



NATIONAL DOH EMPLOYEES ASSOCIATION (N A D E A)

CONSTITUTION AND BY-LAWS

NATIONAL DOH EMPLOYEES ASSOCIATION (NADEA)

CONSTITUTION and BY-LAWS

PREAMBLE

WE, the rank and file employees of the Department of Health nationwide, in order to promote our moral, social and economic well-being; protect and uphold our individual and collective rights, as well as foster harmonious and progressive labor-management relations do hereby promulgate this CONSTITUTION.

ARTICLE I NAME AND DOMICILE

Section 1. This organization shall be known as the National DOH Employees Association (NADEA), hereinafter referred to as the ASSOCIATION.

Section 2. The ASSOCIATION shall be domiciled at the Department of Health, San Lazaro Compound, Rizal Avenue, Sta. Cruz, Manila.

ARTICLE II DECLARATION OF OBJECTIVES

The ASSOCIATION commits itself to the pursuit of the following objectives:

Section 1. To establish an association that will represent the rank and file employees of the DOH in negotiating with the DOH Management for terms and conditions of employment in consonance with existing laws, rules and regulations.

Section 2. To promote the moral, social and economic well-being of all its members.

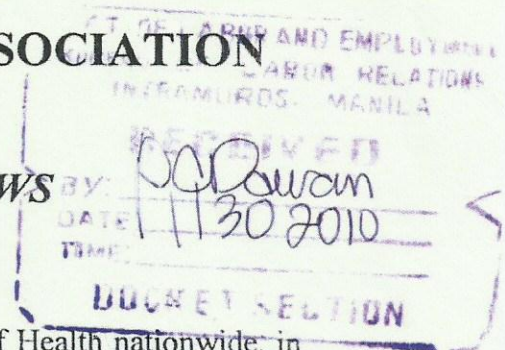
Section 3. To protect and uphold the individual and collective rights of all its members.

Section 4. To foster harmonious and progressive labor-management relations within and outside the department.

Section 5. To strive for the adoption of legislation, policies and other measures that will promote the economic, social and general well-being of all the members in particular, and the health workers in general.

Section 6. To instill among its members, discipline, integrity and nationalism.

Section 7. To promote and enlighten all members with regards to their rights and obligations, the present labor relations systems, the existing Collective



Negotiation Agreement (CNA) and all other matters that directly or indirectly affect the association.

ARTICLE III NAME OF EMPLOYER AND PLACE OF OPERATION

Section 1. For collective negotiation agreement purposes, the definite employer is the DEPARTMENT OF HEALTH, hereinafter referred to as the AGENCY, the principal place of operation is at the DOH – Central Office, Office of the Secretary, Building No.1, San Lazaro Compound, Rizal Avenue, Sta. Cruz, Manila. The AGENCY is engaged in the formulation of health policies and programs and delivery of health services.

ARTICLE IV MEMBERSHIP

Section 1. The ASSOCIATION shall be open for membership to all Department of Health (DOH) rank and file employees.

Section 1.1. Classification of Members:

- a. Regular Member – Central Office, Centers for Health Development (CHD)
- b. Affiliate Member – Hospitals (Retained, Special, Specialty and Sanitaria), Attached Agencies, Rehabilitation Centers

Section 2. Every rank and file employee of the AGENCY regardless of their employment status not otherwise disqualified by law and without regard to sex, age, race, color, ethnic origin and religious belief is eligible for membership in the ASSOCIATION.

Section 3. Qualified employees of the AGENCY may become members of the ASSOCIATION by filling up of membership form approved by their respective Chapter President upon the recommendation of the Committee on Membership and after payment in full of the required membership fee.

Section 4. All members must maintain their membership in good standing.

Section 5. The following shall be grounds for termination of membership with the Association:

- a) separation from agency
- b) members not in good standing as determined by the Committee on Membership of each Chapter
- c) disloyalty to the Association

ARTICLE V GOVERNING BODY

Section 1. The policy-making body of the ASSOCIATION shall be the National Board of Trustees (NBOT) composed of the following:

1. Seventeen (17) Chapter Presidents
2. One (1) Elected from Attached Agency Presidents
3. One (1) Elected from Specialty Hospital and Rehabilitation Centers Presidents
4. One (1) Elected from Sanitaria and Retained Hospital Presidents

Section 1.1. The National Board of Trustees shall elect from among them the Chairperson, Vice-Chairperson and Secretary through a secret balloting.

