

# 3- DAY STRIKE SETTLED AT SILIMAN UNIVERSITY

PRESS RELEASE

National Conciliation and Mediation Board

July 26, 2017

The 3-day strike at Silliman University in Dumaguete, Negros Oriental was concluded when the management and its union reached settlement on July 22, 2017. This was reported by Executive Director Shirley M. Pascual of the National Conciliation and Mediation Board (NCMB) to DOLE Secretary Silvestre H. Bello.

The dispute at Silliman University stemmed from the deadlock in the collective bargaining negotiation for which the Silliman University Faculty Association (SUFA) filed a notice of strike on March 31, 2017.

On July 19, 2017, the union struck.

Pascual said after a series of conciliation conferences, the parties settled their differences and forged an agreement with a total of 74 million annual cost of benefits to 294 union members of the faculty covering the period June 2016 to June 2018.

The management of Silliman University agreed to grant the following: (1) P18,000 one time bonus or lump sum for the 1<sup>st</sup> year, P 500/month increase plus P500 allowance for 1 year during the 2<sup>nd</sup> year and P1,600/ month increase for the 3<sup>rd</sup> year of CBA .

In addition to the wage increase, management also agreed to provide Productivity Enhancement Incentive (PEI) to all

employees and members of the bargaining unit. The employees will receive a one month salary for 2016, 2017 and 2018 and 14<sup>th</sup> month pay if the law requires.

The agreement also provides for retirement pay per month per year of service, bonuses and K to 12 subsidy.

One of the highlights of the settlement is that employees were paid for the duration of the strike.

Pascual lauded both parties for their commitment to settle their dispute. With this agreement, parties were assured of a continued harmony in the workplace.

She likewise commended the efforts of Deputy Executive Director Edmundo T. Mirasol, Con-Med Mario Manuelito R. Say and OIC Isobel B. Tabaniag who jointly facilitated the settlement of the dispute.

Silliman University is an educational institution for elementary, secondary, tertiary, and post graduate studies. It is located in Dumaguete City and has more or less 8,000 enrollees for school year 2016 – 2017. The school currently has 750 employees.- ***Diadema Aquino Aguirre***