

**ATENEO DE MANILA UNIVERSITY and
ATENEO DE MANILA UNIVERSITY EMPLOYEES AND WORKERS UNION
CBA NEGOTIATION**

**MINUTES OF THE MEETING – FABER HALL 101
28 September 2022**

AGENDA:

- Approval of the Minutes of the Meeting for 21 September 2022
- Run through of the “As Is” provisions (identical provisions from UNION and ADMIN)

ATTENDEES:

For AEWU: 1. Raymond C. Tano 2. Ricky A. Gutierrez 3. Christy Joy R. Summer 4. Roselle C. Cruz 5. Angelo D. Enriquez 6. Rico G. Narciso 7. Eugene U. Bulatao 8. Julieta T. Ramos 9. Nolan P. Villena 10. Rogelio S. Ansano III 11. Rene C. Salinas 12. Richard S. Yap 13. Waldo C. Calubaquib, Jr. 14. Salvador D. Andal 15. Christopher E. Bron Observer: Virgilio Y. Mawili	For ADMIN: 1. Jose Mario C. Francisco, SJ 2. Ma. Aurora B. Bulatao 3. Arch. Michael M. Canlas 4. Luis F. Dumlao, PhD 5. Carmela C. Oracion, EdD 6. Atty. Alma Renee R. Pavia 7. Marie Joy AA R. Salita
Assisted by: 1. Atty. Arvin C. Dolendo	Assisted by: 1. Atty. Edgardo Roman Manuel C. Balois 2. Atty. Maria Caterina Cristina R. Lopa
	Secretariat: 1. Tomas L. Testa IV 2. Kaye Angela B. Andrada 3. Zaira Camille P. Cabaron

I. QUORUM: Declared at around 9:41 a.m.

II. MEETING PROPER:

1. Meeting presided by Ms. Ma. Aurora B. Bulatao.
2. Prayer led by Dr Carmelo O. Oracion.
3. Introduction of the Union Observer – Mr. Virgilio Y. Mawili.
4. Review of the Minutes of the 21 September 2022 Meeting.
5. Since there were no corrections, the Minutes of the 21 September 2022 Meeting was approved and signed by both Panels.
6. Panels discussed the “as is” provisions (identical provisions from UNION and ADMIN) dated 13 September 2022. This includes items tagged as “as is” in the UNION’s proposal, as well as items where there are no changes or where both Panels have the same proposal.
 - **Article I. Union Recognition, Section 1** – To be discussed. Appendix A – “Position Classification and Pay Structure” and Appendix B – “Memorandum of Agreement” to be updated. Parties agreed to revise the word “University” to “Administration” with the understanding that they both refer to the Ateneo de Manila University.
 - **Article II. Union Security**
 - Section 1. Union Security Clause** - To be discussed.
 - Section 2. Failure to Join the Union** - ADMIN and UNION have the same proposal.
 - Section 3. Loss of Membership in the Union** - ADMIN and UNION have the same proposal.
 - Section 4. Submission to Grievance** - ADMIN and UNION have the same proposal.
 - Section 5. Binding Effect of Agreement on Third Parties** - To be discussed.
 - **Article III. Union Check Off**
 - Section 1.** - ADMIN and UNION have the same proposal.
 - Section 2.** - To be discussed.

Union inquired regarding **Section 5 [6] Binding Effect of the Agreement on Parties**. To be discussed because there are differences in the Parties’ respective proposals.

 - **Article IV. Prerogatives of the Administration**
 - Section 1. Prerogatives of the Administration** - To be discussed.



Section 2. Labor Management Committee - ADMIN and UNION have the same proposal.

- **Article V. Union Rights and Privileges**

Section 1. Exercise of Rights - To be discussed. UNION's proposal contains the provision from the 2014-2019 CBA but the latest version is that which is in the 2019-2022 MOA.

Section 2. Union Bulletin Board - To be discussed.

Section 3. Attendance to Union Matters - To be discussed.

Section 4. Access to 201 File - ADMIN and UNION have the same proposal.

Section 5. Notice of Reassignment or Transfer - To be discussed.

Section 6. Written Notice to the Union - ADMIN and UNION have the same proposal; Numbering changed from Section 5 in the 2019-2022 MOA to Section 6 in the remaining two-year period of the 2019-2024 CBA (covering 2022-2024).

Section 7. Job Vacancy within the Scope of the Union - To be discussed.

Section 8. - To be discussed.

