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Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte

Item No.: 03
Date: JUN 06 2023

SANGGUNIANG PANLALAWIGAN
LEYTE
19 May 2023.
D. Amie
PROVINCE OF LEYTE

PROVINCIAL LEGAL OFFICE

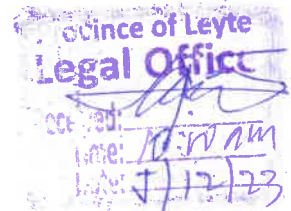
2nd INDORSEMENT
May 18, 2023

Jose Raymund A. Acol
5. 19. 23

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through the SP Secretary, the attached Ordinance No. 2023-02 of the Sangguniang Bayan of the municipality of Tanauan, Leyte, recommending for the declaration of its validity, pursuant to its power under Section 56 (C) of R.A. 7160, the same being, to the opinion of the Provincial Legal Office, that under Section 447 (1) (v), the application of the ordinance is a valid exercise of the municipality's power, provided that the execution of the drug tests be fair, equitable, non-discriminatory and confidential.

ATTY. JOSE RAYMUND A. ACOL
Asst. Provincial Legal Officer *[Signature]*


Republic of the Philippines
PROVINCE OF LEYTE
Tacloban City



OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1ST INDORSEMENT
11 May 2023

The Provincial Legal Office is respectfully requested to review and submit recommendations, on the herein enclosed **ORDINANCE NO. 2023-02 OF THE MUNICIPALITY OF TANAUAN, LEYTE, "ESTABLISHING A DRUG-FREE WORK PLACE"**.


FLORINDA JILL S. UYVICO
Secretary to the Sanggunian



Republic of the Philippines
Province of Leyte
TANAUAN
-oOo-
OFFICE OF THE SANGGUNIANG BAYAN

May 4, 2023

THE SECRETARY

Sangguniang Panlalawigan
Province of Leyte
Capitol Building
Tacloban City



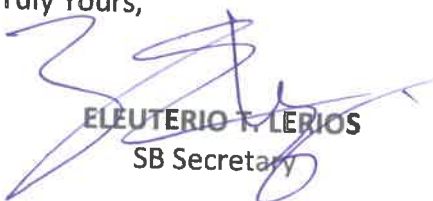
Madam:

Respectfully submitting herewith **ORDINANCE NO. 2023-02**, "An Ordinance Establishing a Drug-Free Workplace in the Municipal Government of Tanauan, Leyte, Appropriating Funds for the Purpose and Providing Sanctions for Violations Thereof."

Author: Hon. Paul Emmanuel R. Cinco
Co-author: Hon. Jan Elmer V. Magdalaga

Trusting that you will accord this matter with your kindest attention.

Truly Yours,


ELEUTERIO T. LARIOS
SB Secretary

Republic of the Philippines
Province of Leyte
Tanauan
000
SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF 38th REGULAR SESSION OF THE 16th SANGGUNIANG BAYAN OF TANAUAN, LEYTE HELD ON APRIL 12, 2023 AT THE SB SESSION HALL, TANAUAN TOWN HALL, TANAUAN, LEYTE..

SANGGUNIANG BAYAN
RECEIVED
10 MAY 2023
Vina
PROVINCE OF LEYTE

PRESENT:

HON. MARK EFREN E. MERILO
HON. JAN ELMER V. MAGDALAGA
HON. PAUL EMMANUEL R. CINCO
HON. JOSIE M. CREER
HON. ATTY. ISAGANI S. ESPADA
HON. JASMIN U. BORJA
HON. CHERRY ANNE T. FIEL
HON. MA. MARTINA L. GIMENEZ
HON. GIL MARK L. FIEL

SB Member/Temporary Presiding
Sangguniang Bayan Member
-do-
-do-
-do-
-do-
-do-
-do-/Liga Fed. Pres.
-do-/ SK Fed. Pres.

ABSENT:

HON. ARCHIE LAWRENCE R. KAPUNAN (Acting Mayor) Municipal Vice - Mayor
HON. MAE JANE ANGELIE M. MORABE (Maternity leave) Sangguniang Bayan Member

ORDINANCE NO. 2023 - 02

AN ORDINANCE ESTABLISHING A DRUG- FREE WORKPLACE IN THE MUNICIPAL GOVERNMENT OF TANAUAN, LEYTE, APPROPRIATING FUNDS FOR THE PURPOSE AND PROVIDING SANCTIONS FOR VIOLATIONS THEREOF.

