SAINT LOUIS UNIVERSITY

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8 DECENT WORK AND ECONOMIC GROWTH



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FAIR PAY, SECURE JOBS, AND A SEAT AT THE TABLE

Every class that meets and every office that opens at Saint Louis University depends on its 1,648 employees.

At a Glance

Measure	AY 2025–2026
Lowest daily wage at SLU	₱1,086.80 (vs. ₱505 regional minimum)
Total faculty and employees	1,648
On contract for 24+ months	1,232 (74.76%)
Women / men	996 / 652 (about 3:2)
Outsourced workers	168 — 64 guards, 99 janitors, 5 maintenance
Collective Bargaining Agreement	2026–2031, signed 6 August 2026

Pay is a good place to start. The lowest daily rate on campus this year is ₱1,086.80, well over twice what the law in the Cordillera requires. Most of its employees have also been with the University for more than two years, and the employees' union has been bargaining with the administration since 1987.

On 30 December 2025, Wage Order No. CAR-24 raised the daily minimum wage for private-sector workers in the Cordillera from ₱470 to ₱505. At SLU, the lowest-paid employee already receives ₱1,086.80 a day, so the increase did not affect anyone on the University's payroll.

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Stable, Long-Term Employment

SLU has 1,648 faculty and staff this academic year. Of these, 1,232 (74.76%) have been on contract for over 24 months. Some of the turnover that did occur came from retirements. Some part-time faculty also left at the end of their contracts when there were not enough teaching units to offer during the short term.



A Strong Partnership with the Union

SLU's employees have had a union for almost forty years. The Union of Faculty and Employees of Saint Louis University (UFESLU) was registered by the Bureau of Labor Relations on 15 July 1987, the first union the University ever had. A group of employees started it because they felt things needed to change, and much of their thinking came from the Church's teaching on social justice. Today the CBA names UFESLU as the only bargaining agent for every teaching and non-teaching employee in the unit.

"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

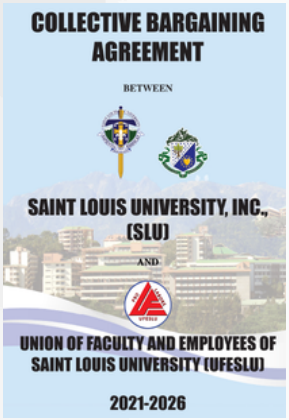
This year, the two sides finished months of talks and signed a new Collective Bargaining Agreement covering 2026 to 2031. The signing took place on 6 August 2026, with University President Rev. Fr. Gilbert B. Sales, CICM, PhD, and Union President Mr. Ronald Taggaoa. Fr. Sales described the agreement as more than a legal document. Mr. Taggaoa thanked the administration for its openness and said members would get better protection and benefits.

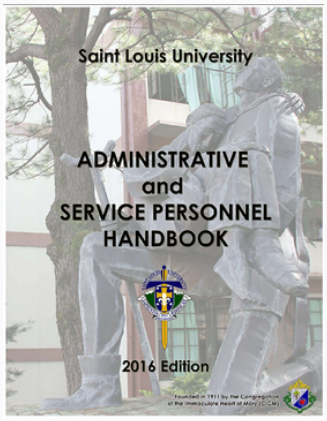
When disagreements come up, employees can use the grievance procedure in Article 15 of the CBA. A complaint goes first to the immediate head of office, and if it is not settled within a few working days, it moves up to the department head or the University officer in charge.