- **Article VI. Probationary Period and Conversion to Permanent Status**

Section 1. - ADMIN and UNION have the same proposal. Appendix A – "Position Classification and Pay Structure" to be confirmed/updated.

- **Article VII. Promotion**

Section 1. - To be discussed.

- **Article VIII. Job Security and Lay Off**

Section 1. Lay Offs - To be discussed.

Section 2. Notice - ADMIN and UNION have the same proposal.

Section 3. Special Early Retirement Program (SERP) - To be discussed.

Section 4. Retrenchment - To be discussed.

Section 5. Lay Off - ADMIN and UNION have the same proposal.

Section 6. Recall - ADMIN and UNION have the same proposal.

Section 7. Contracting Out of Services - To be discussed.

Section 8. - ADMIN and UNION have the same proposal.

Section 9. Employees with Handicaps or Disabilities - ADMIN and UNION have the same proposal.

- **Article IX. Wages**

Section 1. - ADMIN and UNION have the same proposal. Appendix A – "Position Classification and Pay Structure" to be confirmed/updated.

Section 2. - To be discussed.

Section 3. Wage Increase - To be discussed.

Section 4. Wage Reopening Clause - ADMIN and UNION have the same proposal.



Section 5. Government-Mandated Increases - ADMIN and UNION have the same proposal. Both Panels agree to revise to include "...form part of the pay..."

Section 6. Wage Distortion - To be discussed.

- **Article X. Signing Bonus**

Section 1. - To be discussed.

- **Article XI. Rice Allowance**

Section 1. - To be discussed.

- **Article XII. Work Schedule**

Section 1. - ADMIN and UNION have the same proposal.

Section 2. - ADMIN and UNION have the same proposal.

Section 3. - ADMIN and UNION have the same proposal.

- **Article XIII. Overtime Pay and Rest Day Pay**

- UNION agreed with the Article title

Section 1. Authorized Overtime - ADMIN and UNION have the same proposal.
Appendix C – Compensation Schedule of Holiday Pay, Premium Pay, and Overtime to be confirmed/updated.

Section 2. Overtime and Rest Day Pay Computation - ADMIN and UNION have the same proposal.

Section 3. Rest Day Premium Pay - To be discussed.

Section 4 [5]. Union Outing/Excursion - To be discussed.

- **Article XIV. Holidays with Pay**

Section 1. Holidays with Pay - ADMIN and UNION have the same proposal. Appendix D – Holidays with Pay to be confirmed/updated.

Section 2. Entitlement to Holiday Pay - ADMIN and UNION have the same proposal.

Section 3. Work on a Holiday - ADMIN and UNION have the same proposal.

Section 4. Minimum Credit for Work on a Holiday or Rest Day - ADMIN and UNION have the same proposal.

- **Article XV. Dependent's Allowance**

Section 1. Entitlement – To be discussed.

Section 2. Where Spouses Are Ateneo Employees - ADMIN and UNION have the same proposal.

Section 3. Employees on Sick Leave - ADMIN and UNION have the same proposal.

Section 4. Requirement for Initial or Additional Entitlement - ADMIN and UNION have the same proposal.

Section 5. Notice of Ineligibility - ADMIN and UNION have the same proposal.

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- **Article XVI. Family Subsidy**

Section 1. - To be discussed.

Section 2. Where Spouses Are Ateneo Employees - ADMIN and UNION have the same proposal.

Section 3. Employees on Sick Leave - ADMIN and UNION have the same proposal.

- **Article XVII. Union Educational Benefits**

Section 1. - ADMIN and UNION have the same proposal.

Section 2. - To be discussed

Section 3. Administration of Union Educational Benefits - ADMIN and UNION have the same proposal. Parties agree to revise "Treasurer's Office" to Office of the Vice President for Finance & Treasurer.

Section 4 - To be discussed

Section 5. Notice - ADMIN and UNION have the same proposal.

Section 6. - To be discussed.

Section 7. - To be discussed.

Section 8 [9]. Employee Development Opportunity - ADMIN and UNION have the same proposal

7. Break at 10:49 a.m.

8. Resume at 11:05 a.m.

- **Article XVIII. Vacation Leave with Pay**

Section 1. - To be discussed.

Section 2. - To be discussed.

Section 3. - To be discussed.

Section 4. - ADMIN and UNION have the same proposal.

Section 5. Computation of Vacation Pay - ADMIN and UNION have the same proposal.

Section 6. - ADMIN and UNION have the same proposal.

Section 7. Unused Vacation Leaves - To be discussed.

