

# Union of Faculty and Employees of Saint Louis University (UFESLU)

Saint Louis University ensures stakeholders' engagement. This covers the full range of the University's effort to understand and involve stakeholders in its activities and decisions. Engagement can help SLU improve transparency and building the trust of the individuals or groups whose support is critical to SLU's long-term success, to sparking the innovation and organizational change needed to meet new challenges and opportunities.



On **July 15, 1987** the Union of Faculty and Employees of Saint Louis University was born.

UFESLU was formally born on July 15, 1987, when the Bureau of Labor Relations issued its Certificate of Registration. It was the child of selfless labor by a group of dedicated workers who, aware of the need to initiate reforms and to keep abreast with the changing times, as well as inspired by the Church magisterium on social justice and peace, decided that man is the master of his destiny. That man himself shapes the course of the future. UFESLU is fittingly the employees' invaluable gift to the University as it celebrates its 75th anniversary. There shall be no more turning back.-*Collective Bargaining Agreement between SLU and UFESLU.*

During the effectivity of the Bargaining Agreement, Saint Louis University recognizes the UNION as the sole and exclusive bargaining representative of all teaching and non-teaching employees within the appropriate unit as defined herein.

“Let us honor the Union's tireless work in improving the welfare and benefits of our workers. We also pay tribute to those who courageously worked for the formation of UFESLU in 1987.

UFESLU has always been a strong advocate for fair treatment and better working conditions. In today's world, where workers' rights often face threats from neoliberal policies, the role of unions like UFESLU is more important than ever.

The Union dedicates this year's anniversary to standing up for our workers and to show the true power and value of unionism. This should remind us that together, we can protect and advance our rights and interests.”

**Ronald Taggaoa, President UFESLU (2017-Present)**



**8** DECENT WORK AND ECONOMIC GROWTH



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The union created on October 24, 2013, its official closed group account, **KRIS AT KALASAG, on Facebook**, composed of members of UFESLU. This served as a channel to inform the members of the activities of the union, as well as a venue to announce upcoming events or even issues that require attention. As of today, there are 984 active members/followers of the FB group.



***On July 17, 2024, as posted in the group, the union informed the members that the SLU Administration and the UFESLU agreed in principle to some changes in the economic benefits being enjoyed under the Collective Bargaining Agreement (CBA).***

Some of the changes include the rice subsidy shall be Php6,000 per quarter (Php 24,000 yearly, per full-time or full load), all employees shall enjoy a 50% discount on hospitalization at the SLU Medical Hospital, with the exception of medicines, professional fees to doctors & technicians, charges of other hospitals, clinics, and ambulance services, the use of specialized medical equipment including endoscopy, laparoscopy, hysterectomy, and other specialized procedure shall also be subjected to 50% discount, and all employees, including contractual and probationary employees, shall also enjoy the same. Moreover, dependents of regular employees at the college level who are qualified under the student activity grants shall get Php 3,000 pesos per semester. Members of the SLU Band, selected athletes, and SLU CCA performers will enjoy the said benefit.

Dependents of regular employees in the BEdS who are qualified under the student activity grants shall receive 3,000 pesos per year. Members of the SLU Band and selected athletes shall enjoy this benefit. Employees at the Medical Hospital, Residence Halls, Powerhouse, Office of the VP for Mission Identity, and the Sunflower Centennial Halfway Home shall receive exigency incentive pay of Php 2,000 annually. A signing bonus of Php 10,000 pesos shall be given upon approval of the CBA changes. Other existing benefits remain in effect.

