

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

**MINUTES OF THE MEETING – FABER HALL 302
23 November 2022**

AGENDA:

- Approval of the Minutes of the Meeting for 26 October and 16 November 2022

ATTENDEES:

For AEWU: 1. Raymond C. Tano 2. Christy Joy R. Summer 3. Roselle C. Cruz 4. Angelo D. Enriquez 5. Rico G. Narciso 6. Eugene U. Bulatao 7. Julieta T. Ramos 8. Rhoderick N. Torres 9. Rogelio S. Ansano III 10. Richard S. Yap 11. Waldo C. Calubaquib, Jr. 12. Salvador D. Andal 13. Michael Mandagan Observer: Regan Diaz (AM only)	For ADMIN: 1. Jose Mario C. Francisco, SJ 2. Arch. Michael M. Canlas 3. Carmela C. Oracion, EdD 4. Atty. Alma Renee R. Pavia 5. Marie Joy AA R. Salita 6. Ma. Aurora B. Bulatao 7. Luis F. Dumlao, PhD Observer: Rodel Crisostomo (both sessions)
Assisted by: 1. Atty. Arvin Dolendo	Assisted by: 1. Atty. Maria Caterina Cristina R. Lopa 2. Atty. Rafael E. Khan
	Secretariat: 1. Tomas L. Testa IV 2. Zaira Camille P. Cabaron

- I. QUORUM: Declared at around 9:43 a.m.
- II. Meeting Proper:
 1. Prayer led by AEWU's Ms. Christy Summer
 2. UNION presented their observer, Mr. Reagan Diaz
 3. Approval of the minutes of the meeting for October 26, 2022.
 - Parties agreed to include timestamp (1hr. 36 mins.) to item #58.
 - The Minutes of the Meeting for October 26, 2022 were approved by both panels.
 4. Approval of the minutes, November 16, 2022.
 - The UNION raised a correction for Item 57: The question posed was whether the previous union leadership was informed of the reorganization. SECRETARIAT will check the recording and will edit accordingly.



5. **Re: Article V, Section 2 - Union Bulletin Board**

- a) The ADMIN recapped the previous discussions on the bulletin board. The UNION will have a designated bulletin board in each key unit of the University. The key units shall be identified and the list of the key units shall be annexed in the CBA.
- b) The ADMIN read their counterproposal:
"The Administration shall allow the Union to put up and maintain a designated bulletin board in each of the key units of the University (listed in Annex "B" of this Agreement), subject to guidelines formulated by the LMC."
- c) The UNION panel agreed with the ADMIN proposed provision for Article V – Union Rights and Privileges, Section 2 – Union Bulletin Board.

6. **Re: Article V – Union Rights and Privileges, Section 5 - Notice of Reassignment and Transfer:**

- a) The ADMIN read their counterproposal:
"The Administration will provide the Union, through the affected Union member, a copy of any written notice of permanent reassignment or permanent transfer that may be given to a union member. The written copy to the Union will exclude salary data and/or any other similar personal or confidential information of the affected union member."
- b) The ADMIN explained that the new proposal includes the UNION's proposal to notify the UNION for any transfer/reassignment of a UNION member. It also has a clearer process and clarifies the kind of transfer or reassignment that would be covered by the provision.
- c) The UNION deferred further discussions on Article V – Union Rights and Privileges, Section 5 – Notice of Reassignment and Transfer.

7. **Re: Article 5, Section 7- Job Vacancy within the Union:**

- a) UNION proposal:
*"The Administration shall inform the Union of **any vacancy in any Union covered position or position previously held by a Union member not enumerated under appendix A**, so that interested union members and members of their immediate families who are qualified may apply. In addition, union members may refer members of their immediate families to the Human Resources Management Office, for purposes of pre-screening and referral, even prior to the actual availability of job vacancies."*
- b) The ADMIN said that they cannot accept the UNION's proposal. The list of UNION members in Appendix A are voluntary members of the UNION in their personal capacity. Therefore, their positions are not "unionized" positions.
- c) The UNION deferred further discussions on the provision.

8. **Re: Article VII, Section 1 – Promotion**

- a) Union proposal:
*"In cases of promotion covering job grades, the Administration shall be governed by the following norms in order of importance:
a. Ability, efficiency, and qualifications, including experience, in performing the job functions required;
b. All other things being equal, continuous length of service (or seniority) in the Company; and
c. **Position left vacant by an employee who was promoted to a higher job grade shall be open for application from other employees belonging to the same unit.**"*
- b) The ADMIN clarified that vacant positions are posted on the Blueboard. They also differentiated between hiring and promotions. The latter is on a "needs based" approach and follows a job and skills audit.