Author: Hon. Paul Emmanuel R. Cinco
Co-author: Hon. Jan Elmer V. Magdalaga

BE IT ENACTED BY THE SANGGUNIANG BAYAN OF TANAUAN, LEYTE IN REGULAR SESSION ASSEMBLED THAT:

WHEREAS, Section 36 (d) of RA 9165 otherwise known as the "Comprehensive Dangerous Drugs Act of 2002" provides that officers and employees of public and private offices, whether domestic or overseas, shall be subjected to undergo a 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, under Sec. 468 par (a) (1) (v) of RA 7160, provides that the Sanggunian shall appropriate penalties on drug addiction, maintenance of drug dens, drug

[Handwritten signatures and initials in blue ink]

pushing, and such other activities inimical to the welfare and moral of the inhabitants of the province;

WHEREAS, the Civil Service Commission (CSC) issued Memorandum Circular No. 13, series of 2017 which prescribes the conduct of random mandatory drug test as a condition for continuous employment to ensure effective and efficient service free from the hazards of drug use in the work place. 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, the Dangerous Drugs Board issued Board Regulation No. 13, Series of 2018 which provides that all Sanggunian shall enact ordinance mandating the establishment of drug-free workplace policies. Failure to enact such shall be cause for sanction against responsible officials pursuant to Section 60 of the Local Government Code without prejudice to the filing of a case for violation of Section 32, Article I of RA 9165;

WHEREAS, it is in the best interest of the government to create a drug- free workplace because drug abuse problem has adverse and far reaching effects on the government, like reduced productivity, poor decision making, client relationship mishap and physically dangerous situations.

NOW THEREFORE, pursuant to the above cited laws, the 16th Sangguniang Bayan of the Municipality of Tanauan, Leyte, in a Regular Session assembled and on motion of, **Hon. Paul Emmanuel R. Cinco**, with the unanimous accord of the members present, hereby ordains that:

ARTICLE I

GENERAL PRINCIPLES AND POLICIES

SECTION 1. Short title. — This Ordinance shall be known as the "**Municipal Government of Tanauan Drug-Free Workplace Ordinance of 2023.**"

SECTION 2. Declaration of Policy. - The Municipal Government of Tanauan acknowledges the threat and ill-effects of drug abuse on the community and in the workplace including among others, decreased productivity, increased accidents, absenteeism, lapses in the performance of assigned task, and criminality. Thus, the MGT declares the policy to absolutely prohibit the use of dangerous drugs in and outside the office by all officials and employees of the Municipal Government Unit.

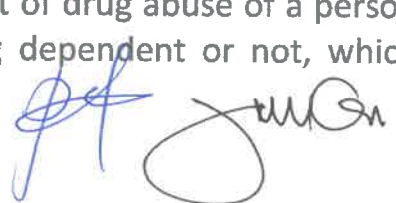
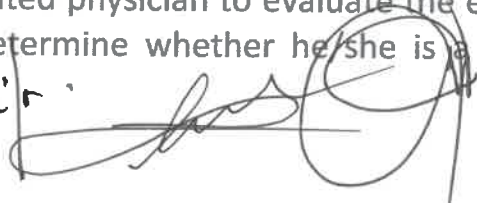
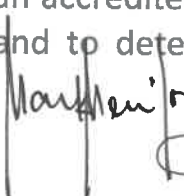
SECTION 3. Purpose, scope and coverage. - The primary purpose of this Ordinance is to ensure the maintenance of a safe and healthy work environment free from use of dangerous drugs, and free from other related activities as

proscribed by Republic Act No. 9165, otherwise known as the Dangerous Drugs Act of 2002.

