

Fw:

Bernard R. De Lumen <brdelumen@csc.gov.ph>

Thu 12/30/21 10:44 AM

To: Gerald B. Panganiban <gbpanganiban@csc.gov.ph>

Ge,

For docket ecdms please. Thanks.

BERNARD R. DE LUMEN

Administrative Officer V



OLA-RECORDS

8931-8092 / 8931-7939 / 8931-7935 loc. 406
Civil Service Commission, Constitution Hills,
Batasang Pambansa Complex Diliman
1126 Quezon City, Philippines

From: Venice Angela Viros <veniceangelaviros@ymail.com>

Sent: Wednesday, December 29, 2021 2:38 PM

To: Office for Legal Affairs <ola@csc.gov.ph>

Subject:

Magandang araw po. Nais ko po idulog ang unfair treatment na ginagawa sa akin sa aming opisina.

Noong October 6, 2021 po, bigla pong sumugod sa aming opisina ang aming LMO 3 na may dalang yantok at gusto akong saktan dahil sa pangyayareng naganap noong October 5, 2021.

Noong October 5, 2021 po ay kinausap ako ng aming Geodetic Engineer sa kadahilanang kinausap daw po sya ng aming PENRO. Ang sabi daw po sa kanya ng aming PENRO ay ako daw po ay kausapin dahil ako daw po ang nagsusumbong sa kanyang asawa ng kung ano anong bagay. Ayon daw po sa aming PENRO ay naririnig daw po ako nung LMO namin na kausap ung asawa ng aming Engineer. Dahil po dito, nagalit po ako dahil hindi lang po ito ang unang beses na pinaratangan ako ng aming PENRO at LMO ng kung ano ano.

Matapos po ang paguusap namin ng aming Geodetic Engineer, tinatawagan ko po ang aming PENRO ngunit hindi po siya sumasagot. Tinawagan ko din po ang aming LMO at noong sumagot sya tinanong ko po sya kung ano na naman po bang paninira tungkol sa akin ang sinasabi nia sa aming PENRO. Ang sabi nia po wala daw po syang alam sa usapan namin ni PENRO at kung gusto ko daw po i-add niya sa call si PENRO. After po noon, naputol na po ang tawag. Sinubukan ko po ulit tawagan ngunit hindi na po sumasagot.

Kinabukasan, October 6, 2021 ay pumasok po ako sa aming opisina. After lunch po, mga 1pm bigla po kaming nagulat ng mga kasamahan ko sa records dahil sa malakas na pukpok sa pintuan ng Records Office. Lumabas po kami para tingnan kung ano yun ngunit wala na pong tao sa may pintuan. Nagtanong po kami sa mga tao sa paligid at sabi po ng Utility Worker namin, ung LMO daw po namin ang pumukpok sa pintuan gamit ang yantok. Agad po kaming bumalik sa loob ng Records Office. Maya maya po ay lumabas ung isa naming kasamahan upang harangin ung LMO namin dahil gusto daw po pumasok at gusto daw po akong masaktan dahil sa ginawa ko daw po na paninita sa kanya sa telepono. Inakay niya po ito papunta sa parking area ng aming office upang mailayo. Inihatid niya po ito sa kanilang bahay matapos ang kanilang paguusap ngunit nagbanta po ito na babalik sya ng 5pm para balikan ako.

Noong nakabalik na po sa aming opisina ang aming kasamahan, agad po syang tumawag sa aming CENRO para sabihin ang nangyare. Agad din po akong pinahatid sa bahay upang mailayo. Matapos po ang insidenteng yun ay hindi na po ako nakapasok sa aming opisina dahil sa pagbabanta sa akin ng aming LMO.

Kinabukasan, October 7, 2021 nagchat po ng kung ano ano ang aming LMO sa aming official group chat. Hinahanap niya po ako, tinatanong kung pumasok daw po ba ako, at may mga pagpapahiya din po syang sinabi sa official group namin. Bigla po syang tumigil sa pagchchat at makalipas po ang ilang minuto ay nandoon na po ulit sya sa aming office at may dala dala na naman pong yantok.