Section 2. The implementing body of the ASSOCIATION shall be the National Executive Officers (NEO).

Section 2.1. The National Executive Officers shall consist of Six (6) officers, namely: President, Vice-President, Secretary, Treasurer, Auditor and Public Relations Officer (PRO).

Section 2.2. The National Executive Officers shall be elected from among the National Board of Trustees through secret balloting except for the National Secretary position.

Section 3. There shall be a National Secretariat composed of the Chapter Executive Officers from the office of the newly elected National President and to be headed by the VP-CO when the National President comes from the central office and VP-CHD when the National President comes from the CHD. Likewise, the VP-CO/VP-CHD referred above shall automatically become the National Secretary.

Section 4. Chapter Executive Officers shall consist of Eight (8) officers, namely: President, Vice-President for CHD, Vice-President for Special/Specialty /Retained Hospitals and Sanitarium and Rehabilitation Centers, Vice-President for Attached Agency, Secretary, Treasurer, Auditor and Public Relations Officer.

Section 4.1. The elected CO and CHD Presidents shall automatically become the Chapter Presidents and members of the NBOT.

Section 4.2. Presidents of the Special/Specialty Hospitals, Retained Hospitals and Sanitarium and Rehabilitation Centers, Attached Agencies shall elect from among themselves the Chapter Vice-Presidents.

Section 5. All Chapter Vice-Presidents for Attached Agencies; Special/Specialty Hospitals and Rehabilitation Centers; and Sanitaria/Retained Hospitals, shall elect from among themselves their respective representative to the NBOT.

ARTICLE VI TERM OF OFFICE

Section 1. The National Board of Trustees, National Executive Officers, Chapter Executive Officers and Sub-Chapter Executive Officers shall hold office for a period of three (3) years for two (2) consecutive terms for the same position.

Section 1.1 All elected officers can only hold office for a maximum of two terms.

Section 1.2 Appointed officers shall hold office for the unexpired term until their successor shall be duly elected and qualified.

Section 1.3 All appointed officers are eligible to serve for two consecutive terms.

Section 2. Any vacancies in the Board of Trustees shall be filled-up by the rightful successor from their respective Chapters, Attached Agencies, Retained Hospitals, Special and Specialty Hospitals.

Section 3. Any vacancies in the National Executive Officers shall be filled up through appointment by the NBOT. The said appointee(s) shall hold office until permanent replacement is elected and qualified.

Section 4. Any vacancies in the Chapter Executive Officers positions, except for the position of the President, shall be filled up from among the members in good standing by the Chapter Presidents. The said appointee(s) shall hold office until permanent replacement is elected and qualified.

ARTICLE VII DUTIES, RESPONSIBILITIES AND POWERS

Section 1. The National Board of Trustees (NBOT) shall formulate policies and guidelines to effectively carry out the objectives of the ASSOCIATION, in consonance with the existing laws, rules and regulations. They shall elect from among themselves the chairpersons and two (2) members of the different national standing committees except the chairperson of the Grievance Committee. The NBOT shall act on all matters not otherwise specifically assigned, designated or delegated to the Executive Officers.

Section 1.1. The Chairperson of the NBOT shall perform the following:

- a) Convenes and presides all NBOT meetings;
- b) Spearheads formulation of policies, guidelines, resolutions and house rules;
- c) Endorses approved policies and guidelines to the National Executive Officers;
- d) Performs other functions duly authorized by the NBOT.

Section 1.2. The Vice-Chairperson of the NBOT shall perform the duties and responsibilities in the absence of the Chairperson and shall:

- a) Acts as Chair of the Grievance Committee;
- b) Performs other functions duly authorized by the Chairperson.

Section 1.3. The Secretary of the NBOT shall perform the following duties and responsibilities:

- a) Prepares and disseminates notice of meetings and other documents;

- b) Documents the proceedings of all meetings;
- c) Acts as Custodian of all NBOT records and documents;
- d) Submits reportorial documents and papers as requested;
- e) Properly endorses all the pertinent records/documents to his/her successors;
- f) Performs other duties assigned by the Chairperson.