- c) UNION stated that there are instances where vacancies are posted but there are already persons being eyed to fill the vacant role/s. The proposal is also made to prioritize internal hiring/promotion before hiring external employees.
- d) Parties agreed to the ff.:
 - "In cases of promotion, the University shall be governed by the following norms in order of importance:*
 - a. Ability, efficiency, and qualifications, including experience, in performing the job functions required; and*
 - b. All other things being equal, continuous length of service in the University shall be the basis of promotion."*

9. Re: Article VII – Job Security and Lay-off, Section 1 – Lay-Offs:

- a) Union proposal:
 - "Should the University at some point find it necessary to make changes that might affect the organization size and/or profile of the workforce, the University shall explore all possible options, such as retraining and, if feasible, parallel transfer within the University and will help ensure that the current workers occupying permanent positions will continue to be employed in the University. In case of inevitable lay-off due to authorized cause of employment termination, the following order of priority shall be considered in the selection of employees to be laid-off:*
 - a. Contractual workers*
 - b. Casual workers*
 - c. Probationary employees"*
- b) The ADMIN said that the removal of the "Contractual workers" is that there are no contractual workers in the University. What we have are contracted services and there is a difference between contractual workers and contracted services. The contracted services are legitimate labor contractors with their own tools, equipment, and materials. The ADMIN added that the contracted services have an active contract with the University. The workers under the contracted service provider are employees of the contractor and not of the University. Therefore, the "contractual workers" should not be included in the list of employees who may be laid off since they are not employees of the University.
- c) The UNION deferred further discussions on the provision.

10. Re: Article XXXI – Term and Effectivity

- a) Parties' proposals/counterproposals:

UNION	ADMIN
<i>"All the provisions of this agreement shall be in force and effect from date of signing up to May 31, 2024."</i>	<i>"All provisions of this Agreement, except the representation aspect, shall be in force and effect until September 30, 2024, provided that Wage Increases covering Year 4 and Year 5 of this Agreement shall be subject to the conditions indicated in Art. IX. As is standard in all Collective Bargaining Agreements, and as it may have been applicable to this Agreement, where no new agreement is reached at expiration, the Parties' previous Agreements, excluding one-time, nonrecurring benefits, shall continue to remain in force and effect</i>

	up to the time a subsequent agreement is reached."
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- b) ADMIN clarified that its proposal is in accordance with law and the Ground Rules, which provide:
"The effectivity and retroactivity of the Collective Bargaining Agreement shall be in accordance with the spirit of Art. 265 [253-A] of the Labor Code. Any agreement on provisions of the Collective Bargaining Agreement entered into within six (6) months after the date of the commencement of negotiations on 31 August 2022 will be retroactive to 01 June 2022. If the Collective Bargaining Agreement is entered into beyond 28 February 2023, or six (6) months after the commencement of negotiations, the parties shall then mutually agree on the duration of retroactivity."
- c) ADMIN also clarified that it is proposing to start the next cycle of negotiations in September 2024 to align with the academic year and so that enrollment data will already be available.

Break at 10:51 a.m.

Resume at 11:23 a.m.

46. Re: Article V – Union Rights and Privileges, Section 5 – Notice of Reassignment or Transfer

- a. UNION proposed to retain current provision in Article V, Sec. 5 of the MOA-CBA 2017-2019:
"The University shall not reassign or transfer any union officer from his/her current section or unit without informing the Union."
- b. Parties agreed to retain current provision in Article V, Sec. 5 of the MOA-CBA 2017-2019.

47. Re: Article XXXI – Term and Effectivity, Section 2.

- a. The UNION deferred further discussions on the provision and asked about the recap of those that were agreed upon by both panels.

48. Summary of discussions on non-economic provisions:

Agreed	Deferred
- Article V - Union Rights and Privileges, Section 2 - Union Bulletin Board - Article V - Union Rights and Privileges, Section 5 - Notice of Reassignment and Transfer - Article VII, Promotion, Section 1 – Standard in Promotions	- Article V - Union Rights and Privileges, Section 7 - Job Vacancy within the Scope of the Union - Article VIII – Job Security and Lay Off, Section 1 – Lay-Offs - Article XXXI - Term and Effectivity, Section 1 and Section 2

Lunch Break: 11:00 a.m.

