

**UNION REQUEST FOR CONFERENCE TO
SETTLE THE DIFFERENCE**

SUFA

SILLIMAN UNIVERSITY FACULTY
ASSOCIATION

Silliman University
6200 Dumaguete City

15 March 2017

Atty. Sheila Lynn M. Catacutan-Besario
Chief Negotiator
Silliman University Administration Panel
Silliman University
Dumaguete City



3-15-17

Dear Atty. Besario:


The Union Panel would like to request for a meeting with the Administration Panel in order to resolve the deadlock which we manifested in the NCMB-initiated conciliation-mediation in Cebu City last 03 March 2017.

Let us meet on Friday 17 March 2017 at 1.30 PM at the Salonga Center.

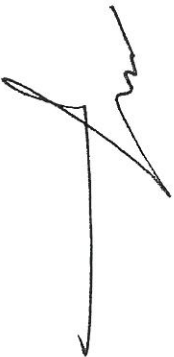
We anticipate improvements in your counter-offer.

Thank you.

For a better Silliman,



AP Jan Antoni A. Credo
SUFA President



Cc: General Counsel



3-15-17

Deputy CBA Compliance Officer for
Administration
SILLIMAN UNIVERSITY
Dumaguete City

March 16, 2017

ASST. PROF. JAN ANTONI A. CREDO
SUFA President
Silliman University

Dear Jan:

This is to acknowledge receipt of your letter dated 15 March 2017 requesting for a meeting with the Administration Panel on March 17, 2017, tomorrow at 1:30 p.m. at the Salonga Law Center.

Unfortunately, we could not meet with you and your panel tomorrow, March 17, 2017. We are very much engaged with the Graduation Exercises (Presentation of Candidates for Graduation on March 18, 2017 and Commencement Exercises on March 19, 2017) and the upcoming Board of Trustees meeting also on Saturday, March 18, 2017.

Please note that three (3) of our Panel Members are Deans of Colleges and the rest (HRD, General Counsel, University Treasurer and Business and Finance Personnel) are resource persons in the BOT meeting.

We are, however, available for a meeting on Tuesday, March 21, 2017 still at 1:30 p.m. at the Salonga Law Center and Development.

So, let us meet by then. Thank you.

Sincerely,

For the SU Admin Panel:



Atty. Sheila Lynn M. Catacutan-Besario
Chief Negotiator

Copy furnished:

President Ben M. Malayang III
VPF/CBA Compliance Officer Atty. Fe Marie Dicen-Tagle
VPAA Dr. Betsy Joy B. Tan
Legal Counsel Atty. Myles Nicholas G. Bejar
HRD Atty. Joshua Francisco J. Ablong
File

SUFA

SILLIMAN UNIVERSITY FACULTY ASSOCIATION

Silliman University
6200 Dumaguete City

17 March 2017

Atty. Sheila Lynn M. Catacutan-Besario
Chief Negotiator
Silliman University Administration Panel
Silliman University
Dumaguete City



07-17-17
8:30 A.M

Dear Atty. Besario:

This is to acknowledge receipt of your letter dated 16 March.

It should be underscored that the Administration was given ample time to go back to their drawing table to review their counter-offers and arrive at improved offers to the Union.

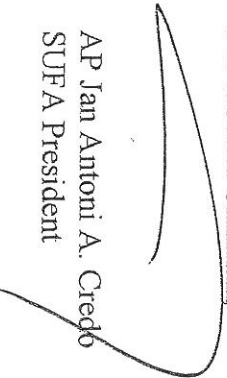
It would be a welcome development if Administration treats what confronts the parties with urgency and prominence.

The Union Panel and Board are not available on Tuesday, as we will attend the NLRRC hearing of the case you filed against us. Let us meet then on Monday 20 March at 1.30 PM.

We anticipate improvements in your counter-offer.

Thank you.

For a better Silliman,



AP Jan Antoni A. Credo
SUFA President



Cc: General Counsel



07-17-17

8:30 A.M

SUFA – ADMINISTRATION NEGOTIATION
March 20, 2017
2:00pm

In attendance in today's negotiation are:

Administration Panel	SUFA Panel
Ms. Carol Bartolata	Ms. Camille Marie Enopia
Atty. Joshua Francisco J. Ablong	Prof. Jonathan Mark Te
Ms. Flametta Olegario	Mr. Rodney Teves
Atty. Gloria Futalan	Ms. Sherily Joy Credo
Atty. Sheila Besario	Prof. Christopher Burgos
	Mrs. Darlene Banglos
	Dr. Karl James Villarnea
	Dr. Victor Aguilan
	Ms. Jane Bokingkito

The meeting started with a prayer led by Mr. Burgos.

Mr. Credo could not be here as manifested by Mr. Te, since he is not feeling well. Hence, Mr. Te would be the chief negotiator for SUFA in behalf of Mr. Credo.

Atty. Ablong manifested that previous recorders are not available as of this afternoon. Ms. Myrene Villanueva has been tasked to transcribe.

Atty. Besario opened the discussion by identifying the specific items still on the table.