Section 1.4. The members of the NBOT shall perform the following duties and responsibilities:

- a) Attend and participate in all regular and special meetings;
- b) Send official representative in all NBOT activities in his/her absence;
- c) Perform other functions as may be assigned from time to time.

Section 2. The National Executive Officers (NEO) shall oversee and manage the overall operations of the ASSOCIATION.

Section 2.1. The President shall be the Chief Executive Officer of the Association. His/her duties and powers shall include the following:

- a) Presides over all meetings and deliberations of the Executive Officers and of the general membership;
- b) Approves vouchers covering the application or expenditures of Association funds before payment or disbursement is made by the Treasurer;
- c) Calls special meeting whenever deemed necessary or upon written request of at least 30% of the chapter presidents or the members of the National Executive Officers;
- d) Represents the Association on all occasions and all matters in which representation of the Association may be agreed upon or required;
- e) Attends and participates in all regular and special NBOT meetings;
- f) Performs other duties as maybe assigned by the NBOT.

Section 2.2. The Vice-President shall perform the functions of the President in his/her absence and other functions as follows:

- a) Coordinates and monitors union activities and programs implemented in the Central Office, CHDs, Attached Agencies, Special and Specialty Hospitals & Retained Hospitals
- b) Performs other duties and functions as may be assigned to him/her by the President.

Section 2.3. The Secretary shall perform the following duties and functions:

- a) Prepares and disseminates notices of meetings;
- b) Records and prepares minutes of all meetings;
- c) Acts as Head of the Secretariat;
- d) Acts as Custodian of all association records and documents;
- e) Submits reportorial documents and papers to all agencies and institutions;

- f) Properly endorses all the pertinent records/documents to his/her successors;
- g) Performs other duties as may be assigned by the President.

Section 2.4. The Treasurer shall perform the following duties and functions:

- a) Collects, receives and issues receipt for all money, funds and contribution to the Association;
- b) Ensure that all disbursements and payments made by him/her are covered by vouchers duly approved by the President and accompanied by the necessary receipts and other supporting documents;
- c) Keeps a record of all receipts and expenditures;
- d) Ensures that collections are remitted/deposited to the account of the NADEA on or before 10th day of the succeeding month;
- e) Prepares such financial reports as maybe required of him/her by the NBOT, the NEO, the Department of Labor and the Civil Service Commission duly audited which shall include all money received and paid by him/her since he/she assumed office and the balance remaining in his/her hands at the time of rendering such accounts and all bonds and securities and other properties of the organization entrusted to his/her custody or control. The rendering of such account shall be made:
 - At least once a year within thirty (30) days after the close of the Association's fiscal year.
 - At such other times as maybe required by a resolution of the majority of the NBOT members.
 - Upon vacating his/her office or upon dissolution of the Association for any cause.The account shall be verified by affidavit, duly audited by a Certified Public Accountant and copy thereof furnished the PSLMC/DOLE.
- f) He/she shall be properly bonded in accordance with the existing rules and regulations.

Section 2.5. The Auditor shall verify and examine all financial statements of the Association. He/she shall supervise the entries in the books of accounts of the Association and shall render a report of his/her audit as maybe required by the NEO or by Resolution of the majority of the members of NBOT.

Section 2.6. The Public Relations Officer (PRO) shall be in-charge of matters involving public relations of the Association. With the approval of the NEO, he/she may establish an official publication of the Association. He/she shall coordinate in the mobilization of the Organizations' activities and information dissemination nationwide.

Section 3. The Chapter Executive Officers (CEO) shall oversee and manage the overall operations of the Chapter.

Section 3.1. The Chapter President shall perform the following duties and responsibilities:

- a) Presides over all meetings and deliberations of the Executive Officers and of the general membership in the Chapter;
- b) Approves vouchers covering the application or expenditures of Chapter funds before payment or disbursement is made by the Treasurer;
- c) Calls special meeting whenever deemed necessary or upon written request of at least 30% of the chapter officers or the members of the Chapter;
- d) Represents the Chapter on all occasions and all matters in which representation of the Chapter may be agreed upon or required;
- e) Approves/denies and revokes membership to the Chapter;
- g) Appoints advisers and chairpersons of different standing committees;
- h) Acts as NBOT member;
- i) Performs other duties as may be assigned by National and Chapter Officers.

