SAINT LOUIS UNIVERSITY

Baguio City, Philippines

SDG 8 DECENT WORK AND ECONOMIC GROWTH



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Metric 8.2
Employment practice



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Indicator 8.2.9 Employment practice labour rights



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SLU recognizes labor rights for all: freedom of association and collective bargaining

Saint Louis University (SLU) recognizes, as a body, the right of its workforce to organize and to bargain collectively. It has done so through its partnership with the Union of Faculty and Employees of Saint Louis University (UFESLU), the first labor union in the University.



UFESLU was registered with the Bureau of Labor Relations on July 15, 1987. SLU's SDG report states that the University recognizes unions and labor rights for all. Under the Collective Bargaining Agreement (CBA), the University recognizes the union as the sole and exclusive bargaining representative of all teaching and non-teaching employees within the appropriate unit. The CBA also provides that there shall be no discrimination, interference, or coercion by reason of membership or non-membership in the union. The University gives the union a free office and paid union leave for labor education. It also gives the union seats on the faculty ranking and promotions committees.

The partnership has been renewed repeatedly. The 2016–2021 CBA was signed on February 3, 2017, for an economic package of about Php145 million covering 1,528 workers. The 2021–2026 CBA followed. On 06 August 2026, SLU Management and UFESLU signed the 2026–2031 CBA. The agreement includes a four-tier grievance machinery that ends in binding arbitration, and the University's Code of Discipline applies to all academic and non-academic personnel regardless of employment classification

The bargaining unit is defined by job category, not by gender or nationality. It covers all teaching and non-teaching employees hired by the University, with exclusions limited to certain positions such as officers, deans, and confidential staff. CBA benefits apply to casual and contractual employees, and the 2024 improvements extended the hospitalization discount to contractual and probationary staff. Hiring is based solely on merit and fitness for the job. The CBA also commits the University to advance equality of opportunity among men and women.

SLU's Women's Progress Measures include a policy of non-discrimination against women, with a Sexual Harassment Policy and due-process rules for reporting and hearing cases. Maternity and paternity leave, 13th-month pay, SSS, and PhilHealth coverage are provided as mandated by law. Employees on maternity leave of up to 120 calendar days remain entitled to CBA signing bonuses and de minimis benefits. The University's Gender and Development (GAD) Program serves employees, students, and all stakeholders.



The CBA and the University's employment policies apply to employees as hired. They make no distinction by nationality, and the University's mission, as stated in the CBA, includes removing prejudicial forces that impede harmonious local, national, and international life.

Each renewal reflects SLU's view of labor rights as a continuing partnership between management and workers, in the spirit of Binnadang.







The SLU SDG Report 2026