Ilang araw din po syang pumapasok sa aming office ng may dala dalang yantok. Kaya hindi na rin po ako nakapasok dahil baka po kung anong masamang mangyare saken.

October 8, 2021, Linggo pumunta po ako sa aming office para po sana kunin ang aking mga gamit. Pagdating ko po sa aming office, hinarang po ako ng guard dahil sinabihan daw po sya ng aming LMO na huwag magpapapasok sa aming building hanggat di nagpapaalam sakanya. Dahil po dito tnawagan ko po ang aming CENRO, kinausap niya po ang guard para papasukin ako at kunan nalang daw po ng litrato ung mga gamit na kukunin ko sa loob ng aking office.

Ilang linggo po akong hindi nakapasok dahil wala din naman po naging action ang management.

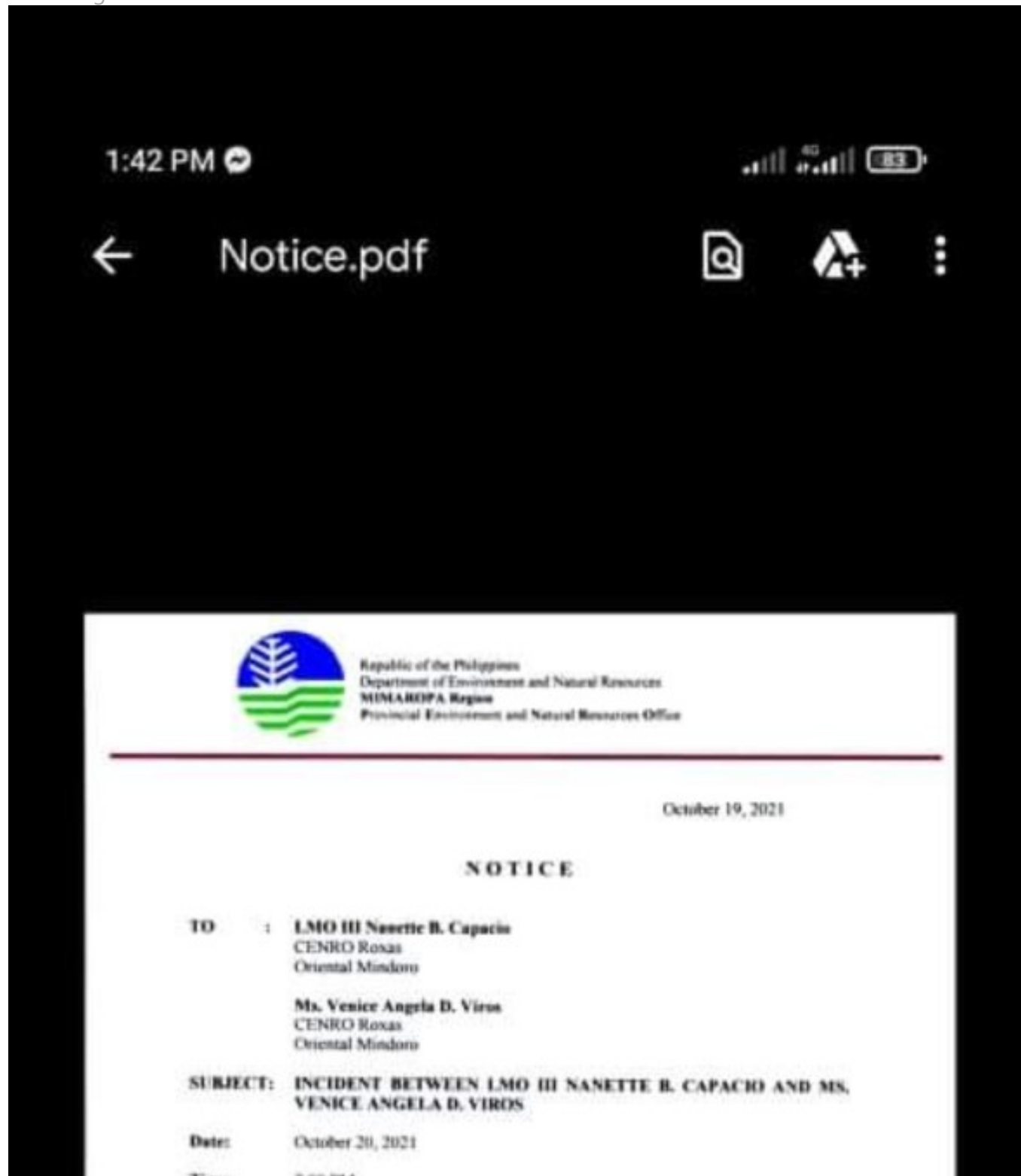
October 19, 2021 pumunta po sa aking tinutuluyang boarding house ang aming AO upang ibigay ang ang notice of meeting on October 20, 2021 upang pagusapan ang incident na nangyare noong October 6, 2021.

