

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

MINUTES OF THE MEETING – 6 NOVEMBER 2024 / FABER HALL 101

AGENDA:

- Review of the Minutes of the October 9, 16 and 30, 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: Daniel Jovito S. Dela Cruz	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: Joffre V. Arosco
Assisted by:	Assisted by: 1. Atty. Edgardo Roman Manuel C. Balois 2. 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 9:37 a.m.

II. **Meeting Proper:**

1. Prayer led by Mr. Daniel Jovito S. Dela Cruz.
2. Introduction of the Union and Admin Panel observers: Mr. Daniel Jovito S. Dela Cruz and Mr. Joffre V. Arosco, respectively.

3. Review of the Minutes of the 9 October 2024 CBA Negotiations Meeting.
 - No other corrections were made. The Panels agreed to finalize the Minutes for signing.
4. Review of the Minutes of the 16 October 2024 CBA Negotiations Meeting.
 - No other corrections were made. The Panels agreed to finalize the Minutes for signing.
5. Review of the Minutes of the 30 October 2024 CBA Negotiations Meeting.
6. The ADMIN requested for a break at 10:23 a.m.
7. Resumed at 11:00 a.m.
8. The Panels signed the Minutes of the October 9 and 16, 2024 CBA Negotiation Meetings.
9. The UNION started explaining the computation that they had given to the ADMIN panel.
10. The UNION and the ADMIN panel agreed that the Tuition Incremental Proceeds (TIP) amounted to PhP144,000,000.00
11. The ADMIN read its counter-proposal for **ARTICLE XXXI. TERM AND EFFECTIVITY. Section 1.**

All the economic provisions of this agreement shall be in force and effect from date of ratification up to September 30, 2027. All the non-economic provisions of this agreement shall be in force and effect from date of ratification up to September 30, 2029. Retroactivity shall be in accordance with the Labor Code.
12. The UNION said that their position is still their current proposal and suggested to just defer the provision.
13. Both Panels agreed to defer the provision.
14. The Panels proceeded to discuss Section 3 (Wage Increase), Article IX.

The ADMIN clarified if the latest proposal of the UNION is the 10% for Merit Increase (MI) and 10% General Increase (GI) and sought guidance on what is the latest proposal of the UNION.
15. The UNION explained that their latest proposal is the 7.6% GI, without MI, based on the TIP of PhP144 million.

16. Given the clarification on the latest proposal of the UNION, the Panels agreed to continue the discussion of this provision in the next CBA Negotiations meeting.

17. The closing prayer was led by Mr. Joffre V. Arosco.

Agreed	Agreed to Retain (AS IS)	For Further Discussion	Deferred
ARTICLE I. UNION RECOGNITION. Section 3. Loss of Membership	ARTICLE VIII. JOB SECURITY AND LAYOFF. Section 5. Lay-off.	ARTICLE IX. WAGES. Section 3. Wage Increase	ARTICLE I. UNION RECOGNITION. Section 1 (1st deferment)
ARTICLE XVIII. VACATION LEAVE WITH PAY. Section 5. Unused Vacation Leaves	ARTICLE V. UNION RIGHTS AND PRIVILEGES. Section 5. Notice of Reassignment or Transfer	ARTICLE XXXI. TERM AND EFFECTIVITY. Section 1.	ARTICLE X. SIGNING BONUS (1st deferment)
ARTICLE XXII. BEREAVEMENT LEAVE AND ASSISTANCE. Section 2. Bereavement Assistance	ARTICLE V. UNION RIGHTS AND PRIVILEGES. Section 6. Written Notice to the Union		ARTICLE XI. RICE ALLOWANCE. Section 1 (1st deferment)
	ARTICLE XXI. EMERGENCY LEAVE WITH PAY. Section 1. Entitlement		ARTICLE XV. DEPENDENTS' ALLOWANCE. Section 1. Entitlement (1st deferment)
	ARTICLE XXII. BEREAVEMENT LEAVE AND ASSISTANCE. Section 1.		ARTICLE XVI. FAMILY SUBSIDY. Section 1 (1st deferment)
	ARTICLE XXIV. HEALTH CARE.		ARTICLE XVII. UNION EDUCATIONAL BENEFITS.

Agreed	Agreed to Retain (AS IS)	For Further Discussion	Deferred
	Section 1. Health Care Plan		Section 2 (1st deferment)
	ARTICLE XIII. OVERTIME AND REST DAY PAY. Section 5. Union Outing/Excursion		ARTICLE XXVII. GRIEVANCE MACHINERY. Section 8. Grievance Procedure (1st deferment)
			ARTICLE XXVII. GRIEVANCE MACHINERY. Section 10. Grievance Procedure (1st deferment)
			ARTICLE XXVII. GRIEVANCE MACHINERY. Section 12. Expenses of Arbitration
			ARTICLE XXIII. UNION LEAVE WITH PAY. Section 2.
			ARTICLE XXIII. UNION LEAVE WITH PAY. Section 4.

The meeting was adjourned at 11:25 a.m.

FOR THE UNION:



RAYMOND C. TANO
President

FOR THE ADMINISTRATION:



CARMELA C. ORACION, EdD
Co-Chairperson