



REPUBLIC OF THE PHILIPPINES  
PROVINCE OF ORIENTAL MINDORO  
MUNICIPALITY OF GLORIA

OFFICE OF THE SANGGUNIANG BAYAN

Municipal Building- Rizal Street, Maligaya, Gloria Oriental Mindoro 5209/ [sanggunianggloria@gmail.com](mailto:sanggunianggloria@gmail.com), 09171396167, 09178790062

EXCERPT FROM THE MINUTES OF THE **123<sup>rd</sup> REGULAR SESSION** OF THE SANGGUNIANG BAYAN OF GLORIA HELD AT THE SANGGUNIANG BAYAN SESSION HALL ON MONDAY, DATED FEBRUARY 04, 2019 AT 9:00 IN THE MORNING.

**PRESENT:**

- HON. RAMON G. SOLAS - Presiding Officer
- HON. CRISPIN J. BAWASANTA - SB Member
- HON. NICK ORLANDO M. JAMILLA - SB Member
- HON. NORMA R. PAZ - SB Member
- HON. ROMEO EDWARD P. ALVAREZ - SB Member
- HON. NICANDRO F. FABON, JR. - SB Member
- HON. ROMEO S. SADIWA - SB Member
- HON. LAURO L. DE BELEN - SB Member
- HON. HENRY S. SOBERANO - Liga President
- HON. BONJOVE S. DE MESA - SKMF President

**ABSENT:**

- HON. FELIX V. JARABE III - SB Member

X-----X

**MUNICIPAL ORDINANCE NO. 01  
Series of 2019**

Sponsored by: HON. NICK ORLANDO M. JAMILLA

**AN ORDINANCE INSTITUTIONALIZING A DRUG-FREE WORKPLACE IN THE LOCAL GOVERNMENT UNIT OF GLORIA, PROVINCE OF ORIENTAL MINDORO AND PROVIDING SANCTIONS FOR VIOLATION THEREOF**

**WHEREAS**, the Civil Service Commission (CSC) Issued Resolution No. 101359 prescribing the conduct of mandatory drug test as a requirement for pre-employment to ensure that only those qualified shall be screened and recruited in the government service;

**WHEREAS**, CSC Resolution No. 1700657 mandates the heads of agencies to ensure that drug-free workplace policy and program be disseminated to all officials, and employees as a condition for retention in government service and be implemented by means of random drug testing to prevent and control the risk of dangerous drugs incidence within the workplaces, consistent with MC No. 13, s. 2017);

**WHEREAS**, Section 36 (d) of RA 9165, otherwise known as the "Comprehensive Dangerous Act of 2002" provides that officers and employees of public and private offices, whether domestic or overseas, shall be subjected to undergo random drug test as contained in the company's work rules and regulations, which shall be borne by the employer, for purposes of reducing the risk in the workplace;

**WHEREAS**, public office is a public trust, thus, public officers must at all times be accountable to the people, serve them with utmost degree of responsibility, integrity, loyalty and efficiency;

**WHEREAS**, presence of drug abuse problem among the working personnel in workplaces will reduce efficiency productivity and will lost respect from both the peer and the clients;

NOEL L. HERNANDEZ  
Secretary to the Sangguniang Bayan

HON. RAMON G. SOLAS  
Vice Mayor/Presiding Officer

HON. GERMAN D. RODEGERIO  
Municipal Mayor

HON. CRISPIN J. BAWASANTA  
SB Member

HON. NICK ORLANDO M. JAMILLA  
SB Member

HON. NORMA R. PAZ  
SB Member

HON. ROMEO EDWARD P. ALVAREZ  
SB Member

HON. NICANDRO F. FABON, JR.  
SB Member

HON. ROMEO S. SADIWA  
SB Member

HON. LAURO L. DE BELEN  
SB Member

HON. FELIX V. JARABE III  
SB Member

HON. HENRY S. SOBERANO  
Liga President

HON. BONJOVE S. DE MESA  
SKMF President

**WHEREAS**, it is in the best interest of the government to create a drug-free workplace since drug abuse problem, if there is any, can have adverse and far reaching effects on the government, like reduced productivity, poor decision making, client relationship mishap and physically dangerous situations;