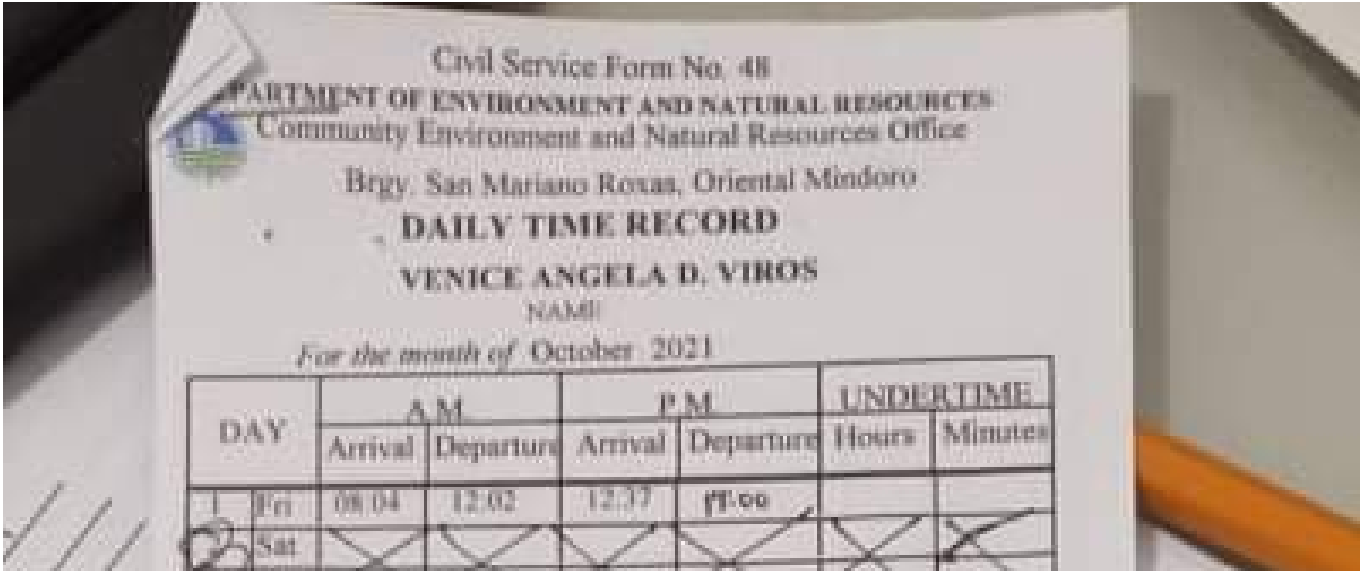
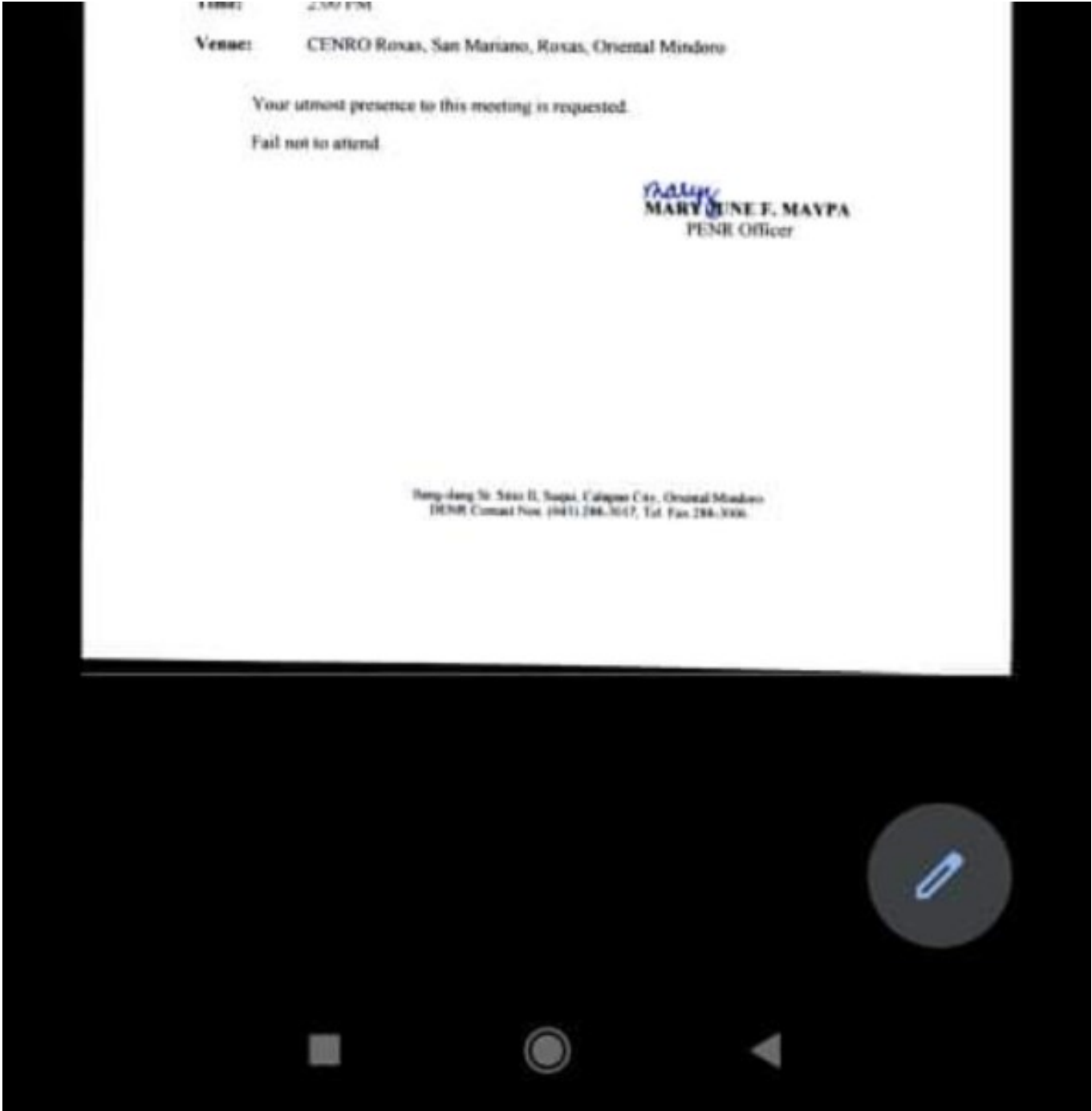
Kinabukasan, October 20, 2021 pumunta po ako sa aming office para sa meeting. Kinausap po ako at ang LMO ng aming PENRO para magkaayos. Ngunit hindi na po napagusapan ang insidente na nangyare. Hindi po pumayag na makipag-ayos ang LMO sa halip ay sinabi pa po niya sa aming PENRO na hindi na daw po sya komportable na nandoon ako sa opisina dahil baka magkasala lang daw po sya. Wala pong naging magandang kinahinanatnan ang paguusap. Tinanong ko po ang aming PENRO kung paano ang pagpasok ko pero ang sabi niya lang po ay magpalamig na lang daw muna po ako.