Resume 2:01 p.m.

49. The ADMIN said that in the latest proposal by the UNION, included changes in three (3) provisions: (a) the Signing Bonus in which they proposed a reduction of PhP1,000.00 in the amount of the UNION's earlier proposal, (b) the Wages where they also changed the amount, and (c) Family Subsidy, where there is a higher amount that was proposed in the latest proposal.



The UNION said that they only changed the Wages and the Signing Bonus. The Family Subsidy is almost the same.

50. Re: Article IX – Wages, Section 3 – Wage Increase/Pay Adjustment

- a. Parties agreed to defer discussions on this provision.

51. Re: Article IX – Wages, Section 6 - Wage Distortion.

- a. The UNION insisted that the computation for the appropriate adjustment in the employee's daily rate be included.
b. Parties agreed to defer discussions on this provision.

52. Re: Article IX - Wages, Sec. 1 - Signing Bonus

UNION	ADMIN
PHP 9,000.00	PHP 3,200.00

- a. Parties agreed to defer discussions on this provision.

53. Re: Article XI - Rice Allowance

UNION	ADMIN
Y1 – PHP 2,000.00 Y2 – PHP 2,000.00	Y1 – 1,550.00 Y2 – PHP 1,600.00

- a. Parties agreed to defer discussions on this provision.

54. Re: Article XV - Dependent's Allowance, Section 1.

UNION	ADMIN
Y1 – PHP 600 Y2 – PHP 650	Y1 – PHP 600 Y2 – PHP 600

- a. Parties agreed:
• Y1 – PHP 600
• Y2 – PHP 600

55. Re: Article XVI - Family Subsidy, Section 1.

UNION	ADMIN
Y1 – PHP 600 Y2 – PHP 650	Y1 – PHP 500 Y2 – PHP 550

- a. UNION manifested that its original proposal of Y1 – PHP500, Y2 – PHP600 was a typographical error, but they were now willing to go back to their original proposal. Hence:

UNION	ADMIN
Y1 – PHP 500 Y2 – PHP 600	Y1 – PHP 500 Y2 – PHP 550

- b. ADMIN agreed to Year 1 – PHP 500 but Year 2 is for further study/discussion.
c. Parties agreed to defer discussions on this provision.

56. Re: Article XVII - Union Educational Benefits, Section 2.

UNION	ADMIN
Preschool and Elementary Y1 – PHP 15,000 Y2 – PHP 17,000	Preschool and Elementary Y1 – PHP 13,000 Y2 – PHP 13,500

HS/College Y1 – PHP 20,000 Y2 – PHP 25,000	HS/College Y1 – PHP 14,750 Y2 – PHP 15,250
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- a. Parties agreed to defer discussions on this provision.

57. Re: Article XVII - Union Educational Benefits, Section 6:

UNION	ADMIN
<i>"Any child of a full time covered permanent employee shall be granted a 100% tuition fees in the University in any department."</i>	<i>"Any child of a full time covered permanent employee may apply for a scholarship in the University in any department, as long as the child meets all requirements of the scholarship."</i>

- a. Parties agreed to defer discussions on this provision.

58. Re: Article XVII - Union Educational Benefits, Section 7

UNION	ADMIN
<i>"All full time covered permanent employees may avail of the Union education loan privilege up to a maximum of FIFTY THOUSAND PESOS (P50,000.00) per year for their own enrollment in academic, technical or vocational programs, in accordance with guidelines to be drawn up by the LMC and approved by the Personnel Office and Treasurer's Office."</i>	<i>"All full time covered permanent employees may avail of the Union education loan privilege up to a maximum of TWENTY-FIVE THOUSAND PESOS (P25,000.00) per year for their own enrollment in academic, technical or vocational programs, in accordance with guidelines to be drawn up by the LMC and approved by the Personnel Office and Treasurer's Office."</i>

- a. The ADMIN also noted that there is only one UNION member who applied for this benefit.
- b. The PARTIES agreed to retain the current provision as found in the CBA 2014-2019:
"All full time covered permanent employees may avail of the Union education loan privilege up to a maximum of TWENTY-FIVE THOUSAND PESOS (P25,000.00) per year for their own enrollment in academic, technical or vocational programs, in accordance with guidelines to be drawn up by the LMC and approved by the Personnel Office and Treasurer's Office."

59. Re: Article XVII, Section 9

- a. New paragraph that was introduced by the UNION:
"In line with the K-12 program, beneficiaries shall include students who are still studying even if they reach beyond 21 years of age."
- b. Parties agreed to defer discussions on this provision.