Be it enacted by the Sangguniang Bayan that:

**Section 1.** Short Title – This ordinance shall be known as “A Drug-Free Workplace Ordinance in the Local Government Unit of GLORIA ORIENTAL MINDORO”

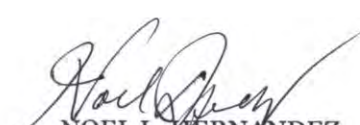
**Section 2.** Coverage. – This ordinance shall be applicable to all public officials, elected or appointed, and employees including barangay officials and job order personnel.

**Section 3.** Guidelines in the Conduct of Random Drug Testing. – The following guidelines outline the purposes of the random drug testing program:

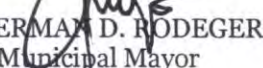
- a. The random drug testing shall be implemented as a collaborative undertaking of the local government to include the barangay, its officials and employees.
- b. Random drug testing shall be implemented primarily for a drug-free workplace.
- c. The drug testing program shall guarantee and respect the personal privacy and dignity of the officials and employees.

**Section 4.** Definition of Terms. – For the purpose of this ordinance, the following terms are defined:

- a. Confirmatory Test – shall mean an analytical test using a device, tool or equipment with a different chemical or physical principle that is more specific which will validate and confirm the result of the screening test; it refers to the second or further analytical procedure to more accurately determine the presence of dangerous drugs in a specimen.
- b. Drug Test – a technical analysis of a biological specimen, i.e. urine, blood, sweat, or oral fluid/saliva, to determine the presence or absence of illegal drugs taken by a person.
- c. Drug Use – any act of consuming either by smoking, sniffing, eating, swallowing, or injecting any illegal drugs or substance.
- d. Employees – shall include all municipal and barangay officials and employees, to include job order personnel.
- e. “For Cause” or “Probable Cause” Drug Test – Drug testing required when there is a “probable cause” or “reasonable ground” to believe that a person is using or is under the influence of illegal drugs.
- f. Random Drug Test – subsection of personnel for drug testing as selected following no specific pattern and without prior notice/information.
- g. Refusal – physically evading, escaping, refusing or making self unavailable.
- h. Screening Test – shall mean a rapid test performed to establish potential/presumptive positive result; it refers to the immunoassay test to eliminate a negative specimen i.e. one without the presence of dangerous drugs, from further consideration and to identify the presumptively positive specimen that requires confirmatory test.
- i. Urine Drug Test – a kind of drug test using the human urine to examine the presence or absence of certain illegal drugs.

  
NOEL L. HERNANDEZ  
Secretary to the Sangguniang Bayan

  
HON. RAMON G. SOLAS  
Vice Mayor/Presiding Officer

  
HON. GERMAN D. RODEGERIO  
Municipal Mayor

HON. CRISPIN J. BAWASANTA  
SB Member

HON. NICK ORLANDO M. JAMILLA  
SB Member

HON. NORMA R. PAZ  
SB Member

HON. EDUARDO P. ALVAREZ  
SB Member

HON. NICANDRO F. FABON, JR.  
SB Member

HON. ROMEO S. SADIWA  
SB Member

HON. LAURO I. DE BELEN  
SB Member

HON. FELIX V. JARABE III  
SB Member  
Absent

HON. HENRY S. SOBERANO  
Liga President

HON. BONIOVE S. DE MESA  
SKMF President

**Section 5.** Procedures in the Conduct of Random Drug Testing. – The procedures in the conduct of the random drug testing are as follows:

- a. The Municipal Mayor or his authorized representative shall order the conduct of the random test. For the barangay, the Barangay Captain shall cause the order of the random test.
- b. Drug testing shall be done by any government forensic laboratory or any of the local Drug testing laboratories accredited and monitored by the Department of Health (DOH) to safeguard the quality test results.
- c. The drug testing shall employ, among others, two (2) testing methods:
  1. The screening test which will determine the positive result as well as the type of drug used; and
  2. The confirmatory test which will confirm a positive screening test.
- d. Random testing shall include, either all or a certain number of employees; the means of selection shall remain confidential.
- e. All information related to drug testing or the identification of persons as users of drugs shall be treated by the Municipality as confidential unless otherwise required by law, overriding public health and safety concerns, or authorized in writing by the person in question.