- SUFA items:
- Retirement
- Bonuses- Founder's day and Christmas
- Class size
- K-12 subsidy
- Across the board for SY 2017-2018 and 2018-2019
- One time bonus
- PEI for 2016 and 2017 without conditions

- Admin items:
- One time bonus, 10,000 to 12,000
- Processing of K-12 Program scholarships (referred to as K-12 subsidy by SUFA)

[Handwritten signatures and initials]

[Handwritten signature: Muller-Bartolata]

[Handwritten signature: Burgos]

[Handwritten signature: Aguilan]

[Handwritten signature: Bokingkito]

[Handwritten signature: Villanueva]

[Handwritten signature: Teves]

[Handwritten signature: Enopia]

[Handwritten signature: Credo]

[Handwritten signature: Banglos]

[Handwritten signature: Villarnea]

[Handwritten signature: Futalan]

[Handwritten signature: Besario]

[Handwritten signature: Burgos]

[Handwritten signature: Aguilan]

[Handwritten signature: Bokingkito]

[Handwritten signature: Villanueva]

[Handwritten signature: Teves]

[Handwritten signature: Enopia]

[Handwritten signature: Credo]

[Handwritten signature: Banglos]

[Handwritten signature: Villarnea]

[Handwritten signature: Futalan]

[Handwritten signature: Besario]

ONE-TIME BONUS

For year 1, Union proposes Php 40,000 as one-time asking in lieu of ATB for 2016.

Admin responded with its counter-offer of Php 12,000 one-time payment for 2016 in lieu of Year 1 ATB. This is an improvement to the Php 10,000 previous offer.

PEI

Mr. Te mentioned the Union's demand that PEI for 2016 and 2017 to be without conditions.

Atty. Besario said that PEI is still on the table subject to conditions. For PEI 2016 and 2017, Admin cannot grant SUFA's asking that it will be without conditions.

The money allocated for PEI in year 2016 and 2017 is from a fund created by the SU BOT for contingent legal liability.

The money for the PEI in year 2018 is allocated in the budget and can be given without conditions. Provided, however, that in the event that the 14th month law will be passed and implemented, the payment of the PEI shall be deemed as compliance.

Mr. Te requested for a recess.

Meeting Resumed after 20 minutes.

Mr. Te manifested that despite the 2 weeks given to Admin, Admin has not improved their total package. Mr. Te insisted that Admin improve the offer to go beyond the 70%. The 70% is not the maximum. It should be the floor, not the ceiling. There are other sources of revenues, per audited financial statements. The Union is guided by jurisprudence with regards to its demand and is based on the audited financial statements and the 70% not being the maximum.

Mr. Te reiterated its deadlock and that the Union will exercise their legal rights. The Union is still open for the improved offers from admin.

Atty Besario made a counter manifestation that SUFA's askings are not within the confines of affordability and sustainability considering the fragile state of the university. Admin has consistently figured a package that would be best for the faculty. The University will also pursue any legal remedy within the bounds of law. The deadlock declared by the Administration continues and we are still under Preventive Mediation.

Meeting adjourned at 2:50 pm.


Carol D. Brulaker


Brangton


Jit


J. Frimer


Allegre


J. H. H.


J. H. H.


J. H. H.


J. H. H.


J. H. H.

Atty Besario reiterated that what was presented in the previous negotiations is based on sustainability, and that allocations are based on 70% of tuition fee revenue.

Mr. asked for the improved offers of admin, namely:

RETIREMENT

Mr. Te reiterated on retirement that Union's current demand is 1.5.

As far as retirement is concerned, Atty. Besario said that SU has pending cases. For this reason, there is no specific counter offer for retirement.

BONUSES

Mr. Te mentioned that Union's demand on bonuses are Php 5000 on Founders Day or Php 3000 on Christmas and Php3000 on Founders Day.

Atty. Besario replied that bonuses are contingent. Bonuses are not demandable. Hence, there can be no specific amount to be stipulated.

CLASS SIZE

On class size, Mr. Te mentioned their demand for Kinder 1 and 2 is 1:20, Grade 1 and 2, 1:35. All without conditions.

Atty. Besario said that per DepED regulations, for K1 and 2, maximum is 25 students per class. For Grades 1 and 2, the Admin is amenable to a class size of a maximum of 35 students without conditions. It is an improvement of the administration's previous counter offer on the matter.

K12 SUBSIDY

Mr. Te mentioned the Union demands that Subsidy for K12 should be at Php 20,000 without conditions.

Atty. Besario replied that Admin's improved offer is for reimbursement of actual expenses up to a maximum of P 10,000.00 subject to acceptance to the Program Scholarship, without any conditions attached. If the program scholarship provides for processing expenses, the faculty concerned shall only be entitled to 50% of the balance not covered by the scholarship.

ACROSS THE BOARD

Mr. Te mentioned that the Union demand for ATB: for year 2 is Php1,500 and year 3 is Php 2,500.

Atty. Besario replied that admin's offer is Php 500 for year 2, and Php 1,000 for year 3.

[Handwritten signature]
Arnold R. Barbel

[Handwritten signature]
Rangela

[Handwritten signature]
Allegria

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

Administration Panel

Ms. Carol Bartolata



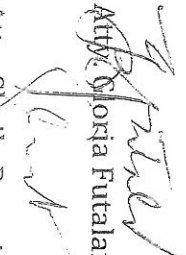
Atty. Joshua Francisco J. Ablong



Ms. Fiametta Olegario



Atty. Gloria Futralan



Atty. Sheila Besario

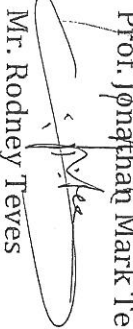


SUFA Panel

Ms. Camille Marie Enopia



Prof. Jonathan Mark Te



Mr. Rodney Teves

Ms. Sherily Joy Credo



Prof. Christopher Burgos

Mrs. Darlene Banglos



Dr. Karl James Villarnea



Dr. Victor Aguilan

Ms. Jane Bokingkito

