



WaterLife

The Official News Magazine of Calamba Water District

Vol. V No. 1

JANUARY - JUNE 2014



Linghad Bayani



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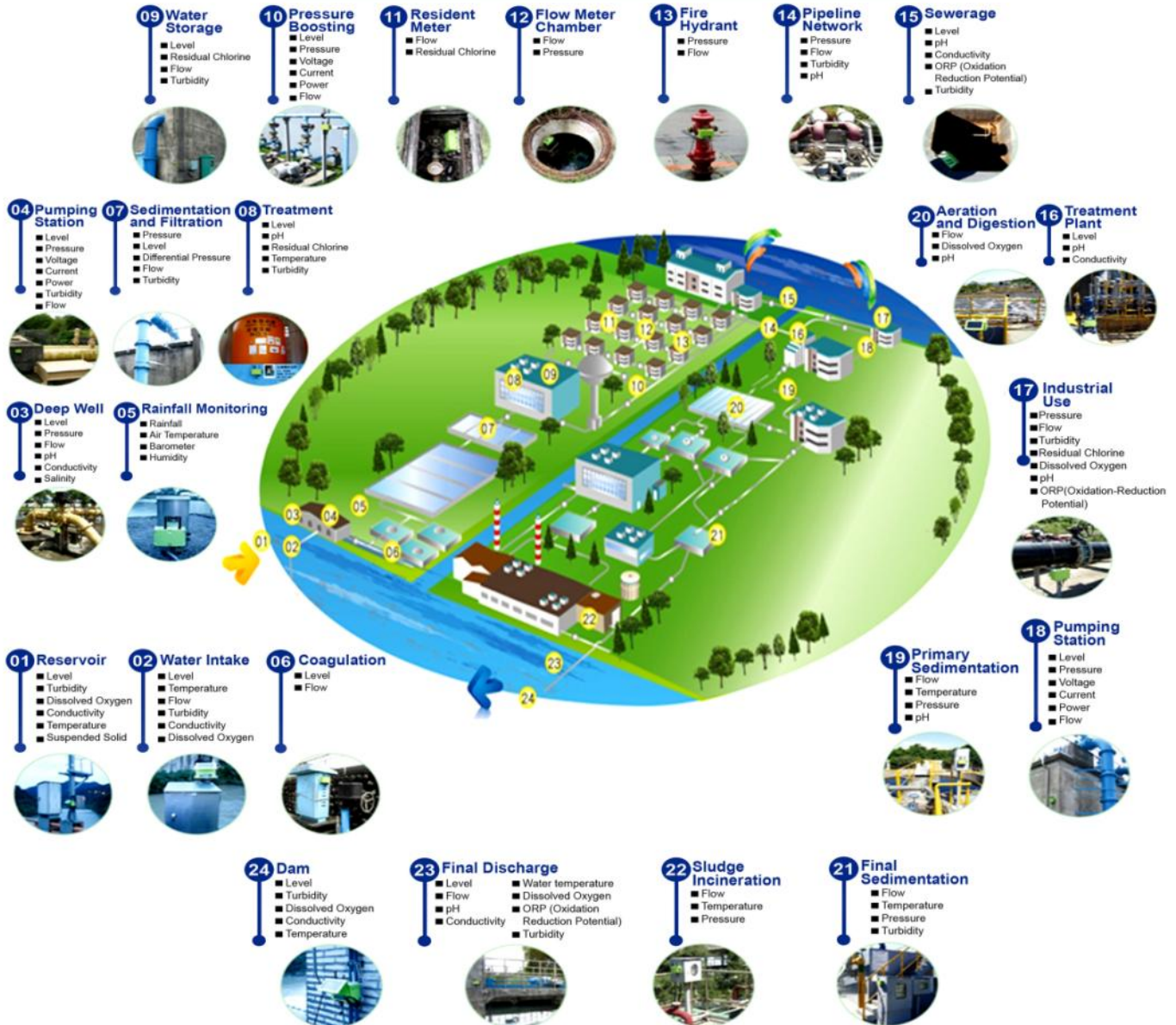
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 Tel.:(63-2) 241-8501 to 04, 243-2941 to 42
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ABOUT THE COVER

Heroism lies in the heart of every individual therefore each civil servant regardless of position could shine like a hero!

Today, Waterlife pays tribute to the unsung heroes of Calamba Water District. They are the employees who are crossing the line between ordinary civil servants to servant-heroes or "Lingkod Bayani". Unconsciously, they epitomize heroism by responding to duties which have holistic impact to the community.

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VISION

A District with the highest quality of service that ensures customer satisfaction by providing continuous supply of potable water at an affordable cost and committed to environmental preservation and protection.

MISSION

The District will ensure the Calambeños with sufficient supply of potable water 24/7 along with its commitment to establish proper sewerage treatment as part of our environmental concern.

CORE VALUES

Knowledgeability, Dedication, Commitment, Loyalty, Integrity, Simple Living

CWD HYMN

Bayan ng Calamba'y pinagpala
ng likas na kayamanan,
Yamang likha ng Maykapal
tubig na mula sa bukal.

Kaya't kami ay natatag
upang pangasiwaan,
tubig na taglay ay buhay,
tubig na para sa lahat.

Aming tanging layunin
ihatid ang yamang tubig,
nang maayos at malinis,
Calamba Water District
Tapat na lingkod bayan.

WaterLife

The official news magazine of Calamba Water District



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Your contributions are welcome, email us at
waterlife2010@yahoo.com

The WATERLIFE reserves the right to edit all submitted materials for reasons of clarity and space. No part or whole of this news magazine will be printed without prior approval. All other rights reserved, 2014.