**Section 6.** Testing for “Probable Cause” or “Reasonable Ground”- random drug test shall be conducted when certain employee/s display/s misconduct, e.g.:

- a. Attendance – frequent unauthorized absences, repeated tardiness, truancy from the job.
- b. Personal Appearance – slurred speech, bloodshot eyes, drastic change in appearance, etc.
- c. Mental Factor – hot-headedness, irritability, increased difficulty in handling assignments, etc.
- d. General Performance – missed deadlines, low productivity, increased wastage, public complaints, frequent accidents, carelessness, etc.
- e. Peer Relation – isolation, frequent quarrels with officemates, heavy borrowing, frequent mood swings, etc.

**Section 7.** Funding. – The Cost of the drug testing for the Municipal officials and employees shall be funded by the Municipal government of Gloria and shall form part of the annual budgetary appropriation. The barangay drug testing for the barangay officials, employees and job order personnel shall be shouldered solely by the LGU-Barangay and must be part also of their budgetary appropriation.

**Section 8.** Sanctions. –

- a. Refusal to undergo drug test constitutes insubordination and shall be penalized by appropriate Civil Service laws.
- b. Any official or employee who is found to be positive for prohibitive drug use by Department of Health (DOH) accredited Drug Testing Center shall be required to undergo a mandatory six (6) months treatment and rehabilitation in any of the accredited government rehabilitation center and shall be SUSPENDED from work without pay.

HON. CRISTINA J. KAWASANTA  
SB Member

HON. NICK ORLANDO M. JAMILLA  
SB Member

HON. NORMA R. PAZ  
SB Member

HON. ROMEO EDWARD P. ALVAREZ  
SB Member

HON. NICANDRO F. FABON, JR.  
SB Member

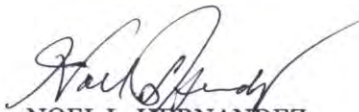
HON. ROBERTO S. SADIWA  
SB Member


HON. LAURO L. DE BELEN  
SB Member

HON. FELIX V. JARABE III  
SB Member  
Absent

HON. HENRY S. SOBERANO  
Liga President

HON. BONADYVE S. DE MESA  
SKMF President

  
NOEL L. HERNANDEZ  
Secretary to the Sangguniang Bayan

  
HON. RAMON G. SOLAS  
Vice Mayor/Presiding Officer

  
HON. GERMAN D. RODEGERIO  
Municipal Mayor


- c. Refusal to obtain rehabilitation after having been found positive to use illegal drugs with positive confirmatory results is tantamount to Grave Misconduct under the Civil Service Commission rules and regulations and will be penalized with DISMISSAL from the service.
- d. Any official or employee who for the second time has been detected to be using illegal drugs after completion of his/her rehabilitation program shall be guilty of Grave Misconduct and will be penalized with DISMISSAL from the service.

**Section 9.** Separability Clause. – If any part of this Ordinance is declared not valid, unconstitutional or unlawful, such declaration shall not affect or impair the remaining provisions, sections or parts thereof, which shall remain or continue to be in full force and effect.

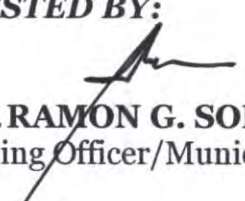
**Section 10.** Repealing Clause. – All previous ordinances and provisions inconsistent with this Ordinance shall be deemed repealed or modified accordingly.

