



COLLECTIVE BARGAINING AGREEMENT

COVERING A.Y. 2022-2023 TO A.Y. 2026-2027

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ARTICLE I

Scope and Agreement

Section 1. Bargaining Unit. The University and the Union agree that the Collective Bargaining Unit for the purpose of this agreement shall be composed of all employees of the UNIVERSITY and shall not include:

1. Board of Trustees;
2. University President;
3. Vice Presidents;
4. Consultant/s;
5. Middle academic and administrative officers;
6. Junior academic and administrative officers;
7. Employees occupying positions of trust and confidence (Secretaries of the University President, Vice Presidents, External Affairs Officer, Academic Deans, Principals, Dean of Student Affairs and Services, Associate Dean of Student Affairs and Services (Men and Women), PPDMO, IDQAO, University Registrar, HRDO, Center for Christian Formation, Publishing and Digital Printing Office; assistants of the BOT/President/Vice Presidents; drivers, CICT, HR personnel, Treasury and Accounting Office (except Grade School and Junior High School cashiers), CICT programmers and staff members and CETSO staff members;
8. Probationary and Temporary employees;
9. Part-Timers, guest lecturers and contractual/casual employees;
10. Hirees or promotions to new positions that are not yet existing at the time of the execution of this Agreement; and
11. Others analogous to the foregoing as defined by law and jurisprudence.

ARTICLE II

Union Security

Section 1. Union Recognition. The University recognizes the Union with Registration Certificate No. R0200-200902-UR 001 as the sole and exclusive bargaining representative of the regular rank and file employees both academic and non-academic personnel.

Section 2. Union Security

1. All members who are members of the UNION shall continue and maintain such membership in good standing in the Union as a condition of their continued employment.
2. Meetings of the general membership and other activities of the Union may be held inside the University premises without charge to the Union, provided that prior permission and coordination for the designated time and place is secured from the proper University authorities.
3. The monthly regular meetings of the Union Executive Board shall be allowed within the premises of the University. Provided that, it shall not in any way disturb and/or disrupt the regular functioning of the University.

Section 3. Option to Accept Promotion

1. Whenever the UNIVERSITY desires to promote employee/s within the appropriate bargaining unit to management position or the like, the employee concerned shall have the option to accept or reject the promotion.
2. In the event that a member of the present bargaining unit is appointed, transferred or promoted to a management position or the like, and the same is accepted, the concerned employee shall be excluded from the exclusive bargaining unit and shall automatically be deemed resigned from the UNION and accordingly relieved of the responsibilities appertaining thereto.

Saint Mary's University Employees' Union
Executive Officers and Board of Directors
Academic Year 2022 - 2024

February 16, 2022

DR. JOHN OCTAVIOUS S. PALINA
University President
Saint Mary's University
Bayombong, Nueva Vizcaya

Dear Sir:

Marian greetings!

The Saint Mary's University Employees' Union had its election of Executive Officers and Board of Directors (BOD) last January 27, 2022. It is then my responsibility to update the management of the result of the said election. Below is set of the newly elected officers and BOD.

Position	Name	School
President	Dorilyn C. Tionsgon	SAB
Vice President – Faculty	Erwin Naval	STEH
Vice President – Office Personnel	Dennis Abosejo	Office Personnel
Secretary	Julmie Patricio	Senior High School
Treasurer	Monaloufel Rosario Jasmin	SAB
Auditor	Angela Garra	SAB
PIO	Hemprey Ian Sagabaen	Senior High School
Business Managers	Jeremy Baptista	Office Personnel
	Christian Nel Dominguez	Senior High School
Sgt. – at – Arms	Albert Cabullos	Senior High School
	Judith Daguio	STEH
Board of Director	Ailyn Laplano	Grade School
Board of Director	Jojilyn Anoché	Junior High School
Board of Director	Paul Morales	Senior High School
Board of Director	Rodora Tipay	SAB
Board of Director	Evelyn Rizado	SEAIT
Board of Director	Marrisalyn Labangcoc	SHANS
Board of Director	Juni Caligue	STEH
Board of Director	Francisco Lopez	Office Personnel

Thank you very much.

Respectfully yours,

Dorilyn C. Tionsgon
SMU-EU President

LC/ ATTY. GALIMA - by: P

VPA - by 04/22/22

VPA - by 02.22.

