



PHILNABANK EMPLOYEES ASSOCIATION
DOLE REG. No. NCR-UR-3-3790-2002

MEMORANDUM TO : ALL RANK-AND-FILE EMPLOYEES QUALIFIED FOR MEMBERSHIP
FROM : PEMA PRESIDENT RONNIE T. ANTONIO
DATE :
SUBJECT : MANDATORY UNION MEMBERSHIP & CHECK OFF AUTHORIZATION

The PHILNABANK EMPLOYEES ASSOCIATION (PEMA), a registered labor organization, created and existing under Philippine laws and the sole and exclusive bargaining agent of the rank-and-file employees of the Philippine National Bank, is pleased to welcome you to become a qualified member of the Union upon your regularization by implementation of the existing Collective Bargaining Agreement provisions.

Apart from being your representative in all matters affecting your employment, the Union is also providing for the following membership's benefits:

MUTUAL AID BENEFIT PROGRAM

A. Death Benefits:

1. Death of Parents	-	P 3,000.00
2. Death of Legitimate Children (below 21 years of age, in case of newly born the child have survived the 24-hour period)	-	P 5,000.00
3. Death of Spouse	-	P12,500.00
4. Death of Member	-	P24,000.00

B. Retirement Benefits:

<u>Years of Union Membership</u>		<u>Amount of Retirement Benefits</u>
6 years to 7 years	-	P 1,500.00
7 years & 1 day up to 15 years	-	P 4,500.00
15 years & 1 day up to 25 years	-	P 7,500.00
Above 25 years	-	P10,500.00

In return, all new qualified union members shall pay the Union an amount duly authorized by their check-off authorization by way of monthly salary deduction, starting the next payroll period, as follows:

1. One-Time Membership Fee (Art. III, Sec. 4)	-	P 200.00
2. Monthly Union Dues (Art. IV, Sec. 1)	-	P 150.00
Itemization of Union Dues:		
a. General Administrative Fund	-	P 50.00
b. Mutual Aid Benefit Contribution	-	P 30.00
c. National Defense Fund	-	P 5.00
d. Employee Retirement Fund	-	P 5.00
e. COMELEC/Electoral Fund	-	P 5.00
f. Educational Training Fund	-	P 10.00
g. Local Council Fund	-	P 15.00
h. Convention Fund	-	P 15.00
i. CBA Negotiation Fund	-	P 5.00
j. Calamity Fund	-	P 10.00
3. Other Special Assessment as authorized by the Labor Code specifically Article 241, Sections (n) & (o)		P 0.00

In this regard, kindly fill-up and execute the enclosed Union Membership Form (Annex "A") including the Individual Check-Off Authorization (Annex "B") in order for us to start processing your Union membership application. We look forward to receive your application and expect your allegiance and support to the Union in all its activities and programs for the greater interest and welfare of the rank-and-file employees.

Very sincerely yours,


RONNIE T. ANTONIO
President



(ANNEX "A")

UNION MEMBERSHIP FORM

First Name		Middle Name	
Last Name		Nickname	
Place of Birth		Date of Birth	
Name of Mother			
(First, Middle, Maiden Surname)			
Name of Father			
(First, Middle, Surname)			
Marital Status: <input type="checkbox"/> Single <input type="checkbox"/> Widowed <input type="checkbox"/> Living Together <input type="checkbox"/> Married <input type="checkbox"/> Divorced/Separated/Annulled		Educational Attainment: Course: Post-Graduate:	
Name of Spouse		Date of Birth	
Present Address			
Telephone/Contact Number	Date Entered Bank		Present Station
Present Position		Present Salary	
Children / Dependents:			
	[Date of Birth]		[Date of Birth]
1. _____	[]	4. _____	[]
2. _____	[]	5. _____	[]
3. _____	[]	6. _____	[]
Hobbies/Interest:			
Affiliations/Civic Groups:			
1. _____		3. _____	
2. _____		4. _____	
<u>MEMBERSHIP COMMITMENT</u>			
I, a member of the PHILNABANK EMPLOYEES ASSOCIATION (PEMA) do hereby pledge and commit myself to obey and defend its Amended Constitution and By-Laws; abide by the rules and regulations promulgated by it; to faithfully pay all my dues/fees/assessments/fines and obligations, cooperate with the leadership and members in any and all projects and activities which are aimed, among others, in promoting sound labor-management relations by strengthening the Union membership; defend/assert the rights and interests of the members; increase productivity in the company and improve the quality of life of the members.			
		_____ SIGNATURE OF EMPLOYEE/MEMBER EMPLOYEE NO. _____ DATE SIGNED: _____	
NOTED BY:			
_____ UNION PRESIDENT			



(ANNEX "B")

INDIVIDUAL CHECK-OFF AUTHORIZATION

(Date)

THE PAYROLL UNIT

Human Resource Group
Philippine National Bank

Dear Sir/Ma'am:

I hereby authorized the Bank to check-off from my monthly salary the amount of Union Dues/Assessments/Fees representing payments for the following:

I.	One-Time Membership Fee	-	P 200.00
II.	Monthly Union Dues (Art. IV, Sec. 1)		P 150.00
	Itemization of Union Dues:		
	General Administrative Fund	- P 50.00	
	Mutual Aid Benefit Contribution	- P 30.00	
	National Defense Fund	- P 5.00	
	Employee Retirement Fund	- P 5.00	
	COMELEC/Electoral Fund	- P 5.00	
	Educational Training Fund	- P 10.00	
	Local Council Fund	P 15.00	
	Convention Fund	P 15.00	
	CBA Negotiation Fund	P 5.00	
	Calamity Fund	- P 10.00	P 150.00
III.	Other Special Assessment as authorized by the Labor Code specifically Article 241, Sections (n) & (o)	-	P 0.00

and the same be remitted to the PEMA account.

This authorization is irrevocable and may be modified only upon the written consent of the undersigned and/or by the approval of the National Congress convened and called for the purpose.

Thank you.

(Signature Over Printed Name)

(Office/Division/Branch/Station)

RECEIVED AND NOTED:

(For the Philippine National Bank)

(For the Philnabank Employees Association)