



22 October 2020

MR. EDDIE V. MONREAL

General Manager

MANILA INTERNATIONAL AIRPORT AUTHORITY (MIAA)

MIAA Administration Building,

MIA Road, Pasay City

**RE: STATUS OF THE ORGANIZATIONAL
RESTRUCTURING PROPOSAL OF MIAA**

Dear GM Monreal,

This refers to the email from an employee¹ of the **MANILA INTERNATIONAL AIRPORT AUTHORITY (MIAA)**, inquiring on the status of the MIAA Organizational Restructuring Proposal which supposedly includes an Early Retirement Incentive Plan (ERIP).

The Organizational Restructuring Proposal of MIAA is for discussion of the Technical Working Group (TWG).² The initial planned meeting of the TWG was postponed in line with the declaration of the Enhanced Community Quarantine (ECQ) due to the Coronavirus disease (COVID-19).³ Currently, the TWG meeting has yet to be rescheduled.

As regards the ERIP, the Governance Commission clarifies that there are no existing legal bases for the grant of ERIP to affected employees due to restructuring. The existing laws and issuances on the benefits that can be offered to affected employees include retirement and/or separation packages under Republic Act (R.A.) No. 1616,⁴ as amended by R.A. No. 660,⁵ or R.A. No. 8291,⁶ whichever may be applicable to an employee.

Nonetheless, should MIAA choose to pursue an ERIP once its restructuring has been approved by the Governance Commission, the Corporation must first secure an approval from the President of the Philippines.

FOR YOUR INFORMATION AND GUIDANCE.

Very truly yours,

Digitally signed by:
CHAIRMAN SAMUEL G. DAGPIN, JR.

Digitally signed by:
COMMISSIONER MICHAEL P. CLORIBEL

Digitally signed by:
COMMISSIONER MARITES C. DORAL

¹ Email from Mr. Roberto Lumague Rivera was officially received by the Governance Commission on 15 October 2020.

² The TWG is composed of GCG and MIAA officers and employees.

³ Memorandum from the Executive Secretary dated 16 March 2020.

⁴ *An Act Further Amending Section Twelve of Commonwealth Act Numbered One Hundred Eighty-Six, as Amended, by Prescribing Two Other Modes of Retirement and for Other Purposes*

⁵ *An Act to Amend Commonwealth Act Number One Hundred and Eighty-Six Entitled "An Act to Create and Establish a Government Service Insurance System, to Provide for its Administration, and to appropriate the Necessary Funds Therefor," and to Provide Retirement Insurance and for Other Purposes.*

⁶ *An Act Amending Presidential Decree No. 1146, as Amended, Expanding and Increasing the Coverage and Benefits of the Government Service Insurance System, Instituting Reforms Therein and for Other Purposes.*