XPF/T - FEB 22 2022

XPM - by 2/22/22

LC: AB members -





HUMAN RESOURCE DEVELOPMENT OFFICE

LIST OF UNION MEMBERS

as of July 14, 2023

SCHOOL OF ACCOUNTANCY and BUSINESS (4)

1	Mrs. Loreta V. Garlitos	3	Mrs. Derilyn C. Tiongson
2	Mrs. Angela C. Garra	4	Dr. Monaloufel Rosario F. Jasmin

SCHOOL OF ENGINEERING, ARCHITECTURE and INFORMATION TECHNOLOGY (12)

1	Engr. Joy Riana L. Agrimer	7	Mrs. Marjorie M. Lucquiao
2	Miss Rosielyn M. Austria	8	Engr. Joel T. Mendoza
3	Mrs. Marivic S. Balot	9	Engr. Rojan I. Reyes
4	Ar. Tomas B. Binbinon Jr	10	Miss Evelyn J. Rizarde
5	Mrs. Eva Rose A. Bugaling	11	Engr. Teofilo M. Sagabaen
6	Mrs. Milagros S. Constantino	12	Mrs. Anivel L. Soliven

SCHOOL OF HEALTH and NATURAL SCIENCES (15)

1	Mrs. Lorna C. Aban	9	Mrs. Rolita Grace V. Garcia
2	Mr. Robert S. Aceret	10	Mrs. Mary Rose C. Jentilano
3	Mr. Fernando P. Andrada II	11	Mrs. Marissa Lyn A. Labangeee
4	Mrs. Mary Antoinette B. Aseron	12	Mrs. Cathelyn C. Mariano
5	Mr. Peter Tom A. Callang	13	Mrs. Leycel F. Marzan
6	Mrs. Marie Jane T. Cunanan	14	Mrs. Anabelle A. Orpiano
7	Mrs. Thelma D. Delos Reyes	15	Miss Rhodora B. Uy
8	Mrs. Geraldine Y. Ferreras		

SCHOOL OF TEACHER EDUCATION and HUMANITIES (29)

1	Benyamin	16	Mrs. Maria Ines R. Minia
2	Mr. Benito D. Buyacco Jr.	17	Dr. Erwin D. Naval
3	Miss Federicia C. Calauagan	18	Miss Renda L. Navalta
4	Mr. Juni P. Caligue	19	Mr. Bryan Benedict D. Olarte
5	Miss Leslie Doris M. Divina	20	Miss May Juliet S. Palina
6	Mr. Reiner B. Dulawan	21	Mrs. Zemaia Sen M. Paulino
7	Mr. Ernest L. Esmeralda	22	Mrs. Arlene R. Querol
8	Dr. Susan A. Galamay	23	Miss Marites B. Querol
9	Dr. Redelio C. Gauuan	24	Miss Rewena A. Rivera
10	Mr. Domingo T. Guntallib Jr.	25	Dr. Liberty A. Rosario
11	Dr. Melanie G. Gurat	26	Mrs. Leilanie Cristie O. Sagabaen
12	Mrs. Lysel I. Halee	27	Mr. Bryant M. Soliven
13	Miss Kristine Ann L. Israel	28	Mrs. Donna Bee R. Tominez
14	Mrs. Mabel D. Mamaoag	29	Mr. Jonathan P. Vergara
15	Mrs. Rowena G. Mendoza		

SENIOR HIGH SCHOOL (17)

1	Mrs. Helen S. Baladad	10	Mrs. Mary Joy S. Mendoza
2	Miss Shiellah Mae T. Barsicula	11	Mr. Paul C. Morales
3	Mrs. Rubie M. Bernardino	12	Mrs. Joyce Anne P. Nillo
4	Mrs. Pedolina D. Bulligan	13	Mrs. Luzviminda C. Palecpee
5	Mr. Albert C. Cabullos	14	Miss Mitz Jessica B. Sanico
6	Mrs. Nimfa Grace B. Derilo	15	Mr. Mark Bernard C. San Juan
7	Mrs. Gledy Mae V. La Corda	16	Miss Ma. Danica A. Subia
8	Mr. Dennis M. Liday	17	Mr. John L. Vicente
9	Mrs. Pearl Desireen V. Ludan		

JUNIOR HIGH SCHOOL (11)

1	Mrs. Jojilyn L. Aneche	7	Mrs. Beverly C. Ochinang
2	Mrs. Weyalein L. Balonquita	8	Mrs. Teresa-Rose Mary L. Ramirez
3	Mrs. Audrey G. Bruno	9	Mrs. Judy Ann F. Sondag
4	Mr. Christian Jos T. De Jesus	10	Mrs. Crisanta D. Valdez
5	Mrs. Marijul C. Gacusana	11	Mrs. Julieta A. Villanueva
6	Mrs. Florita B. Galamay		