Section 3.2. The Vice-President for CHD shall perform the functions of the President in his/her absence and shall act as Head of the National Secretariat.

Section 3.3. The Chapter Vice-Presidents shall function as follows:

- a) Coordinates and monitors union activities and programs implemented in the CHDs / Attached Agencies / Hospitals;
- b) Performs other duties and functions as may be assigned to him/her by the President.

Section 3.4. The Chapter Secretary shall perform the following duties and functions:

- a) Prepares and disseminates notices of meetings;
- b) Records and prepares minutes of all meetings;
- c) Acts as Custodian of all Chapter records and documents;
- d) Submits reportorial documents and papers to all agencies and institutions;
- e) Properly endorses all the pertinent records/documents to his/her successors;
- f) Submits reportorial documents and papers to the National Executive Officers and other local agencies and institutions.

Section 3.5. The Chapter Treasurer shall perform the following duties and functions:

- a) Collects, receives and issues receipt for all money, funds and contribution to the Chapter;
- b) Ensures that all disbursements and payments made by him/her are covered by vouchers duly approved by the President and accompanied by the necessary receipts and other supporting documents;

- c) Keeps a record of all receipts and expenditures;
- d) Ensures that collections are remitted/deposited to the account of the Chapter and NADEA on or before 10th day of the succeeding month;
- e) Prepares such financial reports as maybe required of him/her by the Chapter, NBOT, the Department of Labor and the Civil Service Commission duly audited which shall include all money received and paid by him/her since he/she assumed office and the balance remaining in his/her hands at the time of rendering such accounts and all bonds and securities and other properties of the organization entrusted to his/her custody or control. The rendering of such account shall be made:
 - At least once a year within thirty (30) days after the close of the Association's fiscal year.
 - At such other times as maybe required by a resolution of the majority of the Chapter members.
 - Upon vacating his/her office or upon dissolution of the Chapter for any cause.

The account shall be verified by affidavit, duly audited by a Certified Public Accountant and copy thereof furnished the PSLMC/DOLE.

- f) He/she shall be properly bonded in accordance of the existing rules and regulations.

Section 3.6. The Chapter Auditor shall verify and examine all financial statements of the Chapter. He/she shall certify the entries in the books of accounts of the Chapter and shall render a report of his/her audit as maybe required by the National and Chapter Executive Officers.

Section 3.7. The Chapter Public Relation Officer (PRO) shall perform the following functions:

- a) Takes charge on matters involving public relations and information dissemination of the Chapter;
- b) Establish Chapter publication as may be deemed necessary;
- c) Coordinates and contributes to the official publication of the Association with the approval of the Chapter Executive Officers;

Section 4. The National Secretariat shall have the following functions:

- a) Assists the National Secretary in all administrative and logistic matters;
- b) Performs other duties as may be assigned by the National Secretary.

ARTICLE VIII STANDING AND SPECIAL COMMITTEES

Section 1. To ensure coordination and efficiency in the conduct of Association programs and activities and in order to realize the objectives of this Constitution and By-Laws, the following National Committees shall be created:

- a) Committee on Membership - Shall perform the following functions:
 - 1. Develops, formulates and recommends policies and guidelines on Membership
 - 2. Coordinates with and monitors all chapters on membership matters.
- b) Committee on Grievance - Shall perform the following functions:
 - 1. Develops, formulates and recommends policies and guidelines on Grievance matters;
 - 2. Coordinates with and monitors all chapters on grievance matters;
 - 3. Acts on issues/disputes elevated by the chapters grievance committee.
- c) Committee on Labor Education and Research - Shall perform the following functions:
 - 1. Conducts researches, formulates and recommends policies and guidelines on Labor Education & Research matters;
 - 2. Coordinates with and monitors all chapters on implementing labor education programs and public sector union values that will promote enlightenment among members;
 - 3. Acts on issues elevated by the chapters pertaining to Labor Education & Research matters.
- d) Committee on Youth, Welfare, Ways and Means - Shall perform the following functions:
 - 1. Develops, formulates and recommends policies and guidelines on Youth, Welfare, Ways & Means matters;
 - 2. Coordinates with and monitors all chapters on Youth, Welfare, Ways & Means matters;
 - 3. Acts on issues/disputes elevated by the chapters Youth, Welfare, Ways & Means committee.
- e) Committee on Collective Negotiations - Shall perform the following functions:
 - 1. Conducts researches and gathers all data as deemed necessary in collective negotiations in coordination with other committees;
 - 2. Assists the Association negotiating panel in the preparation of all necessary papers, documents and materials in collective negotiations and the administrations of the existing collective negotiation agreement;
 - 3. Prepares and recommends CNA Implementing Rules and Regulations (IRR).