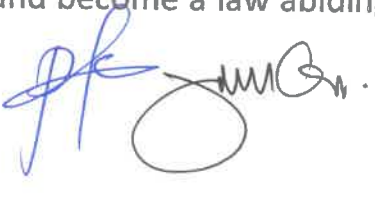
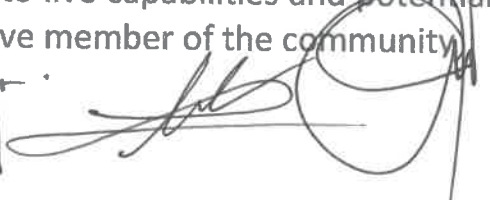
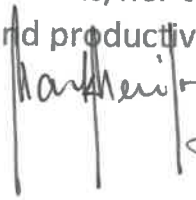
This Ordinance shall apply to all officials and employees in the different department of the Municipal Government of Tanauan without distinction as to work, employment status or salaries and shall cover all stages of employment and - to the Barangay Local Government Units (BLGUs) of this municipality.

SECTION 4. Definition of Terms — For the purpose of this Ordinance, the following terms shall be defined as follow:

- a. Workplace – shall refer to the place where work is done such as but not limited to, the Municipal Hall, and including extension offices, sites, location where the Municipal / Barangay official, Brgy. Volunteer workers or employee is assigned/detailed.
- b. Chain of custody - The duly recorded authorized movements and custody of seized drugs or controlled chemicals or plant sources of dangerous drugs or laboratory equipment of each stage, from the time of seizure/confiscation to receipt in the forensic laboratory to safekeeping to presentation in court for destruction. Such record of movements and custody of seized item shall include the identity and signature of the person who held temporary custody of the seized item, the date and time when such transfer of custody were made in the course of safekeeping and use in court as evidence, and the final disposition.
- c. Challenge Test - A drug test conducted as a result of a challenge filed by a public official or employee who tested positive for drug use in a confirmatory test.
- d. Chronic User / Drug Dependent — Any person identified for using drugs / other substances (mind-altering or not) without medical need, in an amount large enough or over a period long enough to threaten the quality of life or health and safety of the user or others.
- e. Confirmatory Test — 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.
- f. Dangerous Drugs — Include those identified and listed in RA 9165 and its annexes, subject to any reclassification, addition or removal of any drug from said list by the Dangerous Drugs Board, in accordance with Section 93 of RA No. 9165.
- g. Drug Dependency Examination — refers to the examination conducted by an accredited physician to evaluate the extent of drug abuse of a person and to determine whether he/she is a drug dependent or not, which



- includes history taking, intake interview, determination of the criteria for drug dependency, mental and physical status, and the detection of dangerous drugs in body specimens through laboratory procedures.
- h. Drug Test — the process undertaken to determine the presence of dangerous drugs in a person's system, to include both screening test and confirmatory test.
 - i. Experimenter — a person whose drug use began through exploration with limited exposure and no development of regular use or any related harm.
 - j. Government Agency — refers to any and all branches, subdivisions, instrumentalities, and agencies of the national and local government, including government-owned and controlled corporations with original charters, and state and local universities and colleges.
 - k. Occasional User — a person who indulges in drug use to create or enhance experience in any social setting.
 - l. Public Officials and Employees : Elected Municipal Officials, Elected Barangay Officials, Department Heads, Employees, Barangay Volunteer Workers — include any person holding or performing a public function in the legislative, executive, or administrative office in the government, regardless of status of employment or engagement; these do not include Job Order workers.
 - m. JO or Job Order – (refers to the hiring of a worker for piece work or intermittent job of short duration not exceeding 6 Months and paid on a daily or hourly basis)
 - n. Casual Employees – refers to employees whose appointment are issued only for essential and necessary services where there are not enough regular staff to meet the demands of the service and for emergency cases and intermittent period not to exceed one year, (As defined under the CSC 2017 ORAOHRA).
 - o. Random Drug Testing — a method of drug testing where the selection process results in equal probability that any employee from a group of employees will be tested, and without any prior notice of date and venue
 - p. Rehabilitation — a dynamic process including aftercare and follow-up treatment directed towards the physical, emotional/psychological, vocational, social and spiritual change of a drug dependent to enable him/her to live without dangerous drugs, enjoy the fullest life compatible with his/her to live capabilities and potentials, and become a law abiding and productive member of the community.