At your service

The men and women behind Calamba Water District (CWD) are in continuous quest to bring forth reliable source of water for the city milieu. Thus, everyone is in harmony for progress and development of the water facilities including the manpower that will pave the way for the realization of its objective.

Each employee has a penchant to give quality service, though at times there are issues which hinder one to do so. Nevertheless, the commitment to serve is the driving force that pushes the CWD workforce to be convergent and dance to the groove of action. Thus, all hands are on deck in support to the projects that will bring positive results.

Thereby, ways and means that will give rise for thumbs up remark from the concessionaires were ascertained and that includes the expansion of waterlines and provision of additional water sources as amongst the CWD activities this first and second quarter of 2014.

Likewise, barangays and subdivisions which are not yet covered by CWD water service were brought to terms for turnover so as to oversee by the latter.

CWD need not to elaborate every detail of its plan just to let the community heedful of what it has been doing. Everything is implied although cannot be seen at one glance.

This issue of Waterlife will let you see the unseen and the unheard deeds of CWD for the district is not into lip service but always AT YOUR SERVICE 24/7.



MELODY ESTACIO-OYOS
Editor-in-Chief

FROM THE GM's DESK

The old phrase “you can't manage what you can't measure” is especially true to managing an organization.

We always have different kinds of problems whether it be human resources, technical, or financial. The first impulse to me is to ask myself.... What are the reasons? What can I do?

Those are the questions I have in mind every time I am faced off with work related issues which need to be solved.

Boasting aside during my younger and bachelor years, I could easily think of immediate solutions to the problems I came across with. Dauntless, I must say I have this “Bahala na si Batman” attitude and being “willy nilly” turned me at times to “Sufferman”.

Things went different as I aged and acquired wisdom. I realized that every move I have to make must be properly planned, for I will not be the only person who will suffer the consequences when worse comes to worst, but as well those who are connected with me, and speaking as the head of the organization, are the CWD employees.

My eyes are open so as my ear, to the need of the employees, yet I remain silent and did not let my honeyed tongue whisper promises, but that does not mean I do not give a care and is hands off. The sense of responsibility is always there like a good and diligent father of a family.

My silence seems to be an enigma which gives rise for some to take my words with a grain of salt. However, I opted to remain as is so as I could listen very well to the clamor that echoes within my surrounding.

The word silent and listen contains the same letter and I believe every individual must acknowledge the importance of those two words in coming up with a decision.

I am aware that I have course of action which made me unpopular and eventually leads me stealing the show in every office corner. But that is the predicament of being a leader. I know I can't please everyone but as long as my intentions are for the benefit of all and at the same time within the values of CWD, I could say I have my obligations and responsibility carried out accordingly.

Everyone inside the organization is important, thus, we should all join hands. We are comparable to a broomstick which defeats its purpose if whisk are not tightly tied up together.

Things are on my lap now and I must say that human issues are the hardest to handle. But as a man looking at things with optimism, I believe that everything will fall in its proper places soon as long as we will not be disengaged with our corporate mission.

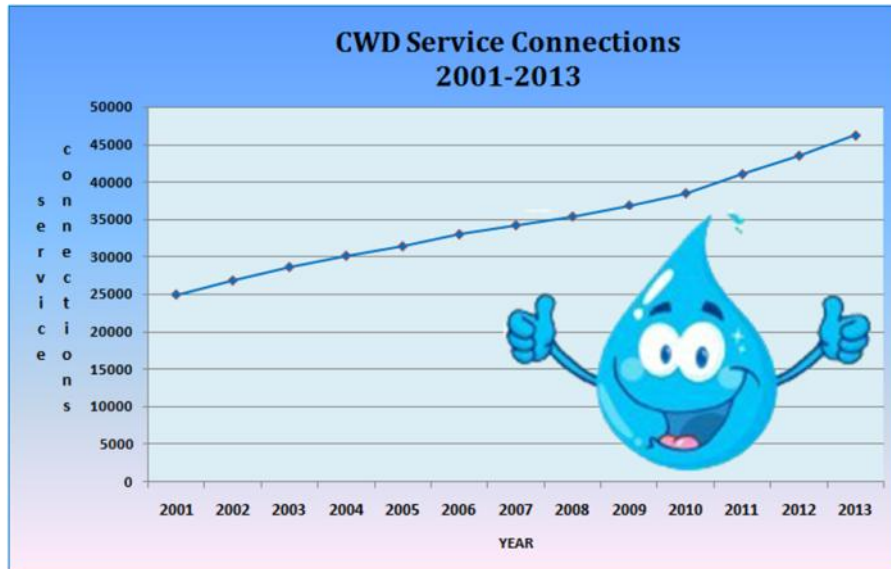
I encourage everyone to freely communicate in responsible way to attain an effective and solid organization because it is not only at the top that needs solid foundation but the bigger portion of the organization.



ENGR. RESTITUTO B. SUMANGA, SR.
General Manager

CWD racks up more than 2k connections

Cristina M. Bonaobra



Year	No. of Service Connections
2001	24946
2002	26821
2003	28634
2004	30142
2005	31411
2006	33014
2007	34235
2008	35394
2009	36874
2010	38508
2011	41069
2012	43537
2013	46230

Operations in 2013 yielded the highest record on increase in number of concessionaires. Pegged at 46,230 service connections at the end of the year, it exceeded the projected 45,945 for the year by 62% tantamount to 285 added connections. Comprising this figure is the total 2,706 new connections that racked up by December 2013, which is 176 higher than the 2,530 annual target. Compared with 2012 data, Calamba Water District (CWD) obtained a sum of 2,693 additional connections, the highest number attained so far against historical data covering the past ten years.