October 27, 2021 ay pinadalhan pa po ako ng memo dated October 22 regarding observation of non-observance of office protocol. Ako pa po ang minemohan ng aming PENRO pero ung LMO na nagbanta at gustong manakit saken ay wala man lang po silang naging action. Sa pagkakaalam ko po grave threat un at suspension or dismissal po ang dapat na action para dun.

Hindi po ako nakapasok mula October 7 hanggang October 31. November 11 na po ako nakabalik at nakapasok sa aming opisina dahil napagalaman ko po na nagfile ng letter of intent to retire ung LMO na nagbanta sa akin. Ngunit nitong December, winithdraw niya po ito. Hindi na daw po itutuloy ang pagreretire. Pansamantala ay nireassign muna po sya sa PENRO simula Disyembre.

Wala pong naging magandang aksyon ang management patungkol sa insidenteng nangyare. Nakipagusap po ako sa legal ng CSC. Ang sabi niya po ay hindi ko dapat ileave ung mga araw na hindi ako nakapasok dahil sa pagbabanta sa akin. Iattach ko lang daw po ang incident report sa aking DTR. Ngunit hanggang ngayon po ay wala hindi pa rin po napipirmahan ang aking DTR para sa buwan ng Oktubre.





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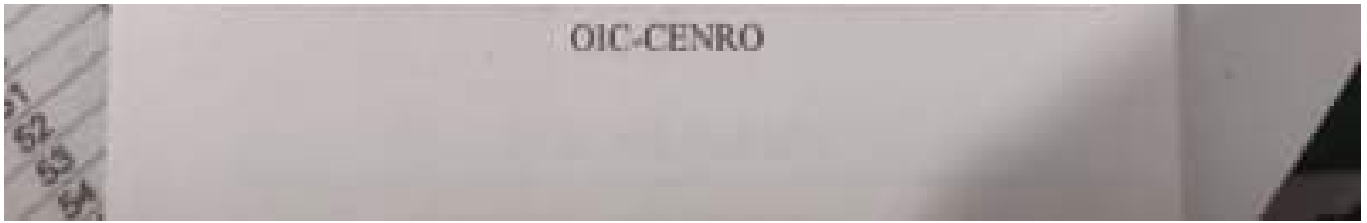
TOTAL: _____ hrs./min. OT _____

I CERTIFY on my honor that the above is a true and correct report of the hours of work performed record of which was made daily at the time of arrival in and departure from office.


VENICE ANGELA D. VIROS

Verified as to the prescribed office hours

ALMA E. GIBE



[Sent from Yahoo Mail on Android](#)

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Republic of the Philippines
Department of Environment and Natural Resources
MIMAROPA Region

Community Environment and Natural Resources Office

Camia St., San Mariano, Roxas, Oriental Mindoro

Contact No.: 0917 876 9985 / 0917 169 0232

VOIP: (043) 289-7118

Email: cenroroxasormindoro@denr.gov.ph

October 11, 2021

MEMORANDUM

FOR : The PENR Officer
Suqui, Calapan City, Oriental Mindoro

FROM : The OIC- CENR Officer

SUBJECT : **INCIDENT REPORT**
RE: LMO III/CHIEF, RPS NANETTE B. CAPACIO AND
ADMINISTRATIVE OFFICER I (RECORDS OFFICER) VENICE
ANGELA D. VIROS

DENR-MIMAROPA REGION	
PROVINCIAL ENVIRONMENT AND NATURAL RESOURCES OFFICE	
ORIENTAL MINDORO	
PENRO TRACKING NO.	
RECEIVED BY:	<i>[Signature]</i>
DATE:	OCT 15 2021
TIME:	

On October 6, 2021, Wednesday, around 1 o'clock in the afternoon, Records Office personnel Venice Angela D. Viros, Euridez M. Gabuco and Maria Senfrosa D. Sayse were wondering because the fire exit door was hit for at least three times. They went outside to check the fire exit door but no one was there. They asked the two laborers who was about 3 meters away from the door however, they said that they didn't notice anything. Then, they asked the Utility Worker Denry Gregorio and told them that it was one of our employees, LMO III/Chief, RPS Nanette B. Capacio.

