SAINT LOUIS UNIVERSITY

Baguio City, Philippines

Metric 8.2
Employment practice



8 DECENT WORK AND ECONOMIC GROWTH

Times Higher Education
Sustainability
Impact Ratings

AY 2025-2026

SAINT LOUIS UNIVERSITY

Baguio City, Philippines

Indicator 8.2.2 Employment practice unions



8 DECENT WORK AND ECONOMIC GROWTH

Times Higher Education Sustainability Impact Ratings

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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.

"We recognize the challenges that lie ahead, but we are eager and committed to working tirelessly on behalf of all union members. We will actively engage with management, fostering open communication channels and creating opportunities for meaningful dialogue.
Our goal is to strengthen the voice of the union and create an environment that promotes collaboration, respect, and improved working conditions.
Please feel free to reach out to us with any issues or suggestions you may have as we embark on this journey together"
- Ronald Taggaoa, President UFESLU

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



KRIS AT KALASAG is an official closed group account on Facebook composed of members of UFESLU created October 24, 2013.

We're all in this together to create a welcoming environment. Let's treat everyone with respect. Healthy debates are natural, but kindness is required- Group Admin

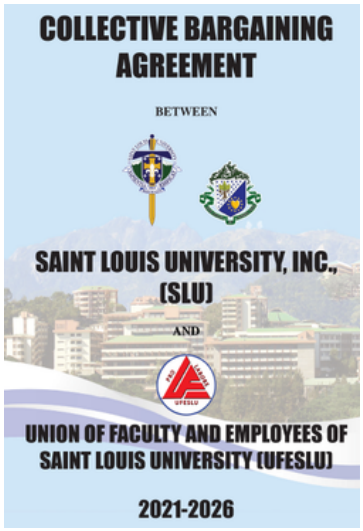
The KRIS AT KALASAG in the logo stands for everything that the UFESLU believes in: FREEDOM, EQUALITY, SECURITY, LIBERTY and UNITY.

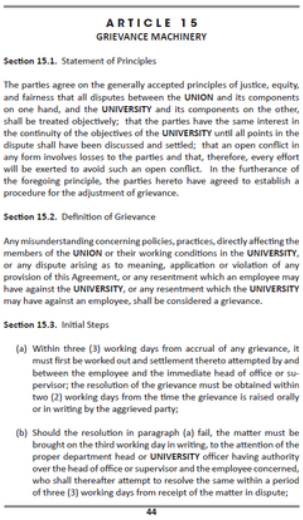
Explanation of the Logo:
Just as our ancestors fought foreign invaders in our nation's early history using this native and unpretentious armament, UFESLU also relies on the innate talents and unwavering resolve of its members to work for what is just and right for our employees. The logo also features hands linked together, which symbolizes UNITY AMONG ITS RANKS in advancing the RIGHTS OF EMPLOYEES. The clenched fist signifies the FORCE AND DETERMINATION to work for SECURITY and EQUALITY from which the men and women (in the foreground) draw their strength to remain steadfast in their objectives. The silhouette of the men shouting a battle cry and about to go into war signifies how the UFESLU is willing to go to great lengths to ensure that its ideal are respected and met. The "UNION HQ" drawing represents HARDWORKING UNION HEADSHIP that guarantees a collaborative partnership with the members and the School Administration in ensuring the best working conditions for its employees. Lastly, the man at the bottom with arms extended towards heaven illustrate how the work of leading men and women is a sacred one, and that the UFESLU should remain humble and grateful, ever-seeking God's guidance and protection in all its endeavors. -Kris and Kalasag, October 24, 2013.



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





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 grievance.

Section 15.2. Definition of Grievance

Any misunderstanding concerning policies, practices, directly affecting the members of the **UNION** or their working conditions in the **UNIVERSITY**, or any dispute arising as to 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.

Section 15.3. Initial Steps

(a) Within three (3) working days from accrual of any grievance, it must first be worked out and settlement thereto attempted by and between the employee and the immediate head of office or supervisor; the resolution of the grievance must be obtained within two (2) working days from the time the grievance is raised orally or in writing by the aggrieved party;

(b) Should the resolution in paragraph (a) fail, the matter must be brought on the third working day in writing, to the attention of the proper department head or **UNIVERSITY** officer having authority over the head of office or supervisor and the employee concerned, who shall thereafter attempt to resolve the same within a period of three (3) working days from receipt of the matter in dispute;

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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.

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Collective Bargaining Agreement (CBA)



Saint Louis University (SLU) Management and the Union of Faculty and Employees of Saint Louis University (UFESLU) formalized the 2026-2031 Collective Bargaining Agreement (CBA) on 06 August 2026. The agreement was signed by SLU Management, led by University President Rev. Fr. Gilbert B. Sales, CICM, PhD, and by UFESLU, led by Union President Mr. Ronald Taggaoa.

Fr. Sales called the CBA “more than a legal document” and “a shared commitment to uphold the rights and welfare of our employees,” reaffirming the University’s commitment to investing in its people. Mr. Taggaoa thanked the Administration for its openness and said the agreement gives members greater protection and better benefits. He described it as the Union’s contribution to promoting decent work and better working conditions in line with the United Nations Sustainable Development Goals (SDGs).

Months of negotiations by the panels of the SLU Administration and UFESLU led to the agreement. The CBA expresses their shared commitment to a University where every employee is treated with dignity, every contribution is valued, and every Louisian has the opportunity to grow and succeed.

https://www.slu.edu.ph/2026/08/06/slu-ufeslu-ink-collective-bargaining-agreement-for-2026-2031/

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The SLU SDG Report 2026