This milestone is the upshot of the project completion in Sitio Patag, Tibag and successful turn-over of water system of various communities namely Brgy. Ulango, Lakeview Heights, La Mesa, portions of Brgy. Turbina and numerous applications from existing service areas.

As of June 2014, more additional areas are on the list for turn-over of water system. Included in the sure roll are Southville 6 Housing, Kay-Anlog where 835 connections are officially registered to CWD and 13 from Purok 6, Puting Lupa, while those in-process are Buenavista Homes Subdivision, Barandal, GK Calambeno Ville 3,

Looc, Jenel, St. Christopher and St. Augustine Subdivisions, Lawa.

Overall, the District is now serving 85% (46 out of 54) of the total number of barangays in Calamba City. The turn-over of Woodlands Subdivision, Puting Lupa and Southville 6 Housing Kay-Anlog as early as the first quarter of this year added to the total 44 barangays served as of end of 2013. Only 15% of the city or eight barangays more are left waiting to be served like an empty vessel ready to be filled with water.

More than just an indicator of good performance, this upscale trend reflects unswerving progress of the District notwithstanding the pressure of current issues on privatization and other problems in the industry that curbs operations of the government owned and controlled corporations (GOCCs) particularly the local water districts. Also, these developments serve as foothold for further progress of the District and a challenge for the entire CWD staff to sustain the quality service. In fact, at present the management mulls over latest technologies that would help improve the way service is carried out to match customers' defined satisfaction, something for the concessionaires to look forward to.



WSMD Field Staff conducting leak detection at Villa de Calamba using the newly acquired gadget that will help reduce non-revenue water and improve water pressure.

gradually improves from 0 psi to 22 psi as the leak detection program continues.

The department then ascertain the necessity to intensify the leak management program of the district not only in VDC but in other areas where there are low pressure.

Several staff from Water Service Maintenance Division (WSMD) including Romeo Desepida, Alex Malabanan, Jaime Alcasid and Jovencio Gevania have been assigned on shifting schedules to carry out leak detection during night time using leak detector gadget.

Leak detector gadget is an electronic device that produces an audible sound once it touches pipes that leak.

Since detecting and repairing leaks are one of the main components of water conservation, Engineering Department administers the leak detection program as part of its routine activity targeting as well to combat the non-revenue water.

The said team was able to repair 110 major leakages which include damaged pipes and leak at tapping point.

Remarkable result was then noted after the said repairs of leak. Water pressure at VDC

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Friction loss reduced, water pressure increased

Engr. Rolando V. Baro

Friction loss is the loss of energy due to obstructions present in the line of flow such as bend, control valve or anything that changes the course of motion of the flowing liquid. It occurs when more elbows are installed in the discharge system of pumping stations.

The presence of this appurtenance in the system requires higher pump capacity to obtain the required pressure needed to ensure smooth flow of water. This then yields to upsurge of amperage of the submersible motor proportionately affecting electric consumption as well.

Hence, in compliance with the cost cutting measures of Calamba Water District (CWD) and in order to eliminate friction loss, CWD Extension

Office Canlubang has rectified the discharge pipe of Asiacon1 Pump 1, wherein the five elbows that were previously installed in the system were replaced by a single elbow. Straight G.i. pipe was then put in from wellhead to distribution line with one elbow near the well.

The action that was carried out produced favorable result to the discharge flow rate after four weeks of conducting the said rectification. Based on the initial evaluation, discharge flow rate of Asiacon 1 Pump 1 increased from 11. 83 liters per second (lps) to 12.64 lps. These figures reflect a win-win solution; it indicates sure benefit both for the district as it results in lower production cost and improved water supply service for the concessionaires.



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CWD joins LCBAians in embracing social responsibility

Cristina M. Bonaobra

A fine bunch of individuals from Laguna College of Business and Arts (LCBA) obtained a heap of learning about water pollution and conservation during the seminar last February 28, 2014, dubbed as “LCBA: Hindi Lang Pang-Eskwela, Pang-Likas na Yaman Pa”.

Engr. Resty Sumanga, General Manager of Calamba Water District and Senior Customer Service Officer, Mr. Ronnie Sierva, graced the said occasion organized by the LCBA Community Extension Office (LCBA-CEO) headed by Dr. Ramir Larino. As the main speakers, the two CWD officers stood before over a hundred participants from the roster of students and staff of LCBA.

GM Sumanga focused his discussion on the basic concepts about water pollution, its causes and types. He likewise emphasized what CWD does to protect the water supply and keep it clean from any harmful contaminants and capped his lecture off with an encouragement for every individual to do each one’s part of protecting the water source, and to value and save water. Mr. Sierva, on the other hand, imparted knowledge on water conservation, touched on the brief overview of the current issues on drought being experienced in different countries, and closed his talk with *Tubig Tipid Tips* which CWD disseminates to all its concessionaires.



Congruent with its environmental education program and true to its commitment to hone individuals into becoming not only intellectually competent but also contributory to the realization of the development of the nation, LCBA holds various seminars aimed at educating its students and staff on concept of corporate social responsibility specifically those related to environmental concerns. They already conducted various activities such as solid waste management, climate change, international coastal clean-up and tree planting inside and outside the premises of the school.

Anchored on the view that water is an essential of life, officers of the school department conceptualized the said in house seminar and tapped CWD to be their partner in educating LCBAians. According to Dr. Larino, this in fact is just the kickoff of a grand partnership in embracing the social responsibility of both organizations which shall be continued in the next project of the school set in March 2015 zeroed in on the theme “**Clean Water and Its Natural Sources, Water Quality Management and Water and Wastewater Management**” entitled as “Malinis na Tubig, Malinis na Inumin, Pamanang liwan sa Henerasyong Darating”.