LMO III/Chief, RPS Nanette B. Capacio was seen holding a "yantok" and is looking for RO Venice Angela D. Viros. She was also seen by FR Marites Almarez watching the CCTV monitor focusing on the Records Room. FR Almarez then greeted LMO III/Chief, RPS Capacio and asked for where she will use the yantok she's holding and she hastily replied that it is for RO Viros. LMO III Capacio then proceeded to Mangkono Building, where the Records Room was located, still holding the yantok. Coincidentally, Admin Aide VI Dale Melchor A. Alagao will go outside but when he noticed LMO Capacio, he invited her to talk outside. She agreed however, she is hitting the reception table as well as the pathway grills even though there were clients present on the site.

During the conversation between LMO Capacio and ADA Alagao, she ranted her feelings and her determination to hit RO Viros due to complete anger. She even warned that she will return at 5 o'clock in the afternoon to wait for RO Viros.

The following day, October 7, 2021, I together with LMO II Bonz Culla-Umali, and CO II Marilyn Caspe went immediately to Mr. Frag Restaurant, B. Del Mundo, Mansalay, Oriental Mindoro to talk to LMO Capacio about the incident the day before. I requested her to calm down and encouraging her to fix the problem through a closed-door conversation with RO



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Viros. In spite of this, LMO Capacio insisted that she cannot promise to not hurt RO Viros once she saw her.

On the same day, LMO Capacio asked AO Arabelle Joy V. Tamayosa thru the Facebook Group Chat if RO Viros came in the office for the day where she responded that she didn't come. Later that day, LMO Capacio went to the garage in front of the office premises and was seen by FR Mark de Leon, still with her yantok. He engaged a conversation with her then left afterwards.

This incident had started on October 5, 2021, Tuesday, when Engr. John Eric C. Garcia confronted RO Viros in the Records Room. According to RO Viros, Engr. Garcia asked her if it is true that she is the one relaying his affair with SI Dalia G. Bigtas to his wife, Maria Liza F. Garcia. This is because he said, LMO Capacio told PENRO Mary June F. Maypa that she heard a conversations between RO Viros and Mrs. Garcia through mobile phone call and PENRO Maypa instructed him to catch her in words. Because of this, RO Viros burst out her emotions and anger that lead her to call LMO Capacio to confront her. LMO Capacio, who was asleep that moment because she just received her second dose of Covid vaccine, was awakened and answered the call. After the call, RO Viros addressed her rants to some personnel inside the Mangkono Building (SI Marie Ann Galit, Forester I Jiely Rose Galindez, Forester II Lolita Z. Alfante, Forester I Aquino Bautista, ADA Ma. Senfrosa Sayse, ADA Dale Alagao, Forester I Lehen Bautista, EMS II Marvin Fetalco and Elmer Relos) regarding the issue as well as the other issues she had encountered in CENRO Roxas.

LMO Capacio is always stating that she don't want to commit sin. However, if she see RO Venice, she want to hurt her even damaging office property because of anger. Consequently, RO Viros can't go to work after the incident.

In line with this, we recommend that this incident to undergo the Alternative Dispute Resolution with the presence of LMO III/Chief, RPS Nanette B. Capacio, Administrative Officer I (Records Officer) Venice Angela D. Viros, Engineer II John Eric C. Garcia, Chief, MSD Nestor N. Cuasay, LMO II Maria Renelyn Alva Culla-Umali and PENRO Mary June F. Maypa.

For her information, record and consideration.



ALMA E. GIBE