GRADE SCHOOL (12)

1	Mrs. Janice Jacinta D. Bernardo	7	Mrs. Rosemarie R. Paned
2	Mrs. Gemmalyn G. Bibas	8	Mrs. Rose Ann T. Peralta
3	Mrs. Susana P. Cadano	9	Mrs. Alma M. Salazar
4	Mrs. Liza G. Domingo	10	Miss Nadine Mae D. Santiago
5	Mrs. Nida A. Galam	11	Mrs. Maria Vergilia B. Taguinod
6	Mrs. Loida D. Limon	12	Mrs. Jovita C. Villanueva

OFFICE PERSONNEL (56)

1	Mr. Dennis Abosejo	29	Mr. Kyle Denmar S. Guntalilib
2	Mr. Demetrio T. Abungan Jr.	30	Ms. Mary Paulene A. Juan
3	Mr. Regider L. Almendral	31	Mr. Renz Gabriel R. Jubay
4	Mrs. Ireena M. Aquino	32	Miss Heidee P. Licican
5	Mr. Francisco B. Baguilat Jr.	33	Mr. Francisco L. Lopez Jr.
6	Mr. Jeremy B. Baptista	34	Mr. Edmark A. Lucas
7	Miss Anna Victoria Celestino R. Belen	35	Miss Adora Luz B. Magno
8	Mr. Enryfhel R. Beleno	36	Mr. Michael T. Mamaba
9	Mr. Vincent Carlo C. Boniol	37	Mr. Freddie G. Manglallan
10	Mr. Angelito C. Buccahan	38	Mrs. Jolina S. Mayawin
11	Mrs. Gerly B. Casilla	39	Mr. Jan Allan V. Orden
12	Miss Maria Mystika K. Castillo	40	Mr. Edwin Ortiz
13	Mrs. Aileen S. Castro	41	Miss Marivic Mae B. Panganiban
14	Mr. Michael S. Catacutan	42	Mr. Alexis Dave V. Plame
15	Mr. Narciso I. Cataquiz	43	Mrs. Elizabeth F. Ramos
16	Mr. Michael S. Cayaban	44	Miss Kristelle Anne Jhoyce B. Respicio
17	Mr. Jaysen G. Colobong	45	Mr. Arcio A. Salamanca
18	Mrs. Desiree G. Del Campo	46	Mrs. Flordesierra E. Salamanca
19	Miss Jaryl Kate T. Dinamling	47	Mrs. Gladys T. Sanchez
20	Mr. Gabrielle Christoph E. Eraña	48	Mr. Wilmer B. Sevilla
21	Mr. Roy B. Escobar	49	Mr. Windel P. Taguiling
22	Miss Almera C. Gajeton	50	Mr. Rodante Q. Tamayo
23	Mrs. Queen Nessellyn D. Galicia	51	Mrs. Sally B. Tamayo
24	Mrs. Razelle Alona D. Gapasin	52	Mr. Rafael G. Tarango
25	Miss Eden Lyka E. Giron	53	Mr. Andres T. Tubaran
26	Mrs. Kristabelle Geijy D. Gonzales	54	Miss Czarina Gaye T. Tubaran
27	Mr. Eric S. Grospe	55	Mrs. Venalyn G. Ubando
28	Mrs. Kristine Valerie V. Guillermo	56	Miss Decyrie Eve V. Vilorio

MAINTENANCE and GENERAL SERVICES (11)

1	Mr. Pio G. Binwag	7	Mr. Melvin J. Narciso
2	Mrs. Abelyn C. Canter	8	Mr. Damdy A. Norborte
3	Mr. Ninio D. Casilla	9	Mr. Allan F. Uhud
4	Mrs. Jovelyn A. Fernandez	10	Mr. Demy A. Villegas
5	Mr. Gilbert C. Herrera	11	Mr. Adonis C. Zarate
6	Mr. Ernesto G. Miranda		

MEDICAL/DENTAL (4)

1	Mrs. Imelda Cecilia R. Allas	3	Mrs. Grace D. Marabut
2	Mrs. Janice M. Asuit	4	Mrs. Aileen Joy S. Osio

Prepare by:

Reviewed and Approved by:

Clarisa R. Magno
Staff

Mrs. Ruby Lyn R. Nuestro, RGC
Director