LCBA staff and students with their glistening smiles as they listen to CWD Speakers and actively participate in the discussion. In the front row, (from left to right) Dr. Eulalia Javier, OSA Director Basic Education, Dr. Shielilo R. Amihan, Director Research, Mr. Alfredo Perez Jr., Registrar and Mr. Angelito V. Alibutod, School Consultant .



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Letter from:

ENGR. MARIO LITO A. MANUEL

President - Laguna Hills Subdivision Homeowner Association, Inc.

On behalf of the Laguna Hills Subdivision Homeowners Association Inc., I am writing this letter to express our gratitude to you, together with the rest of Calamba Water District, for your immediate response on Sunday following an incident of water supply system breakdown in our subdivision last Saturday.

Moreover, I would like to commend five particular employees, as they have been very accommodating of our needs and concerns. I would like to especially mention Mr. Ronilo Muzares, Mr. Romeo Freo and Mr. Pedro Estalar for being responsible for all communication matters and Engr. Zaldy Novillos and Engr. Joselito Gillera for their hands-on supervision during the entire operation.

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A Glimpse @ CWD

Making it happen!



Inset: GM Sumanga inked the Memorandum of Agreement between Calamba Water District and San Jose Builders for the turn over of Southville 6 Housing, Brgy. Kay Anlog. The signing was witnessed by Hon. Mayor Justin Chipeco as well as the Board of Directors and Department Managers of CWD.

Barangayan...



Brgy. Makiling

A Glimpse @ CWD

Additional water source!



Mayor Justin Chipeco and GM Resty Sumanga lead the symbolical ground breaking ceremony for the production well project of Calamba Water District at St. Christopher Village II, Brgy. Mayapa, Calamba City.

...Our way to reach more!



Brgy. Canlubang and Brgy. Mayapa

A Glimpse @ CWD



One need not escape the city just to take a short break away from the four corners of the office. And that was seemingly the perspective of the employees of Calamba Water District (CWD) for choosing to have its summer outing at Cuyab Resort, Calamba City last May 24, 2014.

Special Affairs Committee headed by Fr. Reine Eriga, Vice Chairman of the Board, was the one who organized the aforesaid event.

GM Resty Sumanga began the celebration with his opening remarks extending gratitude to everyone for their presence. He encouraged all at the same time to participate in the activities set for the whole day.



The series of games which the committee prepared is a sort of employee bonding where camaraderie and cooperation take its height as teams comprising of staff from diverse departments were created.

The game called "Pahabaan" was first played having the mechanic for each competing team to produce a long array of assortment s which the players have with them. Thus, each eagerly took off every single



A Glimpse @ CWD

thing he/she wears like belt, shoes, slippers and other knick knacks at hand just to achieve the goal.

Teams also compete for the tug of war, bring me and quest for reality games.

More than the enjoyment which the games have brought to the employees is the realization that unity and teamwork are vital components in accomplishing any task. Same components which could be a magical ingredients that could somehow produce positive impact in the workplace if will be applied.

Food and drink were served and shared by all. There were some who plunged into the pool for a refreshing bath under the sun while others took the opportunity to mingle with other co-workers they rarely chat with.

One should not look at company outing as a mere typical gathering, but rather, as an effective way for the workers to rest minds from work mode.

Thus, summer outing or any related company activity like team building should be properly planned so as to be worthy to remember and look forward to by employees every year.



Waterlife, back to basics!

MeLody E. Oyos



Waterlife Editorial Staff (From Left to Right) Jewell C. Precilla, Layout Artist, Emanuel B. Capulong, Associate Editor, Melody E. Oyos, Editor in Chief and Cristina M. Bonaobra, Associate Editor, receive certificate of participation awarded by Hon. Andres F. Ibarra, (center) LWUA Administrator, for participating in the seminar workshop on Journalism administered by LWUA.

There has always been much debate whether creative writing or any form of good writing is a skill or innate talent of an individual.

On the other hand, there are some who believe that good writers are born with an active and imaginative right brain thus, could be able to produce creative juices of mind and translate it into great write-ups. However, some argue that writing skills can be learned and once mastery has been acquired it could then become an inherent talent.

During our formative years, we are taught of the basics of reading and writing. Each and every one of us was able to familiarize ourself with the alphabet which does not require much talent but just simply memorization and comprehension.

Gradually we learn the concept of blending words to come up with a sentence and eventually paragraph.

Therefore, it could be considered that the basic skill with continuous learning, practice and exposing your self with a lot of good reading manuscripts are of great help in becoming a good writer.

As part of the said continuous learning, the Waterlife Editorial Staff attended seminar on journalism administered by the Local Water Utilities Administration, entitled as "Empowering Water District Communicators through Effective Newsletter Production and the Use of Electronic Media."

"The secret of becoming a writer is to write, write and keep on writing."

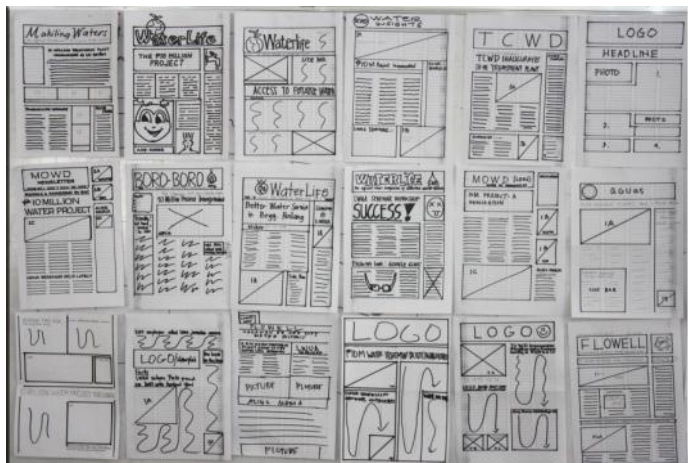
Ken MacLeod

Various speakers give their expertise in different fields of journalism such as news, feature and sports writing. Seminar attendees were taught of the basics in writing articles for publication including helpful tips.

