiating agent of the rank-and-file teaching personnel of DepEd, if no election protest has been filed during the election.

E. ELECTION PROTESTS

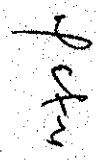
1. All protest/objections relative to the conduct of the certification election shall be formalized before the BLR within five (5) calendar days from the close of the election proceedings or on **04 December 2019**. All protests/objections shall be contained/reflected in the minutes of every election results.
2. No protest shall be entertained when not contained/reflected in the minutes of the election and/or after the lapse of the five-day reglementary period.
3. The winning union shall be proclaimed by the BLR Director five (5) days after the final consolidation of votes, provided, however, that no formal protest which would affect the result of the election has been filed within the reglementary period.

VII. MISCELLANEOUS PROVISION

- A. **Campaign period.** Campaign period shall start on 14 August 2019 and shall end on 10 October 2019. However, campaign on official time shall be recognized subject to the proper coordination with the Management.
- B. **Management's duties.**
 1. Management shall observe strict neutrality during the conduct of the certification election.
 2. All officers and authorized representatives of the contending parties, teachers and principals who shall cast their votes shall be on official time during the election days (Fridays) until their completion.
 3. Both parties shall submit to the Election Officer a list of officers and authorized representatives. The Management shall issue the appropriate Circular/Office Order.
- C. **COMMON POSTER AREA.** There shall be a common posting area to be determined by the respective Principals of each schools for the posting of campaigned materials. As to the length and size of posters/campaign materials, the Election Code of the Philippines shall apply.



DOLE RO3 MALSU



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- D. **Voters' decorum.** Wearing of T-shirts printed with the name, logo, or campaign line of the contending unions shall **NOT** be allowed on Election Days. Any other similar propaganda materials that will identify the contending associations shall be strictly prohibited. This prohibition applies as well to the poll watchers of the unions. **There shall be no more campaign materials/posters at the polling precincts during the respective dates of the election. Any violation thereof shall be a ground for protest (See VI E.).**
- E. **On the spot questions, complaints or issues.** The designated Election Officer shall immediately resolve legitimate on-the-spot questions, complaints or issues that may be raised by any party concerned which pertained to the conduct of the certification election.
- F. **Applicable laws, rules and regulations.** The above Guidelines shall govern the conduct of the certification election. The provisions of Executive Order No. 180, its implementing Rules and Regulations and the Labor Code of the Philippines shall apply suppletorily.

CONFORME/SIGNED this 11th day of September 2019.

Manuel G. Santiago *Romy D. Cuenca*

ALLIANCE OF CONCERNED TEACHERS REGION
III (ACT-ROIII)

Yilma B. Liao

YILMA B. LIAO
ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-Central
Luzon Union (ASSERT)

if et al

Representative/s of Management of DepEd

Erwin C. Angeles

Atty. ERWIN C. ANGELES
Election Officer-DOLE RO3

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :
I. Aurora
II. Zambales
III. Bataan
IV. Pampanga
V. Tarlac
VI. Nueva Ecija
VII. Bulacan

IV. DepEd Pampanga

Date of Election : 08 November 2019 (Friday)

Time of Election : 8:00 AM to 3:00 PM

- | | | |
|-----------------------|---|-------------------------------------|
| I. Angeles City | - | 1. Angeles Elementary School; |
| | - | 2. Sta. Teresita Elementary School; |
| II. Mabalacat | - | 3. Mabalacat Central School; |
| III. San Fernando | - | 4. San Fernando Central School; |
| IV. Floridablanca | - | 5. Central School; |
| V. Porac East | - | 6. Paralaya Elem. School; |
| VI. Magalang | - | 7. Magalang Elem. School; |
| VII. Arayat | - | 8. Arayat Central School; |
| VIII. Mexico | - | 9. San Juan High School; |
| IX. Sta. Ana/San Luis | - | 10. Sta. Ana Central School; |
| X. Candaba | - | 11. Candaba Central School; |
| XI. Minalin/Apalit | - | 12. San Vicente Elem. School; |
| XII. San Simon | - | 13. Concepcion Integ. School; |
| XIII. Sto. Tomas | - | 14. San Matias Elem. School; |