**Section 11.** Effectivity. – This Ordinance shall take effect, after its publication in a newspaper of general circulation and after copies of this Ordinance shall have been posted for ten (10) days in the bulletin board, at the entrance of the Municipal Hall Building, and in at least two (2) conspicuous places in Municipality of Gloria, not later than five (5) days after approval hereof.

CERTIFIED CORRECT:

  
**NOEL L. HERNANDEZ**  
Secretary to the Sangguniang Bayan

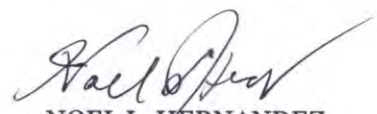
ATTESTED BY:


  
**HON. RAMON G. SOLAS**  
Presiding Officer/Municipal Vice Mayor

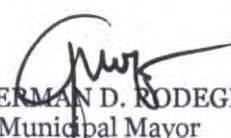
APPROVED:

  
**HON. GERMAN D. RODEGERIO**  
Municipal Mayor

Date: 21 26 2019

  
NOEL L. HERNANDEZ  
Secretary to the Sangguniang Bayan

  
HON. RAMON G. SOLAS  
Vice Mayor/Presiding Officer

  
HON. GERMAN D. RODEGERIO  
Municipal Mayor

HON. CRISTINA BAWASANTA  
SB Member

HON. NICK ORLANDO M. JAMILLA  
SB Member

HON. NORMA R. PAZ  
SB Member

HON. JOSE EDUARDO F. ALVAREZ  
SB Member

HON. NICANDRO F. FABON, JR.  
SB Member

HON. ROMEO S. SADIWA  
SB Member

HON. LAURO I. DE BELEN  
SB Member

HON. FELIX V. JARABE III  
SB Member  
Absent

HON. HENRY S. SOBERRANO  
Liga President

HON. BONJOVE S. DE MESA  
SKMF President



## SANGGUNIANG PANLALAWIGAN

EXCERPT FROM THE JOURNAL OF THE 147<sup>TH</sup> REGULAR SESSION OF THE 9<sup>TH</sup> SANGGUNIANG PANLALAWIGAN OF ORIENTAL MINDORO HELD AT THE COMMITTEE BOARD ROOM, BATASANG PANLALAWIGAN (BENIGNO S. AQUINO, JR. LEGISLATIVE BLDG.), GOV. IGNACIO ST., BRGY. CAMILMIL, CALAPAN CITY, ORIENTAL MINDORO ON THURSDAY, MAY 16, 2019, IN LIEU OF MONDAY, MAY 13, 2019

PRESENT:

Hon. Humerlito A. Dolor, MPA, Ph.D.	Vice Governor/Presiding Officer
Hon. Antonio S. Perez, Jr.	Member
Hon. Ramil O. Dimapilis	Member
Hon. Ryan Z. Arago	Member
Hon. Rafael L. Infantado	Member
Hon. Mae Arlene M. Talens	Member
Hon. Martin S. Buenaventura	Member
Hon. Juan Paolo G. Luna	Member
Hon. Edilberto C. Ilano, Jr.	Member
Hon. Marion Francis D. Marcos	Member/PCL President
Hon. Dennis V. Brondial	Member/ABC President
Hon. Joeniña R. Aguilon	Member/SK President

ABSENT:

Hon. Flor D. Atienza	Member
Hon. Jean Paulo R. Umali	Member

X-----X

### RESOLUTION NO. 4687-2019

**RESOLUTION APPROVING MUNICIPAL ORDINANCE NO. 01, SERIES 2019 OF THE MUNICIPALITY OF GLORIA, ENTITLED "AN ORDINANCE INSTITUTIONALIZING A DRUG FREE WORKPLACE IN THE LOCAL GOVERNMENT OF GLORIA, PROVINCE OF ORIENTAL MINDORO AND PROVIDING SANCTIONS FOR VIOLATION THEREOF"**

On motion of Hon. Rafael L. Infantado, together with Hon. Mae Arlene M. Talens, jointly seconded by Hon. Ramil O. Dimapilis and Hon. Joeniña R. Aguilon, be it;

RESOLVED, to approve, as it is hereby approving Municipal Ordinance No. 01, Series 2019 of the Municipality of Gloria, entitled "An ordinance institutionalizing a drug free workplace in the Local Government of Gloria, Province of Oriental Mindoro and providing sanctions for violation thereof", subject to compliance with all existing laws, rules and regulations, which shall be the full responsibility of the Municipality of Gloria in the implementation of said ordinance.

