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 8.2.8 Employment practice appeal process



8 DECENT WORK AND ECONOMIC GROWTH

Times Higher Education Sustainability Impact Ratings

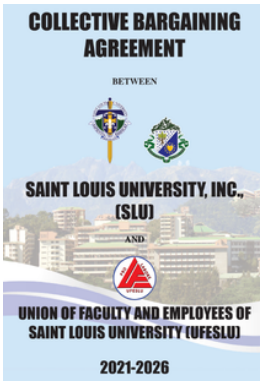
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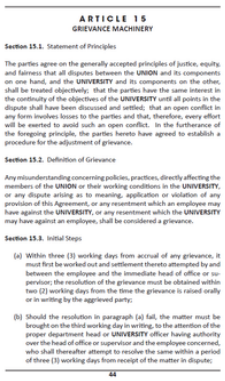
SLU gives employees a fair process to appeal on their rights and pay

Saint Louis University (SLU) has a formal process for employees to raise and appeal concerns about their rights, working conditions, and pay. The process is part of the 2021–2026 Collective Bargaining Agreement (CBA) between the University and the Union of Faculty and Employees of Saint Louis University (UFESLU), under Article 15, Grievance Machinery.

The University and the union agree that all disputes between them are to be treated objectively, in line with justice, equity, and fairness. Both parties share an interest in the continuity of the University's objectives while a dispute is discussed and settled. They recognize that open conflict in any form means losses for both sides, and every effort is made to avoid it. For this reason, the parties established a procedure for the adjustment of grievances.

A grievance covers any misunderstanding about policies or practices that directly affect union members or their working conditions, and any dispute about the meaning, application, or violation of a provision of the CBA, including its provisions on pay and benefits. It also covers any resentment an employee may have against the University. The same definition covers the University's concerns about an employee. Employees can therefore appeal on matters affecting their rights and pay without having to meet a narrow test of what counts as a complaint.





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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Grievances are heard through committees set up for each sector of the University: college teaching, basic education, non-teaching, and hospital employees. Each committee has two management and two union representatives. If a grievance is not settled within ten working days, it may go to arbitration, where the decision is final and binding, so that every appeal ends in a clear outcome. Faculty who disagree with an evaluation can also file a complaint within 30 days under the tenure and promotion provisions of the CBA.

Through this machinery, SLU shows that employee rights and pay are open to discussion, review, and settlement, and that workers have a voice in the decisions that affect them.

SDG8: Decent Work and Economic Growth

New Faculty Orientation

On 24 September 2026, the Human Resource Department (HRD) welcomed 70 new faculty members for the First Semester of AY 2026-2027 through a face-to-face orientation at C013, Fr. Joseph Van den Daelen Building. Before the session, participants completed an asynchronous orientation on Google Classroom covering the University's history, organizational structure, and employment-related matters.

The program included messages on the SLU Vision-Mission, Strategic Directions, and CICM identity, an explanation of the terms and conditions of employment by HRD, a demonstration of the Faculty Portal, a briefing on faculty responsibilities toward students, and a session on teaching strategies and ethics.

By informing new faculty of their terms of employment and their roles from the start, SLU supports fair and transparent employment practices







SDG8 : Decent Work and Economic Growth



The SLU SDG Report 2026