Section 2. To ensure coordination and efficiency in the conduct of programs and activities at the Chapter level and in order to realize the objectives of this Constitution and By-Laws, the following Chapter Committees shall be created:

- a) Committee on Membership - Shall perform the following functions:
 - 1. Implements policies and guidelines on membership duly approved by the NBOT;
 - 2. Receives, evaluates and processes application for membership and make recommendations thereon to the Chapter President;
 - 3. Issues Certificate of Membership approved by the Chapter President;
 - 4. Reviews status of membership and recommends issuance of Certificate of Good Standing as the need arises;
 - 5. Coordinates with National Committee and counterparts in other Chapters;
 - 6. Recommends for cancellation/suspension and/or revocation of membership to the CEO;
 - 7. Shall perform other functions as directed by the President.
- b) Committee on Grievance - Shall perform the following functions:
 - 1. Implements policies and guidelines on grievances duly approved by the NBOT;
 - 2. Mediates, conciliates and arbitrates disputes among chapter members;
 - 3. Conducts investigation on internal chapter members disputes in accordance with this Constitution and By-Laws;
 - 4. Submits reports, investigation findings and recommendations to the Chapter President for appropriate action;
 - 5. Elevates unresolved issues to the National Grievance Committee with approval of the Chapter President, for appropriate action;
 - 6. Endorses to the National Grievance Committee the reports, investigation findings and recommendations with approval of the Chapter President, for appropriate action;
 - 7. Performs other functions as directed by the Chapter President.
- c) Committee on Labor Education and Research - Shall perform the following functions:
 - 1. Implements policies and guidelines on Labor Education & Research matters duly approved by the NBOT;
 - 2. Conducts orientations, symposia, fora, and other labor education programs and activities;
 - 3. Coordinates with national and other chapters committee on LER and monitors all sub-chapters on implementing labor education programs and public sector union values that will promote enlightenment among members;
 - 4. Acts on issues pertaining to Labor Education & Research matters.

5. Prepares, adopts and recommends public sector labor education, programs and activities that will enhance the capability of members with regards to the prevailing public-sector labor relations system, the provisions of the Constitution and By-Laws, the existing CNA and all laws, rules, issuances and policies that affect the members;
 6. Screens and recommends participants to national and international trainings regarding public sector unionism for approval of the CEO;
 7. Performs other functions as directed by the President.
- d) Committee on Members/Youth Welfare, Ways and Means - Shall perform the following functions:
1. Implements policies and guidelines on Members/Youth Welfare, Ways & Means duly approved by the NBOT;
 2. Recommends policies and guidelines on Members/Youth Welfare, Ways & Means;
 3. Coordinates with National and other Chapter MYWWM Committee and monitors all sub-chapters on Youth, Welfare, Ways & Means matters;
 4. Acts on issues/disputes elevated by the sub-chapters MYWWM committee.

ARTICLE IX UNION ELECTIONS

Section 1. There shall be a Committee on Election (COMELEC) to be created at the Chapter level from the chapter membership at least thirty (30) days before any regular or special election and shall be dissolved thirty (30) days after the duly elected officials are proclaimed. The functions of the COMELEC include the following:

1. Adopt and promulgate rules and regulations that will ensure a free, clean, honest and orderly election, whether regular or special;
2. Pass upon qualification of candidates;
3. Rule on any question or protest regarding the conduct of the election subject to the procedure that may be promulgated by the NBOT;
4. Proclaim duly elected officers.

