



VIROS, Venice Angela
Re: Grievable Matters
(DENR - MIMAROPA)

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JUL 06 2022

MS. LORMELYN E. CLAUDIO, CESO IV
Regional Executive Director,
DENR-MIMAROPA
mimaroparegion@denr.gov.ph

Attn: Chairperson, Grievance Committee
DENR-MIMAROPA

Dear **Regional Executive Director Claudio:**

This pertains to the enclosed electronic mail of Venice Angela Viros (with attachments), Administrative Officer I, DENR-Community Environment & Natural Resources Office (CENRO), Roxas, Oriental Mindoro.

In said electronic mail (e-mail), Viros essentially alleges that she was constrained not to report for work from October 7, 2021 to October 31, 2021, due to the repeated threats of physical harm on her person by **Nanette B. Capacio**, Land Management Officer III, same CENRO. Further based on Viros' representations, her Daily Time Record (DTR) for October 2021 has yet to be signed by her OIC-CENRO, despite said incident which was brought about by a misunderstanding between Viros and Capacio as a result of personal rumors/gossips involving them, which circulated in said office. However, as can be gleaned from the attached records, the instant matter was already the subject of a meeting between the parties on October 20, 2021, which was called by Mary June F. Maypa, Provincial Environment & Natural Resources Officer. Yet, Viros avers that no favorable outcome arose from said meeting. Notably however, there is no attached minutes of the meeting which shows the results thereof.

Pertinent thereto is **Item 6 of CSC MC No. 2, s. 2001¹**, which provides that:

¹ Revised Policies on the Settlement of Grievances in the Public Sector

"6. Grievance refers to work related issues giving rise to employee dissatisfaction. The following cases shall be acted upon through the grievance machinery;

"xxx;

"d. Interpersonal relationships and linkages;

"Xxx. "

Based on the above-quoted provision, it is clear herein that the above concerns of Viros are the proper subjects of a grievance that is within the exclusive jurisdiction of your agency grievance committee to address and resolve. Hence, in order for your agency to be afforded the full opportunity to resolve the personal misunderstandings between the parties which affect their working relationship, and its connected issues, this Office respectfully forwards Viros' subject e-mail (with attachments) to you and said committee, for consideration and appropriate action.

Kindly inform this Office of any developments on the herein matter, as soon as possible.

Thank you.

Very truly yours,



KARIN LITZP. ZERNA
Director IV

CC :

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KLPZ/LSD/87
VIROS, Venice Angela