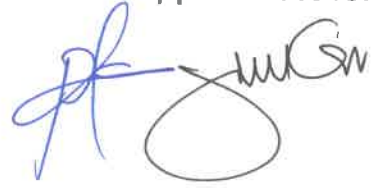
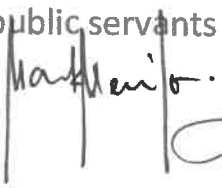
- q. Screening Test — a rapid test performed to establish potential/presumptive positive result.
- r. Brgy. Volunteer Workers – Barangay Tanods, Barangay Nutrition Scholar, Barangay Health Workers, Barangay Service Point Officer and Day Care Workers.
- s. Barangay appointed officials – Barangay Treasurers, Barangay Secretary and the appointed SK Treasurer and SK Secretary.
- t. Contractual Employees – are those employees supplied by Labor Only Contracting Agencies, such as Security Guards rendering service.

ARTICLE II

GUIDELINES IN THE CONDUCT OF DRUG TESTING

SECTION 5. Guidelines in the conduct of Random Drug Testing. - The following guidelines outline the purpose of the random drug testing program:

- a. The random drug testing shall be implemented as a collaborative undertaking of the municipal government, its officials and employees.
- b. Random drug testing shall be implemented primarily for a drug-free workplace.
- c. The conduct of drug test shall be an important consideration on the application of new employees, renewal of appointments, to include promotions in whatever capacity and offices.
- d. Being drug-free shall be an important parameter in the determination whether an employee is physically or mentally fit to render public service. The same shall be considered as a continuing requirement, which should be acquired not only before the start of public employment, but all throughout the service.
- e. The drug testing program shall guarantee and respect the personal privacy and dignity of the officials and employees.
- f. Elected officials are highly encouraged to mandatorily undergo the drug test procedure to encourage and inspire the rank and file employees.
- g. Component local government units are also encouraged to replicate the efforts of the municipal government, in order to create a ripple effect for all public servants in the Municipality of Tanauan.



SECTION 6. Pre-employment drug testing - Drug testing shall remain a requirement for initial entry to government service for appointive public officials and employees. Any applicant found positive for drug use shall be denied entry to government service.

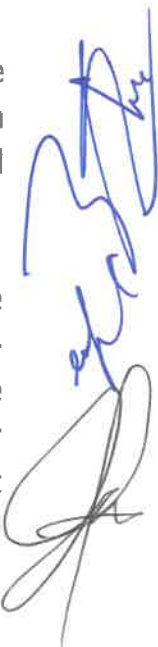
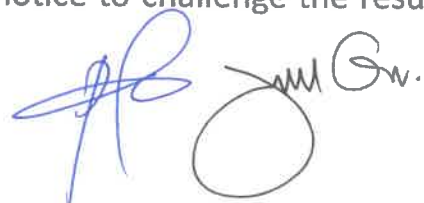
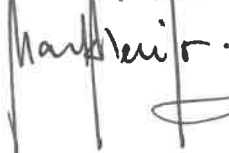
SECTION 7. Initial and subsequent drug testing of public officials and employees - Within one (1) month from the approval of this Ordinance, all departments and offices of the Municipal Government shall conduct a mandatory, random, and suspicion less drug testing of their incumbent public officials and employees as a condition for retention in government service. Subsequent random drug testing shall be conducted upon the recommendation of the Committee to a Drug Free work place assessment.

SECTION 8. Procedure in the conduct of random drug testing - The Municipal Government Tanauan shall conduct the drug test in accordance with the procedures set forth by the Dangerous Drugs Board, which shall be disseminated to their personnel, to include but not limited to the following:

- a. The Drug test shall be mandatory on the part of all Elected Municipal Officials of Tanauan, Leyte.
- b. The drug test shall only be conducted by a government drug testing laboratory or by a drug testing laboratory duly authorized and accredited by the Department of Health.
- c. The randomly selected public officials and employees will fill up and sign a chain of custody form issued to them.
- d. The specimen bottles must be properly labeled and taking of specimen samples for screening test must be done in an area where manipulation (e.g. adding water) is not possible.
- e. Specimen samples found positive in the screening test shall be submitted for confirmatory testing within the same day.

SECTION 9. Action on negative result - Should the drug test yield a negative result for the official or employee tested, no further action is needed other than the issuance of a Drug Test Certificate which shall be valid for one (1) year and could be used for other legal purposes.

