

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

MINUTES OF THE MEETING – 9 OCTOBER 2024 / SOM 305

AGENDA:

- Review of the Minutes of the September 18, 25, and October 2, 2024, CBA Negotiations Meetings
- Continuation of the negotiations

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. Reagan D. Diaz 11. Rhoderick N. Torres 12. Alejandro E. Ogayon 13. Norberto L. Canonigo 14. David G. Panogadia Observer: Renato D. Macasias	For ADMIN: 1. Carmela C. Oración, EdD 2. Fr. Raymund Benedict Q. Hizon, SJ 3. Atty. Alma Renee R. Pavia 4. Arch. Michael M. Canlas 5. Luis F. Dumlao, PhD 6. Cristina R. Cabudsan Observer: Miguel Antonio M. Brion
Assisted by: 1. Atty. Eldrin Paul Garcia	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 9:38 a.m.

II. **Meeting Proper:**

1. Prayer led by Fr. RB Hizon, SJ.

2. Introduction of the Admin and Union Panel observers: Mr. Miguel Antonio M. Brion and Mr. Renato D. Macasias, respectively.
3. Review of the Minutes of the 18 September 2024, 25 September 2024, and 2 October 2024 CBA Negotiation Meetings. Union requested that transcripts of certain discussions be included in the Minutes.
4. ADMIN requested for a break at 10:17 a.m. in order for both sides to have ample time to prepare transcripts that will be compared after the break. The UNION requested an early lunch break.
5. Resumed at 1:35 p.m.
6. The ADMIN asked for a break at 2:00 p.m.
7. Resumed at 3:05 p.m.
8. After further discussions, parties agreed to sign the Minutes of the 18 September 2024, 25 September 2024 CBA, and 2 October 2024 Negotiation Meetings.
9. The UNION agreed to the counterproposal of the ADMIN on Article XXIII. Union Leave with Pay, Section 4. Ocular Inspection and Logistical Preparation. Thus:

Article XXIII. Union Leave with Pay

Section 4. Ocular Inspection and Logistical Preparation

In relation to the Union Summer Outing, the Administration agrees to grant:

- a. **Two (2) days ULPay for the Union President, Vice President, Secretary, Treasurer, and Auditor for the purpose of conducting an ocular inspection of the venue for the Union Summer Outing.**
- b. **One (1) day ULPay for the incumbent Union Officers and five (5) shop stewards on the day immediately preceding the scheduled Union Summer Outing for the purpose of taking care of physical arrangements and logistics for said event.**

In line with the existing University Policy, the Union shall secure approval for Union leaves at least 3 days prior to the date of the intended leave.

10. After agreeing to the above proposal, the UNION clarified that in case of unavailability of the key officers, they should be substituted by the other Union Officers who are available to do the ocular inspection. The UNION further clarified that there are seven (7) shop stewards who should be

permitted to go on 1 day ULPay for the purpose of taking care of physical arrangements and logistics for the Union Summer Outing.

ADMIN responded that there should be no substitution of the UNION officers granted ULPay under Article XXIII. Section 4, specifically, re: ocular inspection, because the Officers are the ones who can decide on the venue of the Union Summer Outing. ADMIN will discuss the UNION's additional input.

11. The ADMIN asked for the UNION's counter-proposal on Article XXIII. Union Leave with Pay, Sec. 2.

The UNION said that they are still "AS IS" with their proposal because the counter-proposal of the ADMIN does not include the function of the Union officers. The UNION gave an example, that if a grievance is not solved at the University level, it is the Union officer's responsibility to raise this to DOLE, so they should be granted ULPay.

12. The UNION said that the brainstorming sessions, in the past, were not charged against the 365 days allotted for ULPay. If the brainstorming session is deducted from the ULPay, the ULPay will be utilized fully and may result in the LOA of the Union Officers during the CBA negotiations. The UNION further stated that the ULPay of 365 days is not only for the Union officers but also for the Union members.

13. The ADMIN said that they will have to clarify the treatment of brainstorming meetings by the next meeting.

14. The UNION LEGAL COUNSEL was requested by the UNION to explain their proposal for the composition of the VA Panel. The UNION LEGAL COUNSEL said that the UNION agrees with step 3 of the provision, however, the UNION said that the third member of the VA (a) shall be mutually agreed upon by the parties. If the parties cannot agree, (b) the two (2) nominees will choose the third member. Additionally, to not incur delays, the UNION proposed to place a maximum period of fifteen (15) days to appoint the third member of the panel. In the event that the arbitrators cannot choose their third member, the UNION proposes that (c) the hearing officer or the Director of the NCMB shall choose the third member by a raffle among all accredited arbitrators.

15. The ADMIN LEGAL COUNSEL took note of the proposal of the UNION and requested a written copy.

16. The UNION LEGAL COUNSEL said that they will send the formal proposal before the next CBA negotiation meeting on 16 October 2024.

17. Closing prayer was led by Fr. RB Hizon, SJ.

The meeting was adjourned at 4:07 p.m.

FOR THE UNION:



RAYMOND C. TANO
President

FOR THE ADMINISTRATION:



CARMELA C. ORACIÓN, EdD
Co-Chairperson