Section 2. The COMELEC shall be composed of the Chairperson and two members appointed by the Chapter Officers among the general membership.

Section 3. Regular election of chapter and sub-chapter officers shall be held on the first Monday of February and on the same day every three years thereafter.

Section 3.1 All members of the union of good standing shall be eligible to vote.

Section 3.2. Candidates for elective positions must be members of the union in good standing for a period of at least one year on the date of the election.

Section 3.3. Voting shall be by secret balloting and the election shall be decided by plurality of votes.

Section 4. Regular election of the sub-chapter presidents for the positions of vice-president for hospital and vice-president for attached agency shall be held on the third Monday of February and on the same day every three years thereafter.

Section 5. Regular elections of national officers shall be held on the second Wednesday of March and on the same day every three years thereafter.

Section 6. The duly elected officers shall be proclaimed after ten (10) days from the date of their elections and shall meet one week thereafter for the turnover of all records and properties of the union to the new administration.

ARTICLE X MEETINGS

Section 1. The Association shall hold annual general assembly within the 1st quarter of every year. Notice of the meeting shall be sent out by the National Secretary at least thirty (30) days prior to such meeting by posting in Association's bulletin board and at any conspicuous places, preferably inside the agency premises/bulletin board. The date, time and place for the meeting shall be determined by the National President.

Section 2. Regular Annual Chapter and Sub-Chapter general assembly shall be held within the 1st quarter of every year with appropriate notice to be sent out by the Chapter Secretary to each member of the chapter at least One (1) month prior to such meeting. The time and place of the meeting shall be determined by the Chapter President.

Section 3. Regular quarterly meetings of the members of the NBOT, shall take place on the last week of the last month of the quarter with appropriate notice to be sent out by the Board Secretary to each member of the Board at least One (1) month prior to such meeting. The time and place of the meeting shall be determined by the Board Chairperson.

Section 4. Regular quarterly meetings of the members of NEO, shall take place on the last month of the quarter to coincide with the regular quarterly meetings of NBOT, with appropriate notice to be sent out by the National Secretary to each member of the Executive Officers at least One (1) month prior to such meeting. The time and place of the meeting shall be determined by the National President.

Section 5. Regular quarterly meetings of the National Committees shall take place on the last week of the last month of the quarter with appropriate notice to be sent out by the NBOT Chairperson to each member of the Committee at least One

(1) month prior to such meeting. The time and place of the meeting shall be determined by the NBOT Chairperson.

Section 6. Regular quarterly meetings of the Chapter Executive Officers shall take place on the 1st week of the last month of the quarter with appropriate notice to be sent out by the Chapter Secretary to each member of the CEO at least One (1) week prior to such meeting. The time and place of the meeting shall be determined by the Chapter President.

Section 7. Regular meetings of the Chapter Committees shall be determined by their respective Committee Chairperson.

Section 8. Special/Emergency meetings of the NBOT, NEO, CEO, National Committees may be called at any time, either at the call of the Presidents/Chairpersons or upon written request of at least thirty percent (30%) of the NBOT, NEO, CEO and members of the committees.

ARTICLE XI QUORUM AND RULES OF ORDER

Section 1. A majority of the members of the National Board of Trustees, National/Chapter/Sub-Chapter Executive officers, present during the special or regular meetings shall constitute a quorum to officially transact any business.

Section 2. A simple majority (50% + 1) of the vote shall prevail at meetings and deliberations of the NBOT, national/chapter/sub-chapter membership.

ARTICLE XII FEES, DUES AND OTHER PAYMENTS

Section 1. Fees, Dues and other Payments shall be collected from all members. Amount and percentage to be collected and remitted by the Chapter to National Treasurer shall be determined by the NBOT.

Section 1.1. A one-time Membership fee shall be collected from all members upon approval of application.

Section 1.2. Chapter monthly dues shall be collected from all members through check-off.

Section 1.3. Association dues shall be deducted from the monthly dues of all members.

Section 1.4. Agency fees of Twenty Percent (20%) from any monetary benefits shall be deducted from non-members.

Section 1.5. Other fees, fines and payments shall be collected and to be determined by the NBOT as may deem necessary.