SECTION 10. Action on positive result - A positive drug test result from the confirmatory test shall immediately be made known to the Chairman of the Drug-Free Workplace Assessment Committee, or his duly authorized representative who shall notify the concerned public official or employee. Said public official or employee shall have three (3) days from receipt of notice to challenge the result of the confirmatory test.



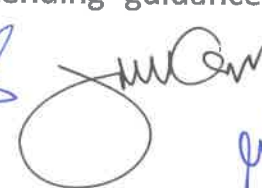
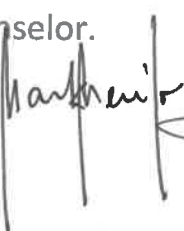
The challenged test shall be conducted, using the same specimen, by a government drug testing laboratory or by a drug testing laboratory duly authorized and accredited by the DOH. Failure to file a challenge within the prescribed period shall make the positive drug test result from the confirmatory test final and the office/agency shall then take the appropriate action as provided in the succeeding section.

The drug test result shall be attached to the 201 file of the public official or employee. All drug test results and records are strictly confidential as provided for under the pertinent provisions of R.A. No. 9165.

SECTION 11. Interventions

1. Public officials and employees who are found to be positive of dangerous drugs at the first instance after the challenge test, or after positive drug test result from a confirmatory test, should the concerned public official or employee fail to challenge said result, shall undergo a Drug Dependency Examination conducted by the DOH or by any medical practitioner accredited by the DOH to conduct said examination and shall be subjected to the following treatment and rehabilitation program:
 - a. Experimenter — Outpatient, guidance counseling for six (6) months
 - b. Occasional User — Outpatient, guidance counseling and regular monthly drug testing for six (6) months shall be at the personal expense of public official or employee concerned
 - c. Chronic User/Drug Dependent Mandatory continuous treatment and rehabilitation for a minimum period of six (6) months in a government rehabilitation center, or through a community rehabilitation program sanctioned under the rules of the Dangerous Drugs Board.
2. A public official or employee found to be an Experimenter shall shoulder the expenses of his/her guidance counseling. The same rule shall also apply to a public official or employee found to be an Occasional User, who shall undergo the guidance counseling and regular monthly drug testing. Time spent for counseling and regular monthly drug testing, if done during office hour, shall be charged against public official or employee's leave credits. For this purpose, the public official or employee's leave credits shall be utilized and when exhausted, vacation leave credits may be utilized for the purpose. If all leave credits are used, absence shall be on leave without pay.

As proof of successful completion of the intervention program, a public official or employee assessed as an Experimenter or Occasional User shall secure a certification of completion issued by his/her attending guidance counselor.



3. Any public official or employee found to be a Chronic User/Drug Dependent, based on the results of the Drug Dependency Examination, and who will undergo a mandatory rehabilitation program for a minimum period of six (6) months shall be considered on sick leave for the entire period of his/her rehabilitation. When the concerned public official or employee's sick leave is exhausted, his/her vacation leave credits may be utilized for the purpose. If all leave credits are used, his/her absence shall be on leave without pay.

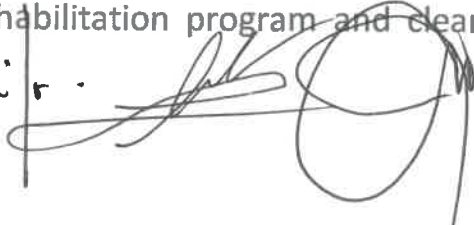
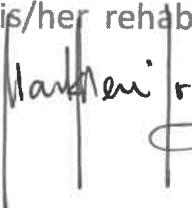
The public official or employee shall undertake the processing of his admission to a rehabilitation center in accordance with the provisions of R.A. No. 9165 and existing rules of the Dangerous Drugs Board.

The public official or employee concerned shall shoulder the expenses of his/her rehabilitation, which shall commence within fifteen (15) days from receipt of Drug Dependency Examination results, to give way to the processing of the necessary clearances.

The public official or employee concerned shall secure a certificate of completion of his/her rehabilitation program and clearance from his/her attending physician that he/she has been successfully rehabilitated and is now fit to return to work. Said public official or employee shall not be allowed to report back to work without first submitting said certification and clearance to his/her agency.