Workshop on lay outing was likewise conducted. Each participant crafted dummy sheet applying what has learned on lay outing concept.

Electronic media and online journalism were also given with emphasis since technology plays a vital role in information dissemination.

On this note, the seminar which I am part of was really a ground not just merely for continuous learning but social learning as well. Social learning in the sense that we are given the opportunity to collaborate with the outside environment which shares common task as water district's communicators.





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CWD Engineers attend PICE conference

Engr. Rolando V. Baro

Philippine Institute for Civil Engineers (PICE) Region IV-A & IV-B conducted its 15th Regional Technical Conference with the theme "Pursuing Innovation, Creativity and Excellence" last April 25-26, 2014.

The said event was hosted by PICE Laguna Chapter held at Sol Y Viento Mountain Spring Resorts, Pansol, Calamba City and was attended by PICE members from different chapters within the said region including five civil engineers from Calamba Water District headed by GM Resty Sumanga.

The two-day technical conference has discussed topics related to environment, transportation and water engineering like green building, bridge design & practical applications, weather & flood forecasting, flood mitigation and the clean water act of 2004.

Updates on the revised codes in bridge design considerations like that of the American

Association of State Highway and Transportation Officials (AASHTO) and ACI codes were included in the forum.

The engineers were acquainted with various factors concerning design of pipe bridges transmission line such as safety, wind load, live and dead loads and overloading.

Weather forecasting and flood mitigation were given emphasis as well, whereby the application of matrix algebra in flood mitigation came into view as essential and applicable in decision making for the other aspects that need survey and quantitative analysis.

The clean water act of 2004 otherwise known as RA 9275 was conferred about also during the confab as this will be the basis for establishing sewerage and septage management program.



CWD Engineers with the officers and members of PICE Laguna Chapter: 1st row, second from the right Engr. Rolando Baro, 2nd row, 3rd from the left Engr. Ranelly Cartago and 2nd from the right, Engr. Angelica Avillanosa, 3rd row, standing 5th from the left, Engr. Kristine Cervancia.



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Civil Service Commission says...

Emanuel B. Capulong

Any forced deduction from the monthly salary of a rank-and-file employee taken by an accredited union by reason of benefits received under the Collective Negotiation Agreement, is deemed legal and mandated by law. There is no need of individual written authorization on the part of the non-union members concerned. "**Union Dues**" are payments made only by union members for their membership including but not limited to the incentives, bonuses and allowances received in addition to representation of employees in grievances and arbitrations.

The term "**Agency Fee**" refers to the union's ability to collect money from non-union employees to pay for any negotiations made for the finalization of a contract as a consequence of a collective negotiations effected through the efforts of the union. According to the Civil Service Commission (CSC), the amount of agency fee should not be more than the union's membership dues.

It is worthy to note that the Civil Service Commission has already defined the parameters in the collection of agency fee and union dues. Based on the CNA submitted by the **NAGKAKAISANG LAKAS NG MANGGAGAWA** (NLM-CWD), the CSC stressed that the payment of agency fee by non-union members of Fifty Pesos (**Php50.00**) monthly and additional eight percent (**8%**) of the amount of incentives is **not tenable**. What is authorized by law is a one-time deduction by way of agency fee whenever a non-member received the CNA incentive.

The parties (management and union) were advised by CSC dated November 13, 2013

to revisit or reconsider the stipulated eight percent (8%) agency fee to be deducted from CNA incentive received by non-members since it may not conform to the general guidelines on the reasonable amount of agency fee as provided in PSLMC Resolution No. 1, series of 1993. (PUBLIC SECTOR LABOR-MANAGEMENT COUNCIL)

The practice nowadays is that the term "union dues" is used interchangeably especially in the deductions printed in the employee's pay-slip, whether a member of the NLM-CWD or not. There is no clear distinction between agency fee and union dues by which all employees should be properly informed. For not joining the union, a non-member employee should not be forced to pay a higher amount of agency fee compared to only five percent (**5%**) union dues paid by a union member.

As explained by the CSC, the agency fee should **not** be used as subtle weapon against an employee who wishes **not** to become a member of the employee's association. The right to become a member includes the right **not** to become a member. Agency fee can only be enforced as soon as the non-member employee eventually enjoys the benefits under the CNA. Therefore, the intentional stoppage of benefits, allowances and incentives contrary to the agreement stated in the CNA shall be a ground for suspension of forced deduction or suspension of payment of agency fee. To continue the collection without any benefits received shall be tantamount to unjust enrichment on the part of the union. "**Nemo cum alterius detridetriment locupletari potest**"- No one should be allowed to enrich themselves unjustly at the expense of another.



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2
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3
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4
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5
 Tighten cap nut until fitting stopper with spanner or pipe wrench.



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Change happens

Delia M. Sumanga

Some people choose to spend their lives doing same things all over again and resist change for whatever reason. Others, though, actually look at change in a positive way.

We all know that not all change is good or even necessary. But the underlying point is we have to accept the fact that there is no constant thing here on earth, but change.

