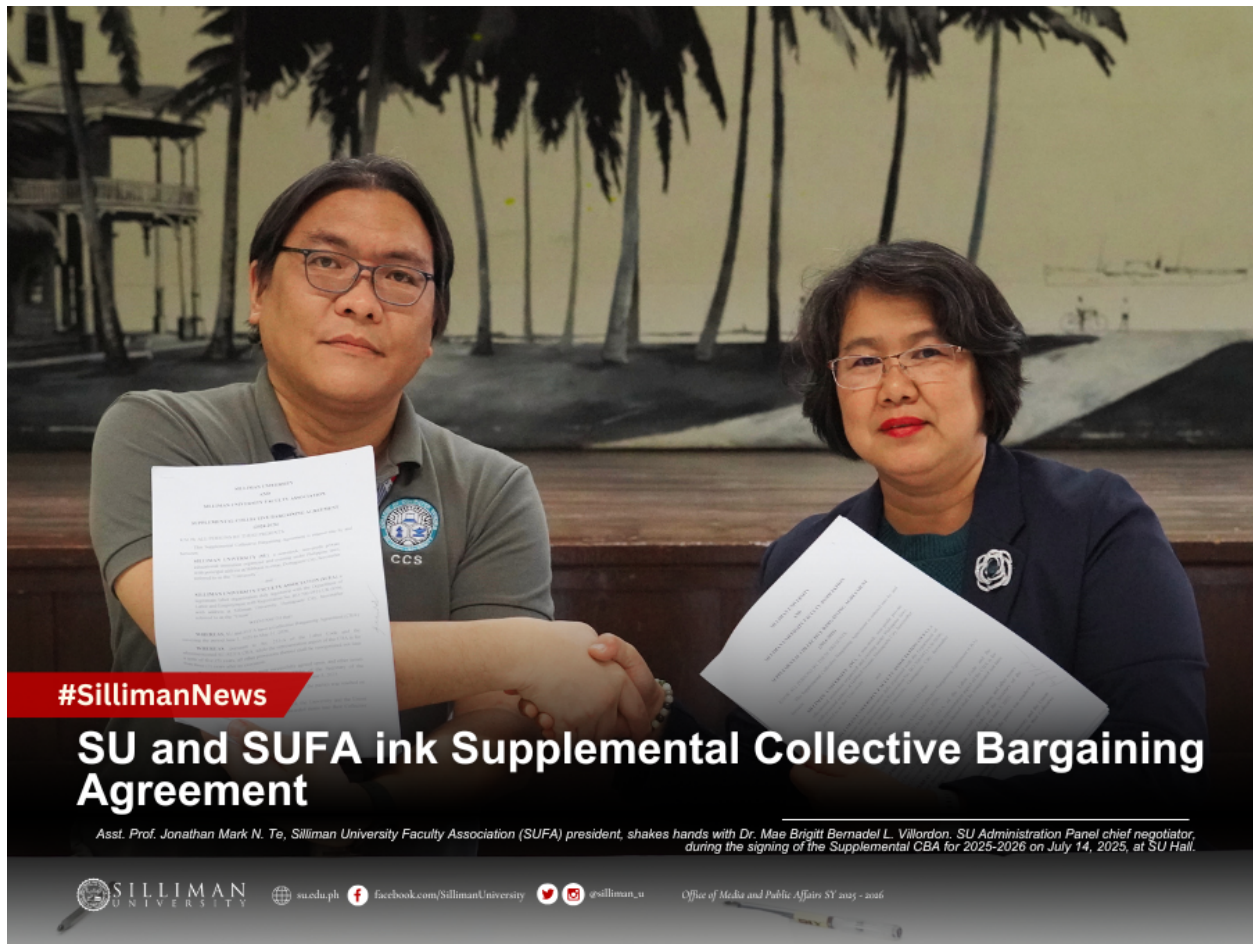


SU and SUFA ink Supplemental Collective Bargaining Agreement



In a move that formally sealed the provisions of the June 5, 2025 Secretary of Labor and Employment (SOLE) Decision for 2025-2026, Silliman University (SU)'s Administration Panel and the Silliman University Faculty Association (SUFA) signed the Supplemental Collective Bargaining Agreement today, July 14, 2025, at SU Hall.

In accordance with said provision, effective June 1, 2024, full-time faculty members under the bargaining unit will receive a monthly salary increase of ₱1,400, followed by a ₱1,600 increase starting June 1, 2025.

The agreement also provides an annual rice subsidy of ₱9,100 for the fourth year and ₱12,100 for the fifth year of the CBA.