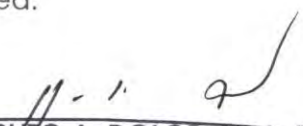
RESOLVED FURTHER, that copies of this resolution be furnished the Municipal Mayor and the Members of the Sangguniang Bayan, thru the Secretary to the Sanggunian, both of the Municipality of Gloria, for their information and guidance.

UNANIMOUSLY APPROVED.

Certified Correct:

  
**DIWATA H. FETIZANAN**  
Secretary to the  
Sangguniang Panlalawigan

Attested:

  
**HUMERLITO A. DOLOR, MPA, Ph.D.**  
Vice Governor/ Presiding Officer

Republic of the Philippines  
Province of Oriental Mindoro  
Municipality of Gloria

## TRANSMITTAL

DATE : **19 September 2019**

DOCUMENT/S: **COPY OF THE FOLLOWING MUNICIPAL ORDINANCES, TO WIT:**

- MUNICIPAL ORDINANCE NO. 01 – DRUG FREE ORDINANCE
- MUNICIPAL ORDINANCE NO. 02 – CHILDREN'S CODE
- MUNICIPAL ORDINANCE NO. 03 – CULTURE & ARTS COUNCIL
- MUNICIPAL ORDINANCE NO. 04 – CULTURAL HERITAGE ORDINANCE
- MUNICIPAL ORDINANCE NO. 05 – KAWAYANAN VILLAGE ORDINANCE
- MUNICIPAL ORDINANCE NO. 06 – FREEDOM PARK ORDINANCE
- MUNICIPAL ORDINANCE NO. 09 – COCKFIGHTING ORDINANCE

OFFICE	NAME	DESIGNATION	DATE/TIME	SIGNATURE
1. MO	ARIANE MALIGNAK	M.O. STAFF	9/19/19 11 PM	
2. MPDO	Jocanne Sapul	MPDO staff	10/14/19	
3. MCRO				
4. MASSO				
5. MBO	Crishlyn Berto	RAAO Clerk	10/11/19	
6. HRMO				
7. GSO				
8. BPLO	Rhea Bell Odo	BPLO staff	11/21/19	
9. MTO	E. SIGME	CLERK II	11/21/19	
10. MSWDO				
11. MEO	NITA, CJ	CE/IDE II	11/21/19	
12. MENRO				
13. MACO	Benji V. Pelon	Computer Operator	11-21-19	
14. MLGOO	Rodilyn C. Musico	AA/III	10-11-19	
15. MHO				
16. MAGO				
17. MDRRMO				
18. BFP				
19. PNP	Charon P. Pedras	NVP	10/21/19 10:15	
20. GIST				
21. Deptd				
22.				
23.				
24.				
25.				
26.				
27.				
28.				
29.				

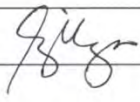
Republic of the Philippines  
Province of Oriental Mindoro  
Municipality of Gloria

**TRANSMITTAL**

DATE : **19 September 2019**

DOCUMENT/S: **COPY OF THE FOLLOWING MUNICIPAL ORDINANCES, TO WIT:**

- MUNICIPAL ORDINANCE NO. 01 – DRUG FREE ORDINANCE
- MUNICIPAL ORDINANCE NO. 09 – COCKFIGHTING ORDINANCE

OFFICE	NAME	DESIGNATION	DATE/ TIME	SIGNATURE
1. PNP	GENMA LAYRON	NUP	2pm/9/19/19	
2. MLGOO				