SECTION 12. Guidelines for Job Order Contract Workers

- a. Job Order workers whose services are contracted by agencies/offices under the Municipal Government of Tanauan for a minimum of three (3) months shall be subjected to random drug testing.
- b. Should the Job Order worker be found to be positive for dangerous drugs; he may challenge the result at his own expense, before the same DOH accredited drug testing center.
- c. Should the Job Order worker fail to challenge the result, he shall undergo a Drug Dependency Examination conducted by the DOH or by any medical practitioner accredited by the DOH to conduct said examination and shall be subjected to treatment or rehabilitation program mentioned in the preceding section.
- d. Should the Job Order worker fail to undergo counseling or drug rehabilitation; the same shall be a ground for the non-renewal of his Contract.
- e. The Job Order worker concerned shall secure a certificate of completion of his/her rehabilitation program and clearance from his/her attending



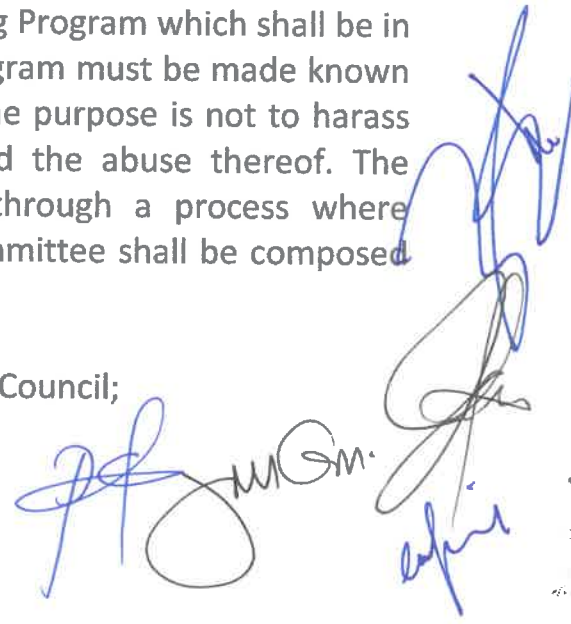
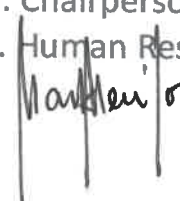
physician that he/she has been successfully rehabilitated and is now fit to return to work.

- f. The Human Resource Management Office shall maintain a record of the Job Order workers who have undergone Drug Testing, including the drug test result and whether the same has been challenged, and the interventions undertaken. Such record shall serve as reference whenever the Job Order worker seeks renewal of his Contract or subsequent entry to government service.
- g. The following acts shall be a ground for non-renewal of Contract:
 1. Refusal without any valid reason, to submit himself/herself for drug testing
 2. Refusal to undergo treatment or rehabilitation program after being tested positive for drug use
 3. Failure to submit a certificate of completion (in the case of experimenter and occasional user) or a certificate of completion with clearance (in the case of a chronic user/drug dependent) when the JOW seeks for the renewal of his Contract
 4. Found to have used drugs during the prescribed period of their intervention or rehabilitation
 5. Tampering the result of a drug test, interfering with the conduct of a drug test or in the release of drug test results, or violates rules of confidentiality or records
 6. Being caught using or peddling drugs
 7. Found positive for the second time

SECTION 13. Creation of a Drug-free Workplace Assessment Committees -

The Drug-Free Workplace Assessment Committee is hereby established which shall formulate and put in place the MGT's Drug Testing Program which shall be in accordance with RA 9165 and this Ordinance. The program must be made known to all employees and officers stressing the fact that the purpose is not to harass but rather to prevent the entry of illegal drugs and the abuse thereof. The program to be implemented must be developed through a process where consensus is achieved regarding its contents. The Committee shall be composed of the following:

- a. Chairperson of the Municipal Anti-Drug Abuse Council;
- b. Chairperson of the SB Committee on Health;
- c. Human Resource and Management Officer;



- d. Municipal Health Officer; and
- e. Department of Health accredited physician of the Drug Testing Center.