Section 8. Cash Conversion at the End of Employment - ADMIN and UNION have the same proposal.

- **Article XIX. Sick Leave with Pay**

Section 1. - To be discussed.

Section 2. Advanced Use of Sick Leave Credits - To be discussed.

Section 3. - ADMIN and UNION have the same proposal.

Section 4. Submission of Medical Certificate - ADMIN and UNION have the same proposal.

Section 5. Medical Examination - ADMIN and UNION have the same proposal.



Section 6. Computation of Cash Equivalent - ADMIN and UNION have the same proposal.

Section 7. Conversion to Cash Equivalent - ADMIN and UNION have the same proposal.

Section 8. Cash Conversion at the End of Employment - ADMIN and UNION have the same proposal.

Section 9 - To be discussed.

- **Article XX. Line of Injury and Accident**

Section 1 - ADMIN and UNION have the same proposal.

- **Article XXI. Emergency Leave with Pay**

Section 1. - To be discussed.

Section 2. - To be discussed.

Section 3. - ADMIN and UNION have the same proposal.

Section 4. - ADMIN and UNION have the same proposal.

- **Article XXII. Bereavement Leave and Assistance**

Section 1. Bereavement Leave – To be discussed.

Section 2. Bereavement Assistance – To be discussed.

- **Article XXIII. Union Leave with Pay**

Section 1. - To be discussed.

Section 2. - To be discussed

Section 3. - ADMIN and UNION have the same proposal

Section 4. - ADMIN and UNION have the same proposal

- **Article XXIV. Health Care**

Section 1. Health Care Plan - To be discussed.

Section 2. Medical and Dental Services - ADMIN and UNION have the same proposal.

Section 3. Physician - To be discussed.

- **Article XXV. Group Life Insurance**

Section 1. Group Life Insurance Coverage - To be discussed.

- **Article XXVI. Retirement**

Section 1 - ADMIN and UNION have the same proposal.

- **Article XXVII. Grievance Machinery**

Section 1. Declaration of Policy - ADMIN and UNION have the same proposal.

Section 2. Definition of Grievance - ADMIN and UNION have the same proposal.

Section 3. Definition of Complaint - ADMIN and UNION have the same proposal.

Section 4. Filing of Grievance or Complaint - ADMIN and UNION have the same proposal.

Section 5. Expeditious Resolution - ADMIN and UNION have the same proposal.

Section 6. - ADMIN and UNION have the same proposal. Parties clarified that this is from the 2014-2019 MOA.

Section 7. Initial Discussion of Grievance or Complaint - ADMIN and UNION have the same proposal.

Section 8. Appeal - ADMIN and UNION have the same proposal.

Section 9. - ADMIN and UNION have the same proposal.

Section 10. - ADMIN and UNION have the same proposal.

Section 11. - ADMIN and UNION have the same proposal.

Section 12. - ADMIN and UNION have the same proposal.

- Both Panels agreed to use the same table for the Grievance Process indicated in the MOA 2017-2019.

- **Article XXVIII. No Strike, No Lockout**

Section 1 - ADMIN and UNION have the same proposal.

- **Article XXIX. Waiver**

Section 1. Waiver - ADMIN and UNION have the same proposal.

Section 2. - ADMIN and UNION have the same proposal.

Section 3. Compliance with the Labor Code - ADMIN and UNION have the same proposal.

Section 4. Prerogatives of the Administration - ADMIN and UNION have the same proposal.

- **Article XXX. Printing of Agreement**

Section 1. Cost of Printing - ADMIN and UNION have the same proposal.

Section 2. Registration of the Agreement - ADMIN and UNION have the same proposal.

- **Article XXXI. Term and Effectivity**

Section 1. - To be discussed.

Section 2. - To be discussed.

9. The UNION asked if Union Leave with Pay can be granted to prepare for Grievance Meetings. The ADMIN replied that this will be looked into and discussed with OHRMOD.

10. Parties agreed that the next step is to discuss the "Almost As Is" provisions or those with slight variances only. The UNION suggested to cancel the afternoon session and requested for a comparative table of the "Almost As Is" provisions so they can review it before the next CBA meeting.



11. The SECRETARIAT will prepare the comparative table of the "Almost As Is" provisions and send it together with the Minutes of the Meeting to the UNION by Tuesday morning.

12. The meeting was adjourned at 11:41 a.m.

FOR THE UNION:



RAYMOND C. TANO
President

FOR THE ADMINISTRATION:



JOSE MARIO C. FRANCISCO, SJ
Co-Chairperson