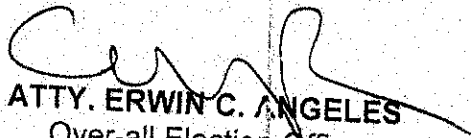
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|--------|-----------|---|--------------------------------|
| XIV. | Macabebe | - | 15. Macabebe Central School; |
| XV. | Masantol | - | 16. Masantol Elem. School; |
| XVI. | Bacolor | - | 17. Bacolor Elem. Town Proper; |
| XVII. | Sta. Rita | - | 18. Remedios Elem. School; |
| XVIII. | Lubao | - | 19. Sta. Cruz Central School; |
| XIX. | Guagua | - | 20. Guagua Elem. School; and |
| XX. | Sasmuan | - | 21. Sasmuan Elem. School. |

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :

- I. Aurora
- II. Zambales
- III. Bataan
- IV. Pampanga
- V. Tarlac
- VI. Nueva Ecija
- VII. Bulacan

V. DepEd Tarlac

Date of Election : 15 November 2019 (Friday)

Time of Election : 8:00 AM to 3:00 PM

- | | | |
|---------------------------------|---|--|
| I. Tarlac City | - | 1. Sto. Cristo IS (2 Precinct); |
| II. Moncada/Anao/
San Manuel | - | 3. Gabaldon Central ES; |
| III. Paniqui/Ramos- | | 4. Paniqui South Central Elem. School; |
| IV. Pura | - | 5. Pura Central Elem. School; |
| V. Gerona | - | 6. Gerona North Central School; |
| VI. Camiling/San
Clemente | - | 7. Camiling Central School; |
| VII. Mayantoc | - | 8. Mayantoc Central School; |
| VIII. Sta. Ignacia | - | 9. Sta. Ignacia North Elem School; |
| IX. San Jose | - | 10. Villa Aglipay Central School; |
| X. Bamban | - | 11. Bamban Elementary School; |
| XI. Capas | - | 12. Cristo Rey HS; |
| XII. Lapaz/Victoria | - | 13. San Isidro Central Elem. School; |

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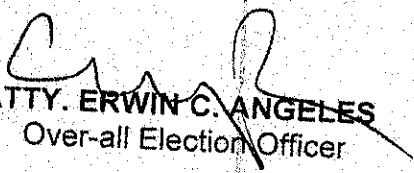
- XIII. Concepcion - 14. Benigno Aquino National High School; and
XIII. Tarlac NHS & Annex - 15. Tarlac National High School.

The choices/contending employees' organizations are:

ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)

ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :
I. Aurora
II. Zambales
III. Bataan
IV. Pampanga
V. Tarlac
VI. Nueva Ecija
VII. Bulacan

VI. DepEd Nueva Ecija

Date of Election : 22 November 2019 (Friday)

Time of Election : 8:00 AM to 3:00 PM

- | | | |
|--------------------------|---|---|
| I. Cabanatuan City | - | 1. Cabanatuan East Central School (2 Precinct); |
| | | 3. NEHS (1 Precinct); |
| II. Gapan City | - | 4. Gapan South Central School; |
| III. Munoz City | - | 5. Munoz Central School; |
| IV. San Jose City | - | 6. San Jose City National High School; |
| V. Palayan City | - | 7. Palayan City Central School; |
| VI. Cabiao/San Isidro | - | 8. Cabiao Central School; |
| VII. Gen. Tinio/Penarada | - | 9. Gen Tinio NHS; |
| VIII. Jaen | - | 10. Jaen Central School; |
| IX. San Antonio | - | 11. Central School; |
| X. San Leonardo | - | 12. Central School; |
| XI. Sta. Rosa | - | 13. Sta. Rosa Central School; |
| XII. Zaragoza | - | 14. Central School; |

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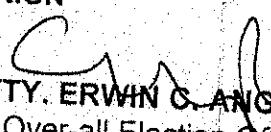
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|--------|----------------------|---|----------------------------------|
| XIII. | Aliaga | - | 15. Central School; |
| XIV. | Guimba/Talugtug | - | 16. Guimba East Central School; |
| XV. | Talavera | - | 17. Central School; |
| XVI. | Domingo/Licab/Quezon | - | 18. Sto. Domingo Central School; |
| XVII. | Lupao | - | 19. Central School; |
| XVIII. | Caranglan | - | 20. Central School; |
| XIX. | Gen. Natividad | - | 21. Central School; |
| XX. | Rizal/Llanera | - | 22. Central School; |
| XXI. | Pantabangan | - | 23. Central School; |
| XXII. | Gabalдон/Laur | - | 24. Gabalдон Central School; |
| XXIII. | Cuyapo/Nampicuan | - | 25. Cuyapo Central School; and |
| XXIV. | Bongabon | - | 26. Central School. |

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :
I. Aurora
II. Zambales
III. Bataan
IV. Pampanga
V. Tarlac
VI. Nueva Ecija
VII. Bulacan