For this reason, it will be a great advantage for us if we will learn how to deal with change, adapt and live with it afterwards.

Changes take place in varied forms. It could be a relationship change, health change, career change or anything that is likely new to us. It would be tough for us to embrace sort of changes at first especially if this will mean leaving our comfort zone.

However, we should not be afraid to keep moving when there is change, otherwise we will be nailed on where we at and might be eaten by rust eventually.

Each of us must possess a water-like characteristic and just go with the flow of changes.

Without change, we can never find adventure in life.

It paves the way for opportunity to learn new things and realizing that you become smarter than before is such a fulfillment.



If you're still looking for that one person who can change your life take a look in the mirror.



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AARON EAGLE

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NLM - CWD Maribeth Gratela

Pagkilos laban sa LWD privatization

Inilunsad kamakailan ng ibat-ibang local water district sa pangunguna ng Water System Employees' Response (WATER) ang isang malawakang protesta laban sa usapin patungkol sa pribatisasyon ng mga water district.

Ang nasabing protesta ay isinagawa noong Mayo 21, 2014 sa harapan ng tanggapan ng Senate of the Philippines. Isa sa mga water district na lumahok sa protesta ay ang 13 na kawani mula sa Calamba Water District. Di alintana ng mga nagprotesta ang init ng araw maipahayag lamang ang kanilang saloobin at hinaing sa pribatisasyon na isinasaad sa Senate Bill 98 (SB 98).

Buong tapang na nagsalita ang bawat lider ng water district habang hawak ang malalaking placard na naglalaman ng pagtutol sa SB 98. Nagsumite rin ng "position letter" ang mga lider ng COURAGE, WATER at ibat-ibang water district union sa tanggapan ni Senador Loren Legarda.

Isinagawa din ang isang dayalogo sa pagitan ng mga opisyal ng mga water district union kasama si

Ferdie Gaité, Pangulo ng COURAGE, sa tanggapan ni Senador Grace Poe noong May 27, 2014.

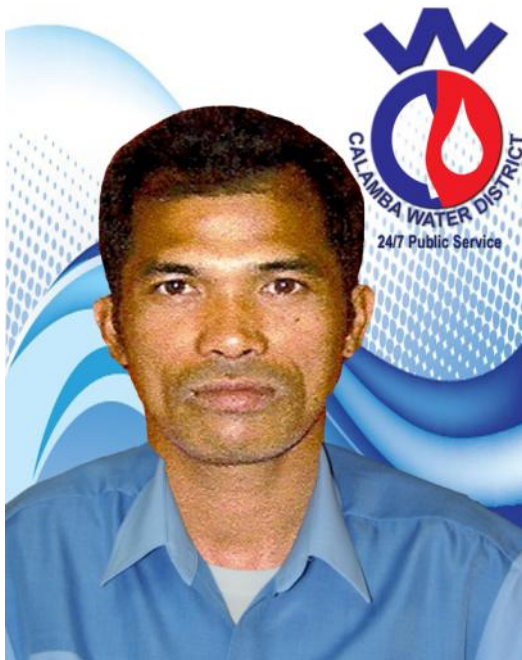
Tinalakay sa nasabing dayalogo ang nakaambang pribatisasyon ng mga water district, COA findings and disallowances, at pati na rin ang dagdag sahod sa kawani ng pamahalaan. Binigyan din ng position letter ng mga lider ng union sina Senador Grace Poe, Senador Lito Lapid at Senador Jinggoy Estrada.

Ang Nagkakaisang Lakas ng Manggagawa ng Calamba Water District (NLM-CWD) ay naninindigan na ang tubig ay dapat manatiling pag-aaring pampubliko kung saan tungkulin ng pamahalaan na tiyakin ang serbisyong patubig sa mga mamamayan sa abot kayang presyo.

Dahil dito nararapat lamang na ibasura ang isinusulong na pribatisasyon at sa halip ay maglaan ng mas malaking pondo para sa serbisyong patubig upang mapaigting ang mga programang naglalayon na palawigin ang mga linya ng tubig tungo sa kabahayan ng bawat mamamayan, lalo at higit sa mga maralitang Pilipino.

Luksang parangal para kay DONATO ESPIEL

Salamat, paalam...



Isang taos-pusong pakikiramay sa mga naiwan ng ating kasama na si Donato Espiel, isang contractual employee na naglingkod sa Calamba Water District sa loob ng walong taon. Si Espiel ay pumanaw noong Mayo 20, 2014 sa gulang na 48. Naulila niya ang kanyang may bahay na si Rea Torres at ang kanilang apat na supling.

PALABRA DE HONOR

Renato S. Vasquez

Ikaw ba ay nakapagbitaw ng isang pangako na hindi mo natupad?

Sadyang napakabuti ng Panginoon sapagkat pinagkalooban Niya tayo ng napakaraming kakayahan nang tayo ay Kanyang likhain.

Isa sa napakahalagang kakayahang iyon ay ang makapag-pahayag sa pamamagitan ng pagsasalita na siyang nag-uugnay sa bawat tao. Naipaparating natin sa ating kapwa ang ating mga saloobin sa pamamagitan nito.

Ngunit ang kakayahang nasabi ay hindi agad-agad naisasagawa ng isang tao sa kanyang pagsilang kundi isang bagay na natututunan kasabay ng paglaki.

Nakatutuwang pakinggan ang isang paslit na bago pa lamang natututong mag usal ng mumunting salita, animo'y bawat letra ay pinagsisikapang sambitin ng buong husay.

Sa pagdaan ng panahon, unti-unting nahuhubog ang isipan ng bawat tao. Nadaragdagan ang mga salitang ginagamit sa pakikipag-usap kung kaya't mas nagiging makahulugan ang bawat salitang binibitawan.

