

OFFICE OF THE PRESIDENT

March 3, 1987

MEMORANDUM NO. 20
Series of 1987

T O: All VisCA Employees, Heads of Offices, Foremen & Supervisors
R E: Participation in Unauthorized Rallies

Based on direct inquiry made with Director Romeo D. Ballesil, Regional Director of the Civil Service Commission of Region VIII, the Director reaffirmed his opinion that participation by officials and employees in rallies or demonstrations during regular working hours, if such rallies are not officially sanctioned or initiated by the agency, shall be considered as absence chargeable to their leave credits, if any.

In approving DTRs and CSRs, all officials/employees concerned shall use their judgments to determine whether their subordinates performed their duties or not during rallies, on the basis of whether they actually participated in the rallies, made attempts to perform their duties during that period, or simply took advantage of the rallies not to report to work.

For compliance.

M. R. Villanueva
M. R. VILLANUEVA
President