SECTION 14. Duties and functions of the committee - The Committee shall undertake the following duties and responsibilities:

1. To formulate the procedure regarding the time, date and manner of selection of officials, employees and Job Order workers who would be subjected to the random drug testing;
2. To oversee the formulation and implementation of the drug abuse policy in the agency;
3. Initiate training programs for Department Heads;
4. Initiate continuing education and awareness program for the employees; and
5. Initiate and adopt value formation, family enhancement and such other related and relevant programs.

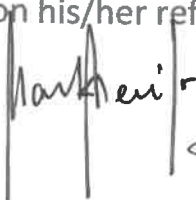
ARTICLE III

SANCTIONS

SECTION 15. Violations of officials and employees. — Any officer or employee found to have violated the provisions of this ordinance may suffer any or combination of the following sanctions:

1. Public officials and employees found to have used drugs during the prescribed period of their intervention or rehabilitation shall be charged with the administrative offense of Grave Misconduct.
2. Public officials and employees who are not issued a certificate of completion (in the case of experimenter and occasional user) or a certificate of completion with clearance (in the case of a chronic user/drug dependent), shall be charged with the administrative offense of Grave Misconduct.
3. Any public official or employee who, after being tested positive of drug use, shall refuse to undergo treatment or rehabilitation program, shall be charged with the administrative offense of Grave Misconduct.

The charge of Grave Misconduct shall be grounded on the fact that said public official or employee was tested positive of drug use and not on his/her refusal to undergo or failure to complete his/her treatment.



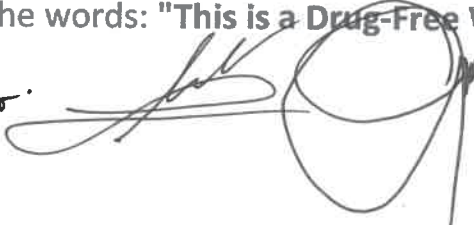
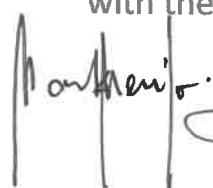
4. Any public official or employee, who refuses without any valid reason, to submit himself/herself for drug testing, shall be charged with the administrative offense of Gross Insubordination.
5. Public officials and employees who for the second time have tested positive in a random drug test after completion of his/her treatment and/or rehabilitation program or shall be found to have used dangerous drugs during the prescribed period of intervention or rehabilitation, shall be charged with the administrative offense of Grave Misconduct.
6. Any public official or employee found to have tampered the result of a drug test, interfered with the conduct of a drug test or in the release of drug test results, or violated rules of confidentiality or records shall be charged with the administrative case of Grave Misconduct.
7. Officials and employees caught using or peddling drugs shall be charged with the administrative offense of Grave Misconduct, without prejudice to the filing of appropriate criminal charge/s under R.A. No. 9165 and other pertinent laws.

ARTICLE IV

CONTINUING COMMITMENT TO A DRUG-FREE WORKPLACE

SECTION 16. Commitment to a drug-free workplace - The Municipal Government of Tanauan, Leyte, with the Drug-Free Workplace Assessment Committee shall be responsible for the following:

- a. Adopt a continuing and sustainable substance abuse awareness program to inform employees about:
 - i. Its policy of maintaining a drug-free workplace;
 - ii. The dangers posed by the abuse of dangerous drugs; and
 - iii. The consequences, penalties, and administrative sanctions in violation thereof.
- b. Distribute a copy of this Ordinance to the officials and employees of the Municipal Government of Tanauan, Leyte.
- c. Conduct of substance abuse awareness and prevention programs
 - i. Ensure adequate funding for the implementation of Drug-Free Workplace policy.
 - ii. To display a Billboard message at a strategic place/s in the office with the words: "**This is a Drug-Free Workplace** "



SECTION 17. Confirmation/Affirmation and commitment to this ordinance. - The officials and employees of the Municipal Government of Tanauan, Leyte, including the Job Order Workers/Personnel shall personally sign the following:

CONFIRMATION/AFFIRMATION AND COMMITMENT TO A DRUG FREE WORKPLACE

As an official/employee of the Municipality of Tanauan, Leyte, I hereby certify that I have read the provisions of Ordinance No.----- , Series of 2023 entitled "AN ORDINANCE ESTABLISHING A DRUG- FREE WORKPLACE IN THE MUNICIPAL GOVERNMENT OF TANAUAN, LEYTE, APPROPRIATING FUNDS FOR THE PUPOSE AND PROVIDING SANCTIONS FOR VIOLATIONS THEREOF" and affirm my commitment to unconditionally abide to all that is provided therein and I shall be answerable to the Municipal Government for whatever violation that I may commit.