Ngunit pagkaminsan ay nakalulungkot isipin na sa dami ng salitang ating napupulot sa tuwi-tuwina ay may mga pagkakataong nalilimutan na natin gamitin ito nang may kabuluhan at katotohanan. May mga oras na ang katagang namumutawi sa ating mga labi ay nagiging isang pangako na siyang pinaniniwalaan at pinang-hahawakan ng ating kapwa. Pangako na minsan ay di natin nagagawang maisakatuparan.

Siguro nga, kaya ginawa ng ating Panginoon na paghirapan nating matutunan ang makapagsalita ay upang maisaisip muna natin kung gaano kahalaga ang bawat katagang ating sasambitin.

Ikaw, may Palabra de Honor ka ba?

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ISANG PAGKILALA

Renato S. Vasquez

Sa unang liwanag na aking nasilayan,
Malambing na haplos mo ang aking
namalayan.

Walang humpay na pag-aaruga lagi mong
alay,
Mula pagputok ng araw, hanggang takipsilim ay di'
nawawalay.

Pagod at puyat ay iyong kinakaya,
Makita lamang akong malusog at masaya.

Sa akin namang paglabas ng tahanan
Upang magkaroon ng bagong kamalayan...

At maging sa pasimulang pagtungo ko sa paaralan,
Hangad na matuto sa mundong ginagalawan.

Ika'y nakagabay pa rin upang mali ay itama,
Pangarap ay lumaking sa maka-Diyos ang gawa.

Doon ay nabatid sa lahat ng aking taga-pagturo,
Ikaw ang pinaka *the best* at pinakamagaling kong
guro.

Ngunit sa aking paglaki, sa barkada'y mas
maraming oras,
Kaysa sa iyong nag-aalala sa kung ano ang aking
bukas.

Magkaganon man ay di ka sumuko sa pag-gabay,
Sa iyong mahal, na di alintana na magpasaway.

Hindi ka nagsasawang ako ay pangaralan,
Upang mairaos pag-aaral ko sa paaralan.

Isa po itong munting pagkilala at pagpupugay sa lahat ng ulirang ina. Ang taong nagbigay ng kanyang buong panahon, naglaan ng walang hanggang pag-aaruga at nag-alay ng walang kapantay na pagmamahal sa ating lahat na kanyang anak.

Inay, nay, nanay, mama, ma, mama bear, mom, mommy, momski, mother, madir, ermat, mudra at ima... kahit ano pa man ang itawag sa inyo, wala pa ring nagbago... ikaw pa rin ang nag-iisang dahilan kung bakit kami ay nabubuhay ngayon...

Mahal na mahal ka namin at kailan man ay di malilimutan aming dakilang ina...

Renato S. Vasquez

Proud na anak ni Nanay Adelaida "Aida" Vasquez



Nang ako'y makatapos at abutin ang aking diploma,
Kasiyahan mo'y di kayang isulat, kahit pa ng
mamahaling pluma.

Sapagkat ang tagumpay kong aking tinatamasa,
Alam kong di ko mararating, kundi sayo ay umasa.

Ngayon ako'y matatag na, may trabaho, at kumikita na,
Di ka pa rin humingi, kahit pagdaralita'y ramdam mo
na.

Sapagkat ang nais mo pa rin magpahanggang ngayon,
Makita akong handa sa hampas ng mga alon.

Kaya naman kahit sa mumunti ng paraan,
Nais kitang papurihan at pasalamatan

Dahil ikaw, na buong puso ay inalay...
Nag-iisa at walang kapantay... o aking... Inay...



Perk up the good leader in YOU

Cristina M. Bonaobra

"A leader is someone who inspires and motivates. Someone who makes people achieve higher goals rather than simply supervise them", the common statement which supervisors and managers of Calamba Water District (CWD) say about the recently held seminar-workshop which they attended last April 10-11, 2014.

The in-house training dubbed as "Leadership, Values and Good Governance" was made meaningful with the insights shared by the learning service provider Ms. Loreta M. Pagalilawan. The concept was crafted specially for the officers of CWD which aims to freshen up the ideals of a good leader in the heart of every participant from the roster of the department managers, division managers down to the supervisors.

All participants shared the learnings gained and reflections which the said event made them realized through seminar reports. Some of those striking points which are worth to mention to serve as reminder are quoted below.

"Good leaders develop through the never ending process of self-study, education, training and experience"

"Leadership has to start with oneself and win his own battles before leading to win battles outside."

"Be responsible for every action or decision made"

"Leaders must be able to communicate clearly and passionately"

"Humility is the key for effective leadership"

"Leadership is not about position; it is building relationship with individuals"

"A good leader must be a good follower."

"Sa lahat ng pagkakataon at pangyayari, kailangan balikan natin ang ating sarili"

"Leadership is not about success, it is about significance and that leadership must continue to be developed which should start within one self"

"Hindi kabawasan sa pagkatao ang maghumble down, mas maraming napapahamak sa kayabangan."

"We should build a strong foundation of values, integrity, commitment and respect in order to lead effectively."

"...a good leader is one with the heart that always sees the goodness of every person, and be able to understand them..."

"The most effective leader does not rely on their title or positional power to lead. Rather, their ability to use their personal power combined with the use of strategic influence to make them effective. Good leadership is helping other people to raise their potential to accomplish the mission and goals of the organization. It is also someone who can direct others in a positive"

In a gist, leaders must have KASH – *knowledge, attitude, skills and heart*. Ideally, leaders must radiate the impression of a person having indisputable integrity and character as humility, openness, creativity, visionary, inspiring, competent, dedication and fairness.

