

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

MINUTES OF THE MEETING – 14 AUGUST 2024 / FABER HALL 101

AGENDA:

- Review of the Minutes of the 7 August 2024 Meeting
- Continuation of the presentation of the Admin Panel's Counter-proposal

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 12. Christopher E. Bron 13. Alejandro E. Ogayon 14. Norberto L. Canonigo 15. David G. Panogadia Observer: Mark Anthony R. Rosario	For ADMIN: 1. Carmela C. Oracion, EdD 2. Fr. Raymund Benedict Q. Hizon 3. Atty. Alma Renee R. Pavia 4. Arch. Michael M. Canlas 5. Cristina R. Cabudsan Observer:
Assisted by:	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 3. Zaira Camille P. Cabaron

- I. **Quorum:** Declared at around 9:31 a.m.

II. Meeting Proper:

1. Prayer led by Mr. Angelo D. Enriquez.
2. Fr. RB Hizon gave updates on the health status of ADMIN Panel Chairperson Fr. Mario Francisco.
3. Introduction of the Union Panel observer: Mr. Mark Anthony R. Rosario.
4. Review of the Minutes of the 7 August 2024 Meeting.
 - Page 1, name of Union Panel observer should be Fermin E. Omotoy, Jr.
 - Page 2, for Article XV. Dependent's Allowance, Section 1 and Article XVI. Family Subsidy, Section 1.
 - The UNION manifested that the increase should be 10% per year.
 - The ADMIN requested the Secretariat to review the recording.
5. Continuation of the presentation of the Admin Panel's counter-proposal
 - **Article XXI. Emergency Leave with Pay**
 - Section 1. Entitlement**
 - ADMIN's proposal is to retain the existing provision (12 days) explaining that based on utilization data, the 12 ELs per fiscal year is sufficient..
 - 2017-2018 (Average 5 days)
 - 2018-2019 (Average 4 days)
 - 2019-2020 (Average 4 days)
 - 2022-2023 (Average 4 days)
 - 2023-2024 (Average 4 days)
 - **Article XXII. Bereavement Leave and Assistance**
 - Section 1. Bereavement Leave**
 - ADMIN's proposal is to retain the existing provision (15 days) explaining that based on utilization data, the 15 days of bereavement leave per fiscal year is sufficient.
 - 2017-2018 - 6 members (8 leaves)
 - 2018-2019 - 20 members (8 leaves)
 - 2019-2020 - 18 members (8 leaves)
 - 2020-2021 - 8 members (8 leaves)
 - 2021-2022 - 6 members (10 leaves)
 - 2022-2023 - 17 members (7 leaves)

- 2023-2024 - 26 members (9 leaves)

Section 2. Bereavement Assistance

- Skipped for now since it is an economic provision.

● Article XXIV. Union Leave with Pay

Section 2

- The ADMIN's counter-proposal is to retain the existing provision as the ADMIN sees it as sufficient.
- The ADMIN expressed that while it respects the Union as an organization and even if the CBA provides for ULPay under certain circumstances, Union members are first and foremost employees of the University with important responsibilities in the organization, and hopes that the work assigned to employees will not be disregarded/disrupted.
- The ADMIN mentioned that in the past, the UNION had been granted permission to use the ULPay for reasons beyond the provisions in the CBA, e.g. brainstorming and humanitarian activity.
- ADMIN stated that it will be helpful to identify specific "union related activities" so that the instances of use may be clear to everyone, including the HR personnel designated to approve or disapprove requests for ULPay.

Section 4

- The ADMIN's counter-proposal is to retain the existing provision as the ADMIN sees it as sufficient.
- Based on past union outings, there is no need for a 2 day ocular since the venues are quite near to Metro Manila:
 - 2017 - Montalban, Rizal
 - 2018 - Montalban, Rizal
 - 2019 - Zambales
 - 2023 - Montalban, Rizal
- The Union mentioned that the venue of the Union outing will depend on the budget of the Union.

● Article XXVII. Grievance Machinery

Section 8

- ADMIN's Justification: As mentioned by the UNION during their presentation, going to the NCMB/VA is tiring for them too. So,

the counter-proposal to add days per step of the Grievance Procedure and new Step 4 are for the purposes of exhausting all means to resolve disputes at the University level.

- Composition of VA Panel revised to reflect what is actually being practiced by ADMU/AEWU. The old selection process was too cumbersome and was being resisted by the NCMB itself.

Section 10

- ADMIN's Justification: To align with the proposal in Section 8.

Section 12

- ADMIN's Justification: Joint accountability by the Parties.

- **Article XXXI. Term and Effectivity**

- ADMIN's Justification: To align the schedule when enrollment data becomes available due to the shift in the school year calendar.
- UNION's claims that when the CBA cycle was moved from April to June, 1% increase was granted.

6. Break at 10:05 AM

7. Resumed at 10:22 AM

8. Parties agreed to an early adjournment due to health reasons of the Union President and since the legal counsel of the UNION is not yet present.

9. Closing prayer was led by Fr. RB Hizon.

The meeting was adjourned at 10:34 a.m.

FOR THE UNION:



RAYMOND C. TANO
President

FOR THE ADMINISTRATION:



CARMELA C. ORACION, EdD
Co-Chairperson