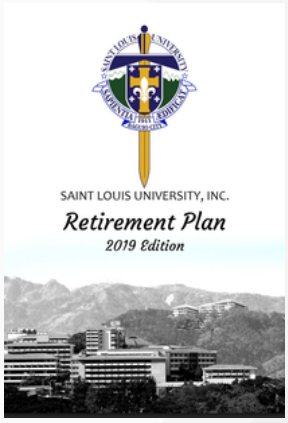


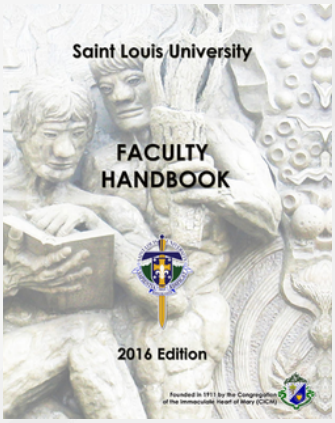
Fairness and Non-Discrimination

SLU's rules on discrimination are written into several documents rather than one. The CBA bars discrimination, interference, or coercion against employees. The Retirement Plan (Article VI, Section 8) says officials and supervisors cannot receive better contributions or benefits than other staff. The Administrative and Service Personnel Handbook states that hiring is based on merit, qualifications, and fitness. Every employee gets these documents in print or by email, and they are also posted on the employee portal.



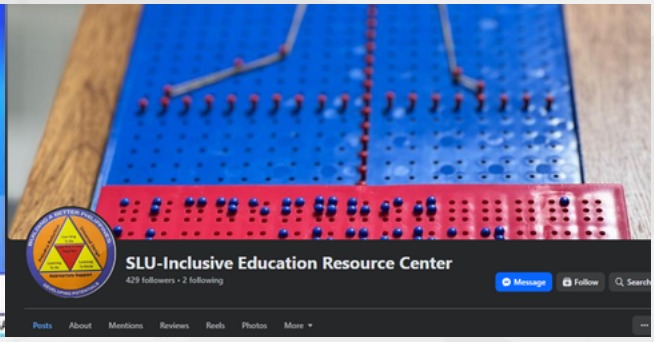






The University's Inclusive Education Resource Center (IERC) works with persons with disabilities, both SLU personnel and members of the public. It arranges accessible materials, mobility support, and referrals to specialists. Its work was also featured in a live TeleRadyo interview through the ADUYON extension program of the School of Teacher Education and Liberal Arts.





For my ten years of teaching, I have learned a lot from all my students, both in the undergraduate and graduate programs. I have come to realize that teaching is not only my vocation but my passion as well.
-Sir. John Locbasan Paredes

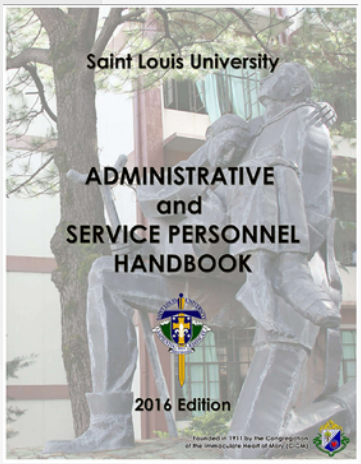


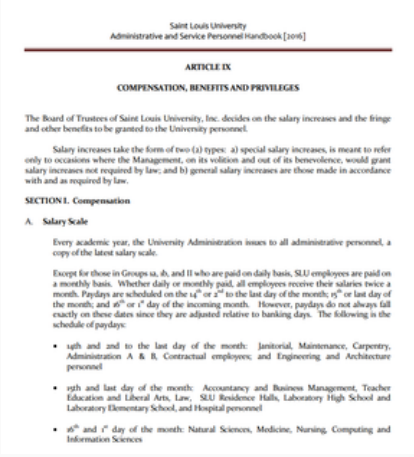


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Equal Pay Regardless of Gender

Women make up the larger share of the workforce, 996 compared with 652 men. Pay is set by annual salary scales for each job classification, so two people in the same position earn the same rate. For faculty, moving up in rank depends on evaluations, degrees earned, and service to the University. Policy also prevents anyone's salary from going down after a promotion or reclassification. HR and Finance check the salary scales and payroll each year.





Saint Louis University
Administrative and Service Personnel Handbook [2016]

ARTICLE IX

COMPENSATION, BENEFITS AND PRIVILEGES

The Board of Trustees of Saint Louis University, Inc. decides on the salary increases and the fringe and other benefits to be granted to the University personnel.

Salary increases take the form of two (2) types: a) special salary increases, is meant to refer only to occasions where the Management, on its volition and out of its benevolence, would grant salary increases not required by law; and b) general salary increases are those made in accordance with and as required by law.