ARTICLE XIII DISPOSITION OF ASSOCIATION FUNDS

Section 1. Funds of the Association shall be used only for purposes allowed by the CBL which is necessary for the existence and operation of the Association and for the general welfare of the members.

Section 2. The Trustees and Officers shall not be entitled to salaries from the Association other than honorarium as specifically provided in a written resolution duly adopted by the majority of NBOT at a meeting duly called for the purpose.

Section 3. In case of voluntary dissolution of the Association or final cancellation of its registration certificate, the Association properties are offered to non-members and the proceeds there from, together with the balance of the organization funds shall be distributed, pro-rata to its members, depending on the amount of membership dues contributed to the Association.

ARTICLE XIV SETTLEMENT OF DISPUTES

Section 1. Disputes involving members or its officers shall be referred to the appropriate Grievance Committee for appropriate resolution in accordance with the Association's rules and regulations and other applicable existing laws, rules and regulations.

ARTICLE XV IMPEACHMENT AND RECALL

Section 1. Any of the following shall be grounds for the impeachment or recall of Association Trustees/Officers:

- a. Committing or causing the commission directly or indirectly of acts against the interest and welfare of the Association;
- b. Malicious attack against the Association, its officers or against a fellow Association officer or member;
- c. Willful failure to comply with the obligation to turn over and return to the Association Treasurer within Ten (10) working days, an unexpended sum or sums of money received from the Association funds to answer for an authorized Association purpose;
- d. Gross misconduct/conduct unbecoming of an Association Officer;
- e. Misappropriation of Association funds and property. This is without prejudice to the filing of an appropriate criminal or civil action against the responsible officer or officers by any interested party; and
- f. Willful violation of any provisions of the CBL, measures, resolutions and decisions of the Association.

Section 2. Any member from the NBOT, NEO, CEO shall initiate, recall/impeachment proceedings upon complaint of Five Percent (5%) of the general membership.

Section 3. Any Trustees and Officers shall be impeached/recalled from his/her present position by the unanimous votes from members of the NBOT/NEO/CEO.

ARTICLE XVI FISCAL YEAR

Section 1. The Association's fiscal years shall commence on July 1 and shall end on June 30 of succeeding year.

ARTICLE XVII AMENDMENTS

Section 1. Proposals for amendments to this Constitution may be made by the National Board of Trustees or upon formal petition of at least ten percent (10%) of the general membership.

Section 2. Amendments must be ratified by two-thirds (2/3) votes of all the members of the Association.

ARTICLE XVIII DISSOLUTION

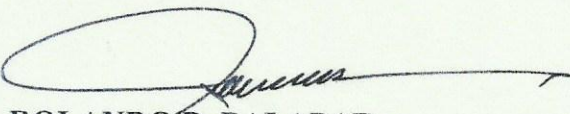
Section 1. The Association may be dissolved by three-fourth (3/4) votes of the general membership after the unanimous resolution of the National Board of Trustees indorsing the dissolution.

ARTICLE XIX EFFECTIVITY

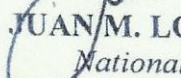
Section 1. This Constitution shall take effect on the day following its ratification by two-third (2/3) votes of the general membership.

Adopted and ratified this 22nd day of November 2006 at Manila Phil with the list of members, together with their signatures, who ratified the same appearing in Annex "A" hereof.

CERTIFIED CORRECT:


ROLANDO D. PALAPAR
National Secretary

ATTESTED:



JUAN M. LOPEZ, MD, MPH
National President

SUBSCRIBED AND SWORN to before me this NOV 30 2010 day of _____ at _____
affiants exhibiting to me their Residence
Certificate:

JUAN M. LOPEZ	ROLANDO D. PALAPAR
No. 18292227	No. 09350103
Issued at: Quezon City	Issued at: Valenzuela City
On: January 8, 2010	On: February 9, 2010

NOTARY PUBLIC

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SERIES OF W/D


GERANCIO B. ORTIZ JR.
NOTARY PUBLIC
UNTIL DECEMBER 31, 2010
PTR NO. 2075548 JANUARY 04, 2010
IBP NO. 656155 - LIFETIME MEMBER
ADPT N-84/2008 ROLL NO. 4009