Name and Signature of Official/Employee

Attested by:

Name

Designation

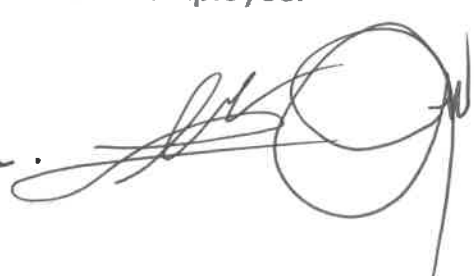
Date

ARTICLE V

MISCELLANEOUS PROVISIONS

SECTION 18. Funding Requirements. — Expenses for the conduct of screening and confirmatory test shall be charged against the Budget of the Local Government Unit of Tanauan, Leyte. Thereafter, such sums as may be necessary shall be included in the subsequent Annual Budget/Supplemental Budget of the Local Government Unit.

However, drug test conducted as a result of a challenge to a positive drug test result from the confirmatory test shall be charged to the personal expense of the concerned public official or employee.



mm Sm



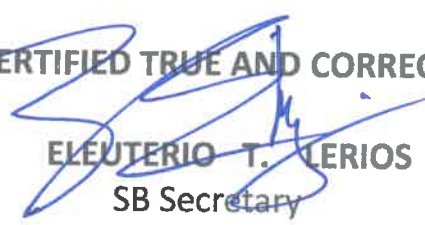
SECTION 19. Separability. - If, for any reason, any section or provision of this Ordinance is declared unconstitutional or invalid, the other sections or provisions not affected thereby shall remain in full force and effect.

SECTION 20. Repealing Clause. - All ordinances, rules and regulations, other issuances or parts thereof which are inconsistent with this Ordinance are hereby repealed, or modified accordingly.

SECTION 21. Effectivity. - This Ordinance shall take effect after its publication in a newspaper of local circulation for at least three (3) consecutive weeks and after copies of this Ordinance shall have been posted in the bulletin board and in at least two (2) conspicuous places in the Municipal Building, not later than five (5) days after approval hereof.

ENACTED : 12 APRIL 2023.

CERTIFIED TRUE AND CORRECT:


ELEUTERIO T. LERIOS
SB Secretary

ATTESTED:


HON. MARK EFREN E. MERILO
SB Member/temporary Presiding


HON. JAN ELMER V. MAGDALAGA
SB Member


HON. JOSIE M. CREER
SB Member


HON. JASMIN U. BORJA
SB Member


HON. MA. MARTINA L. GIMENEZ
SB Member/Liga Fed. President


HON. PAUL EMMANUEL R. CINCO
SB Member


HON. ATTY. ISAGANI S. ESPADA
SB Member


HON. CHERRY ANNE T. FIEL
SB Member


HON. GIL MARK L. FIEL
SB Member/SK Fed. President

APPROVED BY:


HON. MA. GINA E. MERILO
Municipal Mayor

Date: 05 - 03 - 2023



Republic of the Philippines
Province of Leyte
TANAUAN
-oOo-
OFFICE OF THE SANGGUNIANG BAYAN

C E R T I F I C A T I O N

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that **ORDINANCE NO. 2023-02**, "An Ordinance Establishing a Drug-Free Workplace in the Municipal Government of Tanauan, Leyte, Appropriating Funds for the Purpose and Providing Sanctions for Violations Thereof.", have been posted in the bulletin boards at the following: Entrance of the Municipal Hall, Office of the Sangguniang Bayan, and Public Market beginning May 3, 2023 and shall remain posted for a minimum of three consecutive weeks.

This certification is issued in compliance with the pertinent provisions of R.A. 7160.

Issued: May 3, 2023


ELEUTERIO T. LERIOS
SB Secretary