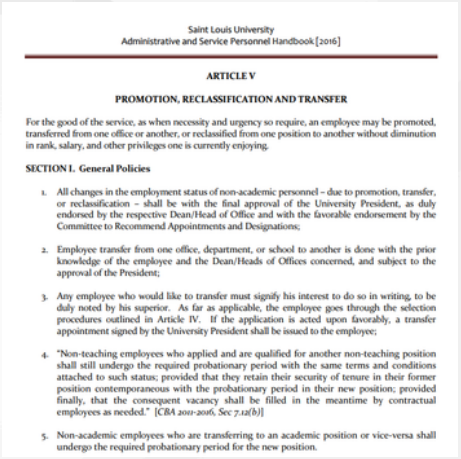
SECTION 1. Compensation

A. Salary Scale

Every academic year, the University Administration issues to all administrative personnel, a copy of the latest salary scale.

Except for those in Groups 1a, 1b, and II who are paid on daily basis, SLU employees are paid on a monthly basis. Whether daily or monthly paid, all employees receive their salaries twice a month. Paydays are scheduled on the 14th or 2nd to the last day of the month; 15th or last day of the month; and 16th or 1st day of the incoming month. However, paydays do not always fall exactly on these dates since they are adjusted relative to banking days. The following is the schedule of paydays:

- 14th and 2nd to the last day of the month: Janitorial, Maintenance, Carpentry, Administration A & B, Contractual employees; and Engineering and Architecture personnel
- 15th and last day of the month: Accountancy and Business Management, Teacher Education and Liberal Arts, Law, SLU Residence Halls, Laboratory High School and Laboratory Elementary School, and Hospital personnel
- 16th and 1st day of the month: Natural Sciences, Medicine, Nursing, Computing and Information Sciences



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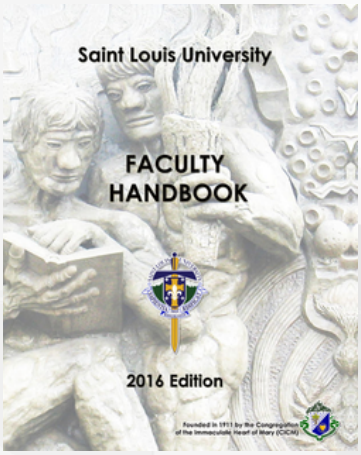
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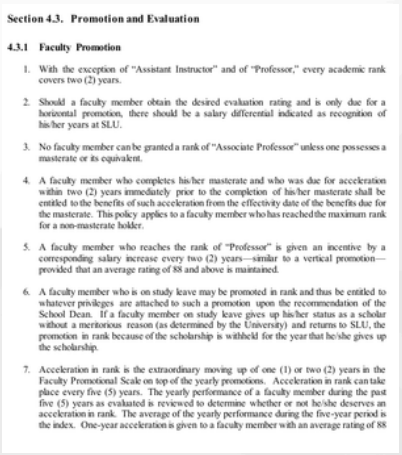
PROMOTION, RECLASSIFICATION AND TRANSFER

For the good of the service, as when necessity and urgency so require, an employee may be promoted, transferred from one office or another, or reclassified from one position to another without diminution in rank, salary, and other privileges one is currently enjoying.

SECTION 1. General Policies

1. All changes in the employment status of non-academic personnel – due to promotion, transfer, or reclassification – shall be with the final approval of the University President, as duly endorsed by the respective Dean/Head of Office and with the favorable endorsement by the Committee to Recommend Appointments and Designations;
2. Employee transfer from one office, department, or school to another is done with the prior knowledge of the employee and the Dean/Heads of Offices concerned, and subject to the approval of the President;
3. Any employee who would like to transfer must signify his interest to do so in writing, to be duly noted by his superior. As far as applicable, the employee goes through the selection procedures outlined in Article IV. If the application is acted upon favorably, a transfer appointment signed by the University President shall be issued to the employee;
4. "Non-teaching employees who applied and are qualified for another non-teaching position shall still undergo the required probationary period with the same terms and conditions attached to such status; provided that they retain their security of tenure in their former position contemporaneous with the probationary period in their new position; provided finally, that the consequent vacancy shall be filled in the meantime by contractual employees as needed." [CBA 2011-2016, Sec 7.1a(b)]
5. Non-academic employees who are transferring to an academic position or vice-versa shall undergo the required probationary period for the new position.