In addition, a one-time signing bonus of ₱10,000 will be given to all full-time faculty members covered by the agreement.

Silliman University has also introduced a Teaching Performance Incentive: ₱4,000 for faculty rated “Excellent” and ₱2,000 for those rated “Very Good,” recognizing outstanding teaching performance.



Te (left) and Villordon (right) sign copies of the Supplemental CBA.

Compensation for handling excess students and risk pay for faculty working with toxic chemicals and wildlife have likewise been affirmed, reflecting the university’s acknowledgment of the nature and demands of such assignments.

In an interview with the Weekly Sillimanian, SUFA President Asst. Prof. Jonathan Mark N. Te said that the monetary benefits improvement is expected to be released at the end of the month.

Dr. Mae Brigitt Bernadel L. Villordon, chief negotiator of the SU Administration Panel, articulated in an interview the university’s steadfast commitment to valuing and supporting its academic staff, citing “...the crucial role our faculty members play in fulfilling the institution’s vision, mission, and goals.”

“We honor the decisions of SOLE and remain committed to the implementation of the provisions outlined in the supplemental CBA, as a reflection of our integrity and accountability,” she added.

National Conciliation and Mediation Board (NCMB)’s Rex P. Ramos, Conciliator-Mediator,

hoped that in the next round of negotiations, the Administration and SUFA would reach a mutual agreement.

“Hopefully, *dali ra. Kay karon, medyo nadugay man ilang* [negotiation] [Hopefully, it’ll be quicker. The negotiation this time took longer than usual] ... *atong negotiation man gud mu-end man ni siya this year* [the negotiation will end this year]. *Sa 2026 mu-negotiate na pod ni sila’g balik* [They will negotiate again in 2026],” Ramos said in an interview.



SU Administration Panel members and SUFA members, with SUFA Counsel Atty. Armando Alforque and NCMB’s Rex Ramos, pose after the Supplemental CBA signing.

Without any unforeseen loose ends, negotiations like this usually take, at most, six months, according to Ramos.

“But of course, *kini nga group, unique pod ba. Naa silay ilahang mga positions* and, most of the time, *maabot gyud sa among office*. At [the very] least, *naa poy taas-taas nga percentage nga ma-settle ra man pod. Naa poy uban, ma-assume sa Secretary of Labor, especially kani karon, na-assume man ni siya*. The decision of the Secretary of Labor *na ni*, and they’re supposed to sign *na* based on the decision. *Pero naay mga hinges gamay nga naay mga misunderstanding gamay sa decision mao ng naka-file sila og kaso didto sa among office sa NCMB. But na-settle ra man pod. Usa ra ka-lingkod, nagka-settle ra man*,” Ramos added.

[But of course, this is a unique group. They have their positions and, most of the time, it reaches our office. At the very least, there's a high percentage of cases being settled. Others, especially this one now, had to be assumed by the Secretary of Labor. This is the Secretary of Labor's decision, and they're supposed to sign already based on the decision. However, a few misunderstandings about the decision led to a few hinges filing a case in our office at the NCMB. But it's been settled. Just one sitting, everything was settled.]



National Conciliation and Mediation Board (NCMB)'s Rex P. Ramos, Conciliator-Mediator, attends the signing between SU and SUFA at SU Hall.

Present at the signing with Villordon were members of the SU Administration Panel, Atty. Karissa Faye Tolentino Maxino, Atty. Richard Catacutan, and OD-HRM Chief Dr. Lourdes Angela F. Piñero.

Meanwhile, SUFA was represented by Te; Atty. Armando Alforque, SUFA lawyer; and SUFA officers/members, including Dr. Victor R. Aguilan, Rodney D. Teves, Ronald F. Parpa, Nasser C. Acuram, Romyr B. Dellona, Anna Lyn L. Gio, Leandro S. Cabrera, Dina W. Remoto, Meliton G. Gabas, and Darlene E. Banglos.

Also present were Dr. Margaret Helen U. Alvarez, vice president for Academic Affairs and Research (VPAAR); Atty. Eduisa Rositte C. Diocos, chief finance officer; and Rev. Jonathan R. Pia, SU Church senior pastor.



Members of the SU Administration Panel and SUFA (back) wait their turn to affix their signatures while Villordon (front-left) and Te (front-right) finalize all papers to sign.

The full Notice of Order issued by the Department of Labor and Employment (DOLE) can be accessed here:

<https://drive.google.com/file/d/18N7VAR9WCOCilfbC2GIVtfOxW9NMEnyE/view?usp=sharing>.