

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

**MINUTES OF THE MEETING – 1 July 2024 / FABER HALL 101
CBA OPENING & GROUND RULES DISCUSSION**

AGENDA:

- Opening of CBA Negotiations by Fr. Roberto C. Yap – University President, and Introduction of Members of the Administration (ADMIN) and Union (UNION) Panels by their respective spokespersons
- Start of discussions on the Ground Rules

ATTENDEES:

For AEWU: 1. Raymond C. Tano 2. Nolan P. Villena 3. Christy Joy R. Summer 4. Angelo D. Enriquez 5. Richard S. Yap 6. Eugene U. Bulatao 7. Julieta T. Ramos 8. Rogelio S. Ansano III 9. Michael Q. Mandagan 10. Rhoderick N. Torres 11. Reagan D. Diaz Observer: N/A	For ADMIN: 1. Jose Mario C. Francisco, SJ 2. Carmela C. Oracion, EdD 3. Raymund Benedict Q. Hizon, SJ 4. Atty. Alma Renee R. Pavia 5. Luis F. Dumlao, PhD 6. Cristina R. Cabudsan Observer: N/A
Assisted by: N/A	Assisted by: 1. Atty. Edgardo Roman Manuel C. Balois 2. Atty. Maria Caterina Cristina R. Lopa 3. Atty. Abbygail M. Suria
	Secretariat: 1. Tomas L. Testa IV 2. Kaye Angela A. Reyes

I. **Quorum:** Declared at around 3:10 p.m.

II. **Meeting Proper:**

1. Prayer led by Fr. Raymund Benedict Q. Hizon.
2. Opening remarks of Dr. Maria Victoria T. Cortez, Vice President of University Human Resources.

3. Introduction of members of the UNION and ADMIN Panels by their respective spokespersons.
 4. Introduction and message of Fr. Roberto C. Yap - University President.
 5. Start of discussion on Ground Rules for 2024-2029 CBA Negotiations.
- The UNION proposed to put "2024-2029" in the title instead of "2024-2027". The ADMIN Panel agreed.

1. Authority of Panel Members

- UNION will provide three (3) additional names that will be included in the UNION Panel together with the Executive Board Resolution approving their appointment.

2. Composition of Negotiation Panels

- For Item D, the UNION asked if a representative or paralegal from their mother union can assist them in case their legal counsel cannot attend CBA negotiation meetings.
- The ADMIN responded that assistance should be by a duly-certified lawyer because the role of the legal counsel is to provide advice on technical legal issues. The Panels will be the ones talking and negotiating during the meetings.
- Item D is unresolved and is for further discussion.

3. Good Faith and Decorum

- ADMIN and UNION have the same proposal.
- The UNION expressed their concern that they weren't given bulletin boards in the identified key units stipulated in the CBA 2022-2024. The ADMIN stated that they will look into it.
- The UNION also inquired if the signed Minutes of the Meetings (MOMs) during last CBA negotiation cycle were posted for the University Community. The ADMIN confirmed that the signed MOMs were posted on the University website.
- The UNION further inquired if the posting was done every after approval or were all the MOMs uploaded one time. The ADMIN said that they will request details from the University Marketing and Communications Office (UMCO) regarding the posting of the MOMs in the website.

4. Frequency of Meetings

- The UNION proposed for twice a week CBA negotiation meetings. The ADMIN explained that given the workload of the ADMIN panel members, twice a week meetings will be difficult for their respective units/offices.
- The UNION agreed to the proposal of the ADMIN.

5. Conduct of Agenda of the Negotiations

- The UNION requested for clarification on the ADMIN's wording of par. 11 (C). ADMIN to provide revised wording next meeting. The UNION asked for the ADMIN's counterproposal. The ADMIN confirmed that it will be sent within the

week with some missing information on economic items, which are dependent on enrollment numbers.

6. Deadlock

- The UNION expressed their concern on the delay if parties have to defer items three (3) times before a deadlock can be declared. The UNION also noted the delay in the start of the CBA Negotiations last cycle and this cycle.
 - The ADMIN manifested that last cycle, the delay was due to unavailability of enrollment numbers, which are crucial to its counterproposal. In any event, the ADMIN agreed to peg the automatic retroactivity within six (6) months from the start of CBA Negotiations and not from the expiration of the then-current CBA. This cycle, Management manifested that it only received the UNION's proposal on 27 May 2024 so it needs sufficient time to prepare its counterproposal. The ADMIN suggested to retain the three (3) deferments because this is in line with the parties' obligation to negotiate in good faith. Parties should be given at least three (3) opportunities to explore possible ways to arrive at acceptable CBA provisions.
 - The UNION countered that there should only be two (2) deferments before a deadlock can be declared or, if the three (3) deferments will be retained, the retroactivity should be removed.
 - For further discussion next meeting.
- For all other items discussed, Parties agreed to the provisions in the Ground Rules sent by the ADMIN to the UNION on 21 June 2024 via e-mail.
 - The remaining four (4) provisions in the Ground Rules (*item nos. 17, 18, 19, and 20*) and pending items [*2(A) on composition of the UNION Panel, 2(D) on assistance of legal counsel, 11(C) on subject of the negotiations, and 14 on Deadlock*] will be discussed during the next meeting on 10 July 2024 at 9:00 am

The meeting adjourned at 4:52 p.m.

FOR THE UNION:



RAYMOND C. TANO
President

FOR THE ADMINISTRATION:



JOSE MARIO C. FRANCISCO, SJ
Co-Chairperson