Leaders take a very significant function in any sort of human organization. They strategically set every role of each member towards attainment of the organizational goal.

For any types of businesses, managers must be effective leaders. They must focus on the function and direction of the team that carries out actions according to the plan directed towards goal. They must look after every detail that comprises the entire need of the group, set actions and lead towards effective and efficient realization of any specific objective of the organization.

Knowledgeability occupies only a fraction of the "must-haves" of an effective leader. More than just the capacity of the mind, the capabilities of the heart to be sensitive enough to the needs of the members and the charisma to build rapport with them is so essential for leaders to acquire, learn and live with. In such approach, he or she could personally influence the members to perform according to set targets or even achieve higher than what is expected.

According to authors of books related to human resource management, intelligent leader

wins admiration of the members but probably not their complete trust, respect and full commitment if emotional quotient of the leader does not fit the need of the members for psychological support. On the other hand, members tend to be dedicated to their jobs, show respect and loyalty to their leader who knows how to get along with them, mentors them, sensitive to their needs and provide those needs at the most appropriate time.

There is no absolute best leadership style that is applicable to all organizations. The effective manner and technique in leading people differs from one situation to another. Thus, leaders must be keen and prudent enough to see the real situation of the organization, and specifically determine and strategically apply appropriate and effective style of guidance and control. Proper timing in carrying out any appropriate action is also of great consideration to create an impact on the people you lead.

On the other hand, there is always the most effective way to lead people. It is leading by example. Almost everyone has heard the saying “a good leader is a good follower. There is no better way to lead effectively but to be an example to them by doing what should be followed. It is leading with integrity.

To be a leader is to be an influence; it is more than just a position and prestige, and beyond the value of its perquisites; it is a responsibility and a challenge to have an effect on the character, development or behavior of others to perform better and project a mirror image of your real potential in another person.

Everyone is a leader, one way or another, as we deal and interact with others every day. Each one has the power to influence others' way of thinking and action. Your presence has an impact on others, so liven up the spirit of a good influence in you. You never know how your life affects others. Simply throwing a sincere smile at someone is a simple illustration of influencing the way the other person responds and interacts with you. Be an inspiration for others to do good and render their best at work instead of being the source of disappointment, an influence of idleness and apathy or cause for others to be disengaged at work. Just as what participants likewise stated in their reports, “leadership is a choice”; it's not merely a right or a privilege.

5 Different Types of Leadership Styles

Laissez-Faire

A laissez-faire leader lacks direct supervision of employees and fails to provide regular feedback to those under his supervision. Highly experienced and trained employees requiring little supervision fall under the laissez-faire leadership style. However, not all employees possess those characteristics. This leadership style hinders the production of employees needing supervision. The laissez-faire style produces no leadership or supervision efforts from managers, which can lead to poor production, lack of control and increasing costs.

Autocratic

The autocratic leadership style allows managers to make decisions alone without the input of others. Managers possess total authority and impose their will on employees. No one challenges the decisions of autocratic leaders. Countries such as Cuba and North Korea operate under the autocratic leadership style. This leadership style benefits employees who require close supervision. Creative employees who thrive in group functions hate this leadership style.

Participative

Often called the democratic leadership style, participative leadership values the input of team members and peers, but the responsibility of making the final decision rests with the participative leader. Participative leadership boosts employee morale because employees make contributions to the decision-making process. It causes them to feel as if their opinions matter. When a company needs to make changes within the organization, the participative leadership style helps employees accept changes easily because they play a role in the process. This style meets challenges when companies need to make a decision in a short period.

Transactional

Managers using the transactional leadership style receive certain tasks to perform and provide rewards or punishments to team members based on performance results. Managers and team members set predetermined goals together, and employees agree to follow the direction and leadership of the manager to accomplish those goals. The manager possesses power to review results and train or correct employees when team members fail to meet goals. Employees receive rewards, such as bonuses, when they accomplish goals.

Transformational

The transformational leadership style depends on high levels of communication from management to meet goals. Leaders motivate employees and enhance productivity and efficiency through communication and high visibility. This style of leadership requires the involvement of management to meet goals. Leaders focus on the big picture within an organization and delegate smaller tasks to the team to accomplish goals.

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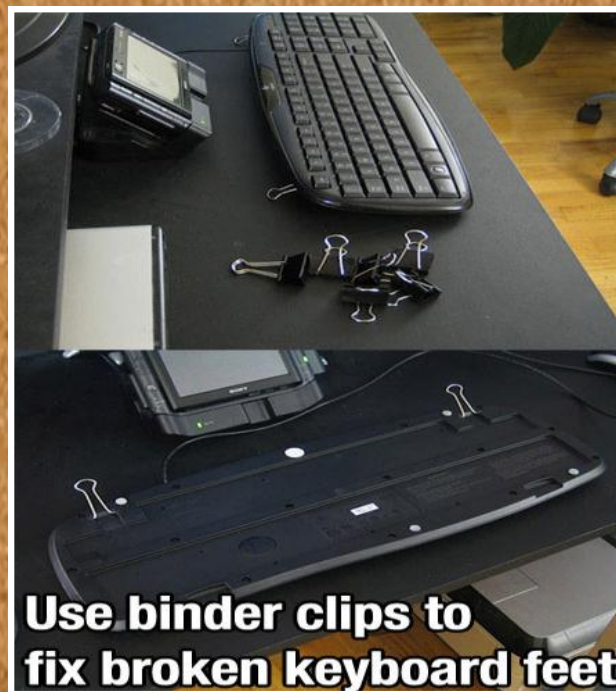
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