60. Re: Article XVIII – Vacation Leave with Pay, Section 1

UNION	ADMIN
<i>"At the beginning of every fiscal year, all full time covered permanent</i>	<i>Section 1. All full time covered permanent employees who complete at least ten (10) months of continuous</i>



<i>employees are entitled to fifteen (15) workdays of vacation leave with pay."</i>	<i>service (which include approved leaves with pay) as of the end of any fiscal year will be entitled to fifteen (15) workdays of vacation leave with pay.</i>
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- a. Parties agreed to defer discussions on this provision.

61. Re: Article XIX - Sick Leave with Pay, Section 1

UNION	ADMIN
<i>At the beginning of every fiscal year, all full time covered permanent employees are entitled to fifteen (15) workdays of sick leave with pay.</i>	<i>All full time covered permanent employees shall earn sick leave credits of 1.25 days for each month of completed service.</i>
<i>In times where there is an existence of epidemic or pandemic as declared by the government, an employee shall be entitled to seven (7) workdays epidemic/pandemic leave with pay.</i>	

- a. ADMIN enumerated the assistance given by the University during the pandemic, including: adapting the work-from-home arrangement for employees. The maintenance staff could not work-from-home and yet the University paid out their salaries from March 16, 2020, to June 8, 2020, this despite no work being rendered under the work-from-home arrangement.
- b. UNION explained that the proposal under paragraph 2 was so that employees who are sick with COVID would not be forced to use up their sick leaves or report for work even if sick.
- c. The ADMIN explained that there were newly issued guidelines from the University Physician regarding health protocols, where as long as the employee is asymptomatic, the employee can still report to work onsite. This was even applied during the recent bar exam where those who tested positive were not assigned at the Bar Exam site but they could continue to work in other areas of the University.
- d. UNION clarified that the proposed "pandemic leave" is not convertible to cash; this would encourage their members to use the pandemic leave instead of the sick leave which they could later convert to cash.
- e. Parties agreed to defer discussions on this provision.

62. Re: Article XXI – Emergency Leave with Pay, Section 1.

UNION	ADMIN
<i>Section 1. Entitlement.</i> <i>All covered employees who complete one (1) continuous year of service in the University shall be entitled to emergency leave with pay of not more than fifteen (15) working days each fiscal year.</i>	<i>Section 1. Entitlement.</i> <i>All covered employees who complete one (1) continuous year of service in the University shall be entitled to emergency leave with pay of not more than ten (10) working days each fiscal year.</i>

- a. Parties agreed to defer discussions on this provision.

63. Re: Article XXI, Section 5

- a. New provision introduced by the UNION:
"The Administration agrees to approve emergency loan in the amount of Twenty Five Thousand (P25,000), interest free, payable in eighteen (18) months. Such emergency loan shall be utilized in case of exigency of the need for rehabilitation and medicine requirements."
- b. The ADMIN said that there are University loans program, subject to net take home pay limits. The Emergency Loan is PhP15,000.00, Medical Loan is PhP30,000.00, Computer Loan is PhP40,000.00, Memorial Plan Loan is PhP40,000.00, and the Calamity Loan (subject to approval by the University after a calamity) is PhP40,000.00.
- c. Parties agreed to defer discussions on this provision.

64. **Re: Article XXII - Bereavement Leave and Assistance, Section 1 - Bereavement Leave**

UNION	ADMIN
<i>Section 1. Bereavement Leave. The University shall grant bereavement leave of fifteen (15) days with pay in case of death of legitimate spouse, legitimate children, parents, parents-in-law, brother or sister of a covered employee upon presentation of a certified true copy of registered death certificate.</i>	<i>Section 1. Bereavement Leave. The University shall grant bereavement leave of ten (10) days with pay in case of death of legitimate spouse, legitimate children, parents, parents-in-law, brother or sister of a covered employee upon presentation of a certified true copy of registered death certificate.</i>

- a. Parties agreed to defer discussions on this provision.

65. **Re: Article XXII - Bereavement Leave and Assistance, Section 2 - Bereavement Assistance**

UNION	ADMIN
<i>"For death of legitimate spouse, legitimate children, parents, parents-in-law, brother or sister, bereavement assistance of Fifteen Thousand Pesos (P15,000.00) will be granted per employee family."</i>	<i>Section 2. Bereavement Assistance. For the death of the legitimate spouse, legitimate children, parents, parents-in-law, brother or sister, the University will grant bereavement assistance per employee family amounting to Eleven Thousand Pesos (P11,000.00).</i>

- a. Parties agreed to defer discussions on this provision.