VII. DepEd Bulacan

Date of Election : 29 November 2019 (Friday)
Time of Election : 8:00 AM to 3:00 PM

- | | | |
|------------------------------|---|--|
| I. Malolos City | - | 1. Marcelo H. Del Pilar HS; |
| II. Meycauayan City | - | 2. Meycauayan National High School (1 Precinct); |
| | - | 3. West Central School (1 Precinct); |
| III. San Jose Del Monte City | - | 4. SJDM Central School; |
| | - | 5. SJDM Trade School; |
| IV. Bulakan/Obando- | | 6. Gen. Gregorio Del Pilar ES; |
| V. Bocaue | - | 7. Central School; |
| VI. Marilao | - | 8. Central School; |
| I. Plaridel/Pulilan- | | 9. Plaridel Central School; |
| II. Guiguinto/Balagtas- | | 10. Guiguinto Central School; |
| III. Baliuag/ Bustos- | | 11. Baliuag Central School; |
| IV. Angat/DRT | - | 12. Angat Elementary School; |
| V. San Rafael | - | 13. Central School; |
| VI. San Ildefonso | - | 14. Central School; |
| VII. San Miguel | - | 15. San Miguel National High School; |
| VIII. Paombong | - | 16. Central School; |
| IX. Hagonoy | - | 17. Hagonoy East Central School; |

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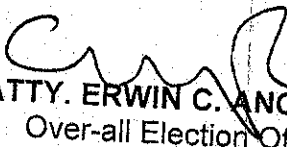
- X. Calumpit - 18. Central School;
- XI. Norzagaray - 19. Norzagaray Elementary School;
- XII. Sta. Maria - 20. Central School; and
- XIII. Pandi - 21. Central School.

The choices/contending employees' organizations are:

**ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)**

**ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)**

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :
I. Aurora
II. Zambales
III. Bataan
IV. Pampanga
V. Tarlac
VI. Nueva Ecija
VII. Bulacan

I. DepEd Aurora

Date of Election : 11 October 2019 (Friday)

Time of Election : 8:00 AM to 2:30 PM

I. Baler (San Luis and San Luis Coastal)	-	1. Baler Central School;
II. Maria Aurora	-	2. Central School;
III. Dipaculao	-	3. Central School;
IV. Dingalan	-	4. Central School; and
V. Casiguran (Dinalungan Dilasilag)	-	5. Casiguran Central School;

The choices/contending employees' organizations are:

ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)

ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer

NOTICE OF CERTIFICATION ELECTION

PURPOSE OF ELECTION:

A certification election among the rank-and-file Public School Teachers of the Department of Education (DepEd) Regional Office No. III (ROIII), through secret balloting shall be conducted under the control and supervision of the BUREAU OF LABOR RELATIONS' designated Election Officer from DOLE Regional Office No. III to determine the sole and exclusive negotiating agent of the public school teachers of the DepEd ROIII.

Places of Election :
I. Aurora
II. Zambales
III. Bataan
IV. Pampanga
V. Tarlac
VI. Nueva Ecija
VII. Bulacan

II. DepEd Zambales

Date of Election : 18 October 2019 (Friday)

Time of Election : 8:00 AM to 3:00 PM

I. Olongapo City	-	1. Olongapo City National Highschool;
II. Subic	-	2. Subic Central Elementary School;
III. Castillejos	-	3. Central School;
IV. San Marcelino	-	4. Central School;
V. San Narciso	-	5. Central School;
VI. San Felipe	-	6. Central School;
VII. Cabangan	-	7. Central School;
VIII. Botolan	-	8. Central School;
IX. San Antonio	-	9. Central School;
X. Iba	-	10. Central School;
XI. Palauig	-	11. Central School;
XII. Masinloc	-	12. Central School;
XIII. Candelaria	-	13. Central School; and
XIV. Sta. Cruz	-	14. Central School.

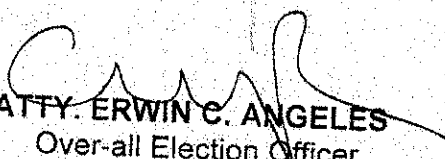
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The choices/contending employees' organizations are:

ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)

ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)

NO UNION



ATTY. ERWIN C. ANGELES
Over-all Election Officer

The choices/contending employees' organizations are:

ALLIANCE OF CONCERNED
TEACHERS REGION III (ACT-ROIII)

ACTION AND SOLIDARITY FOR
EMPOWERMENT OF TEACHERS-
Central Luzon Union (ASSERT)

NO UNION


ATTY. ERWIN C. ANGELES
Over-all Election Officer