

## **PCCEA ACCOMPLISHMENT REPORTS 2023-2024**

### **Transformed PCCEA**

- Inclusive Development of Programs, Activities and Projects
- “Serbisong Dama ng PCCEAns”

### **Transformational Leadership**

- is defined as a leadership approach that causes change in individuals and social systems. In its ideal form, it creates valuable and positive change in the followers with the end goal of developing followers into leaders (Langston.Edu, 2023).

### **Transformed PCCEA Officers**

President - **DR. LILIAN P. VILLAMOR**

*Former President-* **MR. JOEL F. CABADING, MPM**

VP-External Affairs - **DR. PHOEBE LYNDIA T. LLANTADA**

VP -Internal Affairs - **MR. HAYDEE T. SEVILLA**

Secretary - **MS. MA. CECILIA IRANG-MARIANO**

Treasurer - **MS. ESTELLA P. VALIENTE**

Auditor - **MR. LIMUEL B. VILLASOR**

Public Relations Officer - **MS. CHARITY I. CASTILLO**

Peace & Security Officers - **DR. CARLITO F. DELA CRUZ**

## **10 Point Agenda**

1. Health Card Assistance for PCC Employees
2. Provision of Breastfeeding and Nursing Cubicles
3. Adopt a School/Community Program
4. Expanded Gulayan sa PCC Project
5. Flexible Work Arrangements
6. Transparent and Timely Financial Reporting (PCCEA Coffee Corner)
7. Health and Wellness Activities
8. Creation of Transformed PCCEA Official FB Page and GC
9. Additional Incentives to PCCEANs who showed and demonstrated exemplary performance in their respective field of expertise (e.g. publications, awards and etc.)
10. Continuation of Excellence, Legacy and Synergy

### **. HEALTH CARD ASSISTANCE FOR PCC EMPLOYEES**

- Trainings and Seminars on Financial Literacy
- Provision of Seminars on available insurance customized to the needs and financial capability of members
- Successfully enrolled first 100 Employees with HMO through AIA Philippines (Medilink)
- Excellent partnership with PCC-MPC paved the way for its approval
- Paid through CNA and provident loan

### **II. PROVISION OF BREASTFEEDING/MOTHER'S ROOM**

- Through the partnership with GSS
- Approved location is at the PCCEA'S new office
- Inclusive of Comfortable Chairs, Refrigerator, and Electric Fans

### **III. ADOPT A SCHOOL & COMMUNITY PROGRAM**

- Support in the conduct of Brigada sa Eskwela (Officers to join Physically and help through Community Service)
- Provision of Seeds and Planting Materials for a selected marginalized barangay found within Nueva Ecija to support their Gulayan sa Barangay Project
- Donation of worn clothes and apparels to a selected indigenous group found within the locality or as identified by a Regional Center

Accomplished:

1. Provision of carabao's milk and school supplies to 118 pupils

#### **IV. EXPANDED GULAYAN SA PCC PROJECT**

- Maintaining a Gulayan Project inside PCC to Provide Affordable and Safe Vegetable to PCCEAns (it will not be given for free to sustain the Project but it will be through an Honesty Store to be established at the Lobby Guard)
- Unutilized Fish Ponds inside PCC premises is also proposed to be managed by PCCEA as an Income Generating Project (IGP)
- Open Fishing Season will be offered by PCCEA during weekends if the Fishes (Nile Tilapia, Catfish and Cream Dory) are ready for harvest
- One Utility Worker with proven honesty and competence will be tapped to maintain the project and he/she will be given a monthly honorarium
- To be implemented upon the start of rainy season

#### **V. FLEXIBLE WORK ARRANGEMENTS**

- Flexitime for Employees that has difficulty going to office on time due to unavoidable circumstances or difficulty of transport, health issues and the likes
- Four-day work arrangement for employees with special cases and conditions subject to the approval of HRMS and ExeCom in accordance to the CSC
- Offsetting of Man-days rendered during holidays and weekends subject to CSC Guidelines
- PCCEA Executive Board Presented a Resolution for Flexible Work Arrangement during the 81st PMC Meeting

#### **VI. TRANSPARENT AND TIMELY FINANCIAL REPORTING (PCCEA COFFEE CORNER)**

- Quarterly Financial Reporting to Posted at PCCEA Coffee Corner (To be implemented within the year)
- Annual Accomplishment Reporting
- On-time FS preparation and Reporting

#### **VII. Health and Wellness Activities**

- Virtual Walk 2.0 (PCCEA Sponsored the Cash Prizes)
- Zumba Thursdays (not yet implemented)
- PCC Inter-Color League (not yet implemented)

- Partnership with MSAO, HRMS, Sports Committee and all PCCEans

#### **VIII. CREATION OF TRANSFORMED PCCEA OFFICIAL FACEBOOK PAGE AND GROUP**

- For more interaction
- Faster exchange of information
- Transparency
- Fellowship and Camaraderie among members
- Courtesy and Ethical Standards was established and was agreed upon by a member before being accepted

#### **IX. ADDITIONAL INCENTIVES TO PCCEANS WHO SHOWED AND DEMONSTRATED EXEMPLARY PERFORMANCE IN THEIR RESPECTIVE FIELD OF EXPERTISE (E.G. PUBLICATIONS, AWARDS AND ETC.)**

- To motivate PCCEAns to Excel
- To support the PRAISE Committee
- To recognize exemplary PCCEAns

#### **X. CONTINUATION OF EXCELLENCE, LEGACY AND SYNERGY**

- Love Fund
- Damayan among PCCEAns
- Proactive Assistance to those in need
- Others

<b>Title of Resolution</b>	<b>Status</b>
1. Resolution Allowing and Enforcing the Collection of 2022 Contributions of PCCEA Members	Accomplished (May 2023)
2. Resolution for the Implementation of Alternative Work Arrangements for Philippine Carabao Center Employees	Presented during the 81 <sup>st</sup> PMC Meeting (September 2023) Pending/Under Review by HRMS & MSAO and Subject to the Creation of Internal Guidelines
3. A Policy Resolution Adopting Memorandum Circular No.06, Series of 2022 as an Internal Policy of the Philippine Carabao Center on Flexible Work Arrangements for its Workforce	
4. A Policy Resolution Granting the Philippine Carabao Center Employees Association (PCCEA) to Utilize the Annual Physical Exam (APE) Fund for Fiscal Year 2024 based on AO no. 402, s. 1998 to Pursue Health Care Benefits of its Members	Presented during the 81 <sup>st</sup> PMC Meeting (September 2023) Pending/Under Review of AFMD & MSAO

Title of Resolution	Status
5 Resolution for Contributions Deduction from CNA for HMO	Accomplished (December 2023)
6. Resolution for the Granting of CNA Cash Incentives to PCCEAns	Accomplished (December 2023)
7. Resolution Granting the Request of MSAO for Cash Prizes re: Balik Sigla 2.0	Accomplished (November 2023)
8. Resolution for Community Outreach at Tabulac Elementary School	Accomplished (February 2024)
9. Resolution Reiterating the Executive Committee Membership of PCCEA Representative as an Ex-officio Member	Submitted to the Top Management for their Action
10. Resolution for the Institutionalization of Token Giving to Loyalty Awardees	Approved by the Top Management (March 2024)
0. Resolution for Community Outreach Program at Tabulac Elementary School	Approved by the Top Management (April 2024)
0. Resolution For Establishment of an Official Office for the PCCEA Executive Board	Approved by the Top Management (September 2024)
0. Resolution: Authorizing the Deduction of 5% Love Fund Contribution from the Collective Negotiation Agreement (CNA) Bonus	GA Approved (December 2023)