66. **Re: Article XXII, Section 3 - Memorial Plan**

- a. New provision introduced by the UNION:
"The Administration shall provide a group memorial plan consisting of ten (10) units to the Union, in accordance with the terms and conditions of the Memorial Plan."
- b. The ADMIN said that there is an existing Life Insurance policy valued at PhP300,000.00 plus the PhP30,000.00 Family Assistance Benefit, plus the Group Health Insurance (GHI) Death Benefit valued at PhP100,000.00, and a CEAP Death Benefit at PhP150,000.00. The ADMIN's position is to maintain the current provision.

- c. Parties agreed to defer discussions on this provision.

67. **Re: Article XXIII – Union Leave With Pay, Section 1**

UNION	ADMIN
<i>"The Administration shall grant Union Leave with Pay to Union Officers and members for purpose of attending collective bargaining negotiation, and grievance conference."</i>	Section 1. <i>The University shall grant union leave with pay to union officers and member-observers for purposes of attending collective bargaining negotiations. <u>Union leave with pay shall also be granted to Union Officers for attendance in grievance conferences.</u></i>

- a. Union clarified that its proposal is a precautionary measure so that members who attend grievance conferences are not tagged as absent. The ADMIN said that currently those attending a grievance conference with the Administration do not have their absence from work charged against their leave credits.
- b. Parties agreed to defer discussions on this provision.

68. **Re: Article XXIII - Union Leave with Pay, Section 2**

UNION	ADMIN
<i>Section 2. The University shall likewise grant a total of Three Hundred Sixty Five (365) days union leave with pay to union officers and/or members for the purpose of attending grievance meetings, seminars and conferences regarding unionism, and other union related activities.</i>	<i>Section 2. The University shall likewise grant a total of Three Hundred Sixty Five (365) days union leave with pay to union officers and/or members for the purpose of attending seminars, conferences regarding unionism, inclusive of a maximum One Hundred Twenty (120) days prior to the commencement of CBA negotiation to allow the Union to make their necessary preparations.</i>

- a. The UNION stated that in the filing of a complaint with the NCMB, their union leave application was not approved, "pero pag kaharap na kayo, approved". The ADMIN explained that in the filing of a complaint with the NCMB, it is not yet a grievance conference. But once a conference has been set, then attendance in the grievance conference with the Administration (and the Union) is already considered as a union leave with pay.
- b. The ADMIN clarified if filing a case at DOLE due to an internal conflict within the Union is, chargeable to union leave with pay? The UNION said that they have rights and privileges in the CBA, and if they are going to DOLE because of internal UNION matters, then it should be approved as union leave with pay.
- c. Parties agreed to defer discussions on this provision.

69. **Re: Article XXIV – Health Care, Section 1 Health Care Plan**

UNION	ADMIN
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<i>Section 1. The Administration shall periodically review its health care plan, <u>and shall take into consideration the Union's proposed health care provider</u>, for the purpose of upgrading benefit levels and providing additional desirable features that could be made available to employees for themselves and their dependents.</i> <i><u>In line with the K-12 program, dependents who reaches the age of 23 years old who have not yet graduated college and not yet gainfully employed shall still be eligible for healthcare benefits.</u></i>	<i>Section 1. The Administration shall periodically review its health care plan for the purpose of upgrading benefit levels and providing additional desirable features that could be made available to employees for themselves and their dependents.</i>
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- a. UNION committed to provide data re: how many of its members have dependents who are 23 years old and above, still studying and not gainfully employed.
- b. Parties agreed to defer discussions on this provision.

47. **Re: Article XXV – Group Life Insurance, Section 1**

UNION	ADMIN
<i>Section 1. The University shall grant free group life insurance coverage of P500,000.00 to each covered employee.</i>	<i>Section 1. The University shall grant free group life insurance coverage of P300,000.00 to each covered employee.</i>

- a. Parties agreed to defer discussions on this provision.