Section 4.3. Promotion and Evaluation

4.3.1 Faculty Promotion

1. With the exception of "Assistant Instructor" and of "Professor," every academic rank covers two (2) years.
2. Should a faculty member obtain the desired evaluation rating and is only due for a horizontal promotion, there should be a salary differential indicated as recognition of his/her years at SLU.
3. No faculty member can be granted a rank of "Associate Professor" unless one possesses a masterate or its equivalent.
4. A faculty member who completes his/her masterate and who was due for acceleration within two (2) years immediately prior to the completion of his/her masterate shall be entitled to the benefits of such acceleration from the effectivity date of the benefits due for the masterate. This policy applies to a faculty member who has reached the maximum rank for a non-masterate holder.
5. A faculty member who reaches the rank of "Professor" is given an incentive by a corresponding salary increase every two (2) years—similar to a vertical promotion—provided that an average rating of 88 and above is maintained.
6. A faculty member who is on study leave may be promoted in rank and thus be entitled to whatever privileges are attached to such a promotion upon the recommendation of the School Dean. If a faculty member on study leave gives up his/her status as a scholar without a meritorious reason (as determined by the University) and returns to SLU, the promotion in rank because of the scholarship is withheld for the year that he/she gives up the scholarship.
7. Acceleration in rank is the extraordinary moving up of one (1) or two (2) years in the Faculty Promotional Scale on top of the yearly promotions. Acceleration in rank can take place every five (5) years. The yearly performance of a faculty member during the past five (5) years as evaluated is reviewed to determine whether or not he/she deserves an acceleration in rank. The average of the yearly performance during the five-year period is the index. One-year acceleration is given to a faculty member with an average rating of 88

Supporting this uniformity, University policy also states that employees cannot experience any reduction of salary when promoted or reclassified, guaranteeing consistent upward movement and eliminating potential disparities during rank transitions. The Human Resources and Finance Departments further strengthen gender pay equity by reviewing salary scales, monitoring payroll implementation, and applying these standardized compensation policies across all units. Because salary grids apply equally to all personnel within the same rank—and merit-based systems govern faculty advancement—the University minimizes opportunities for gender-based discrepancies while maintaining transparent oversight of compensation trends.

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Fair Treatment for Outsourced Workers

Not everyone who works on campus is on the SLU payroll. This year 168 people were hired through outside agencies: 64 security guards, 99 janitors, and 5 maintenance staff. SLU's contracts with these agencies require them to follow labor standards in line with University policy, including fair treatment and a workplace free of discrimination.



Caring for Wellbeing and Safety

Several activities this year focused on employee health and safety:

•Occupational Safety and Health seminar. Employees from different offices attended on 19 March 2026 at the Fr. Theophile Verbist Hall. HR organized it with the Campus Planning, Maintenance and Security Department.



•Psychological First Aid. On 18 September 2025, faculty, including Basic Education teachers, attended a lecture at the Prince Bernhard Gym as part of UPSTART 2025.

•Wear Blue for Mental Health. Faculty, staff, and students wore blue from 9 to 12 October to mark World Mental Health Day.

•New faculty orientation. HR welcomed 70 new faculty members on 24 September 2026 and walked them through their terms of employment.



Protecting Student Workers

Working scholars at SLU are covered by a memo first issued in 1999. They may refuse errands that are personal to a staff member, and they are told to report any such request to Human Resources. As much as possible, they are also not sent off campus unless the task is in their job description. Staff who ignore the memo can be sanctioned, from a warning up to suspension.

The Bigger Picture

None of these measures is new to SLU. Most come from policies and agreements that have been in place for years. What this report shows is that they still hold: wages stay well above the legal floor, most jobs are long-term, and employees have a union and a grievance process they can rely on.