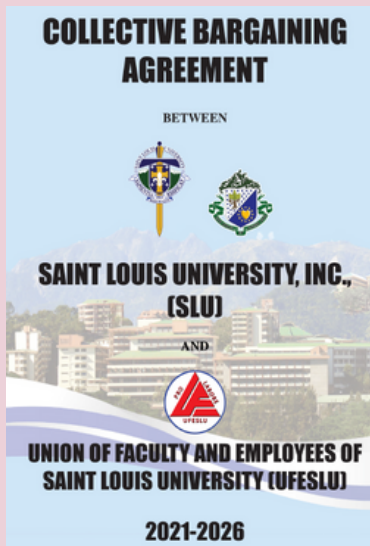


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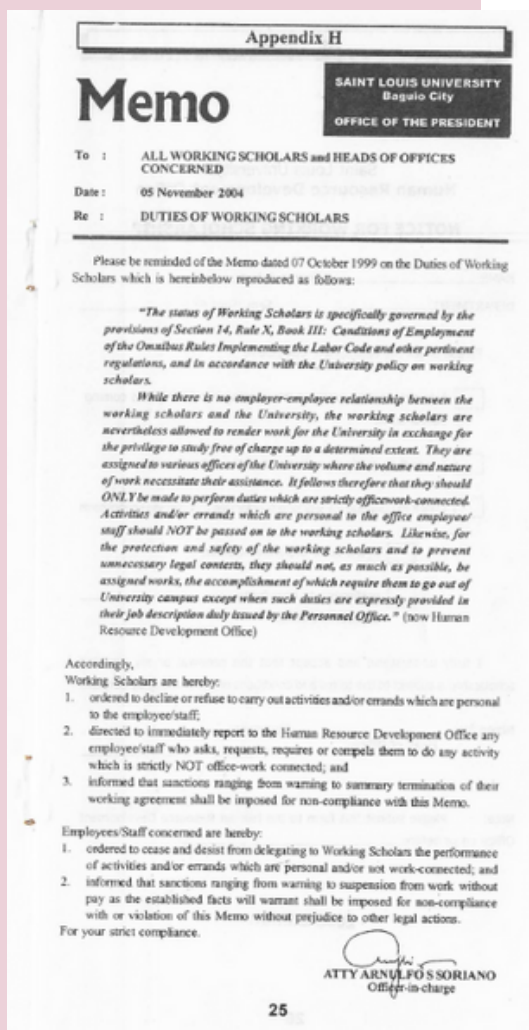
# Employment Practices and Policies

## Employment Policy against modern slavery and child labour



### Section 11.16.

- (a) Employees who render overtime work beyond 8 o'clock in the evening (8 p.m.) shall, on top of their overtime pay, be granted free meals from the University Residence Halls and a reimbursement of their taxi fare in going home; provided that the overtime work has been duly requisitioned by their Head and approved by the University. This provision does not apply to the Hospital employees.
- (b) Hospital and other affected employees who shall be required to render "untimely" (unscheduled) overtime work beyond 8 o'clock in the evening (8 p.m.), shall, on top of their overtime pay, be provided free meals from the University Residence Halls or from the Hospital Dietary Department and a reimbursement of the actual taxi fare in going home. Unscheduled overtime work refers to an overtime work that shall be rendered by an employee who receives such notice less than eight (8) hours from commencement thereof.



**Memo dated 07 October 1999 on the Duties of Working Scholar, highlighting that the Working Scholars are ordered to decline or refuse to carry out activities and /or errands which are personal to the employee or staff, directed to immediately report to the Human Resource Development Office any employee/staff who asks requests, requires or compels them to do any activity which is strictly NOT office-work connected, and for the protection and safety of the working scholars and to prevent unnecessary legal concerns, they should not, as much as possible, be assigned works, the accomplishment of which require them to go out of University Campus except when duties are expressly provided in their job description duly issued by the Human Resource Department.**

**8** DECENT WORK AND ECONOMIC GROWTH



# SLU has a process for employees to appeal on employee rights and/or pay

## Collective Bargaining Agreement 2021-2026

### ARTICLE 15 GRIEVANCE MACHINERY

#### Section 15.1. Statement of Principles

*The parties agree on the generally accepted principles of justice, equity, and fairness that all disputes between the UNION and its components on one hand and the UNIVERSITY and its components on the other shall be treated objectively, that the parties have the same interest in the continuity of the objectives of the UNIVERSITY until all points in the dispute shall have been discussed and settled; that an open conflict in any form involves losses to the parties and that, therefore, every effort will be exerted to avoid such an open conflict. In the furtherance of the foregoing principle, the parties hereto have agreed to establish a procedure for the adjustment of the grievance.*

#### Section 15.2. Definition of Grievance

*Any misunderstanding concerning policies or practices directly affecting the members of the UNION or their working conditions in the UNIVERSITY, or any dispute arising as to the meaning, application, or violation of any provision of this Agreement, or any resentment which an employee may have against the UNIVERSITY, or any resentment which the UNIVERSITY may have against an employee, shall be considered a grievance.*