48. **Re: Article XXVI Retirement, Section 2**

UNION	ADMIN
<i>"Computation of Retirement Benefits shall be based on what is provided by law which states that retiree is entitled to 1 month salary for every year of service. A fraction of 6 months shall automatically be counted as a full year."</i>	<i>Section 1. The University and the Union shall periodically review the existing retirement policy as well as the pertinent provisions of the Ateneo Retirement Plan. In the meantime, retirement benefits shall continue to be granted in accordance with the improved policy and provisions. (Appendix E.)</i>

- a. The ADMIN said that the University Retirement Plan is superior that the proposal of the UNION. The ADMIN will discuss this at length once the information is provided.
- b. Parties agreed to defer discussions on this provision.

49. **Re: Solo Parent Leave**

- a. New provision, Union proposal:

The Administration shall grant seven (7) working days Solo Parent Leave with pay annually in accordance with the provision and implementing rules of the Solo Parent Welfare Act (RA8972).

- b. The ADMIN said that the Solo Parent Welfare Act need not be included in the CBA since the leaves are already made available in compliance with the Solo Parent Welfare Act.
- c. The UNION said that they included it in the CBA in the hope that the benefits provided by law will be improved in future CBAs.
- d. UNION deferred discussions on this provision.

50. Re: Menstrual Leave

- a. New provision, UNION proposal:
The Administration shall grant one (1) day menstrual leave with pay per month for painful menstrual period caused by dysmenorrhea.
- b. UNION agreed to drop this proposal.

51. Re: Filial Leave

- a. New provision, UNION proposal:
The Administration shall grant two (2) days filial leave with pay for occasions due to enrollment, graduation, and parent-teacher conference. It shall also be available in case a child/ren requires the necessary vaccine.
- b. The ADMIN's position is that these reasons advance by the UNION for an additional leave may be covered by Vacation Leave.
- c. UNION deferred discussions on this provision.

52. Re: Birthday Leave

- a. New provision, UNION proposal:
The Administration shall grant 1 day birthday leave with pay for every covered employee.
- b. UNION deferred discussions on this provision.

53. Re: Calamity Assistance Loan

- a. New provision, UNION proposal:
The Administration shall grant calamity assistance to affected covered employees in the amount of TWENTY THOUSAND PESOS in the event of destructions brought about by typhoon, floods, earthquake, fire, and other natural calamities.
- b. UNION clarified that this is a loan, not assistance. The ADMIN said that the University already grants a Calamity Loan PhP30,000.00, subject to the usual net take home pay ratio and thus, it should no longer be included in the CBA.
- c. The UNION dropped the proposed Calamity Assistance Loan provision.

54. Summary of discussions on economic provisions:

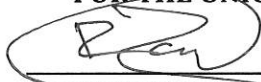
Agreed	Deferred
• Article XV - Dependent's Allowance • Article XVII - Union Educational Benefits, Section 7 • Menstrual leave (dropped) • Calamity Assistance Loan (dropped)	• Article IX - Wages, Section 3 - Wage Increase / Pay Adjustment • Article IX - Wages, Section 6 - Wage Distortion • Article X - Signing Bonus, Section 1 • Article XI - Rice Allowance, Section 1



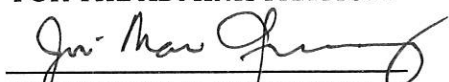
	• Article XVI - Family Subsidy • Article XVII - Union Educational Benefits, Section 2 • Article XVII - Union Educational Benefits, Sec. 6 • Article XVII - Union Educational Benefits, Sec. 9 • Article XVIII - Vacation Leave with Pay, Section 1 • Article XIX - Sick Leave with Pay, Section 1 (A) • Article XIX - Sick Leave with Pay, Section 1 (B) – Deferred • Article XXI - Emergency Leave with Pay, Section 1 • Article XXI - Emergency Leave with pay, Section 5 (Emergency Loan) • Article XXII - Bereavement Leave and Assistance, Section 1 - Bereavement Leave • Article XXII - Bereavement Leave and Assistance, Section 2 - Bereavement Assistance • Article XXII - Bereavement Leave and Assistance, Section 3 - Memorial Plan • Article XXIII - Union Leave with Pay, Section 1 • Article XXIII - Union Leave with Pay, Section 2 • Article XXIV - Health Care, Section 1 - Health Care Plan • Article XXV - Group Life Insurance • Article XXVI - Retirement, Section 2 • Article XXXI - Term and Effectivity, Section 1 • Article XXXI - Term and Effectivity, Section 2 • Solo Parent Leave • Filial Leave • Birthday Leave
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Adjourned at 3:34 p.m.

FOR THE UNION:


RAYMOND C. TANO

FOR THE ADMINISTRATION:


JOSE MARIO C. FRANCISCO, SJ

President

Co-Chairperson