



**IN RE: LABOR DISPUTE AT ATENEO DE
MANILA UNIVERSITY**

**OS-CCA-2025-1201-0002
RCMB-NCR-QC-NS-10-0012-2025**

X-----X

NOTICE OF ORDER

TO:

MR. ROBERTO C. YAP S.J.
President
ATENEO DE MANILA UNIVERSITY
Katipunan Avenue, Loyola Heights,
Quezon City 1108

MR. RAYMOND C. TANO
Union President
**ATENEO DE MANILA UNIVERSITY EMPLOYEES AND
WORKERS UNION**
University Dormitory Basement,
Katipunan Avenue, Loyola Heights,
Quezon City 1108

ATTY. EDGARDO R.M.C. BALOIS
Counsel for the University
SIGUION-REYNA MONTECILLO & ONGSIAKO
4th & 6th Floors, BDO Towers
PASEO (Formerly CitiBank Center)
8741 Paseo De Roxas, Makati City

ATTY. ARVIN C. DOLENDO
Counsel for the Union
DOLENDO AND ASSOCIATES LAW OFFICE
5th Floor, Room 505, SL Building,
1500 Roxas Boulevard, Ermita, Manila

MARIA TERESITA D. LACSAMANA-CANCIO
Executive Director IV
National Conciliation and Mediation Board
4F-6F Arcadia Bldg., 860 Quezon Ave., Quezon City

ATTY. RUBILYN M. ABANDO
OIC-Director II
National Conciliation and Mediation Board
DOLE Bldg. General Luna St. cor. Muralla St.
Intramuros, Manila

GRACE E. MANQUIZ-TAN
Commission Chairman IV
Office of the Chairperson
National Labor Relations Commission
1184 Ben-Lor Bldg., Brgy. Paligsahan,
Quezon Ave., Quezon City 1103

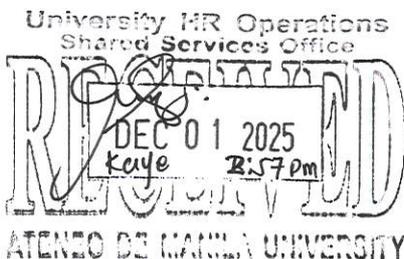
GREETINGS:

Enclosed is the **ORDER** of the **Honorable Secretary BIENVENIDO E. LAGUESMA** dated **01 December 2025** in connection with the above-entitled case, the original copy of which is on file with this Office.

You are hereby required to inform this Office, in writing, **within five (5) days** from receipt hereof of the date when you received this notice and copy of the Order.

Manila, Philippines, 01 December 2025.

BY THE AUTHORITY OF THE SECRETARY:



Florencia B. Daquioag-Bual
FLORENCE B. DAQUIOAG-BUAL
Director IV, Legal Service



IN RE: LABOR DISPUTE AT OS-CCA- 2025-1201-002
ATENEO DE MANILA RCMB-NCR-QC-NS-10-00012-2025
UNIVERSITY

X -----X

ORDER

Before this Office is the labor dispute between **Ateneo De Manila University (University)** and **Ateneo De Manila University Employees and Workers Union (the Union)**.

Ateneo De Manila University is an educational, non-stock, non-profit corporation duly organized under Philippine laws and employing more or less 3,000 personnel, while **Ateneo De Manila University Employees and Workers Union** is a local union affiliated with All Filipino Workers Confederation with 274 declared Union members¹ employed for maintenance, engineering, and housekeeping.

The labor dispute stemmed from the alleged unfair labor practice of the University due to the unilateral implementation of a work rotation scheme in September 2024 and August 2025. The Union claimed that the affected employees had originally been hired and assigned to specific academic divisions, namely, the grade school, high school, and college divisions. However, sometime in 2024, the University adopted a centralized system of personnel management under which employees were reassigned across divisions pursuant to the newly implemented work rotation scheme. The Union asserted that this change was carried out without any formal notice to, or consultation with the Union, in violation of the collective bargaining agreement (CBA) which required Union participation in the formulation of policies affecting employees' rights.

The Union contends that despite its request to suspend the implementation of the scheme pending the discussion to address their concerns, the University proceeded with the implementation of the same.

On 23 October 2025, the Union filed a notice of strike on the ground of unfair labor practice, specifically citing the following grounds: a) violation of CBA; b) indiscriminate issuance of charges; c) violation of CBA provision on company policy-making; d) baseless suspension; e) baseless charges against Union



president and officers; f) harassment; g) abuse of authority of superior; and h) imposing suspension to almost 70 Union members, including officers, for baseless and indiscriminate charges.

Conciliation-mediation conferences were facilitated by the Regional Conciliation and Mediation Board – National Capital Region (RCMB-NCR) on 29 October and 04, 11, 18 and 24 November 2025.

For its part, the University contends that the work rotation scheme is a valid exercise of its management prerogative, and that the suspensions were imposed against erring employees for insubordination, sabotage, willful disobedience through non-compliance with the transfer order on work rotation; and loitering for work stoppage by holding an emergency meeting during office hours.

On 21 November 2025, the Union conducted a strike vote balloting with results showing that 162 Union members were in favor of holding a strike, while 66 voted otherwise.

On 24 November 2025, both parties attended the conference facilitated under the auspices of the Office of the Secretary of Labor and Employment. Despite efforts to explore an amicable resolution, the parties remained steadfast with their respective positions. The Union maintained that the totality of actions of the University constitutes unfair labor practice, while the University claimed that its work rotation policy fully complied with existing labor laws as well as with the provisions of the parties' CBA.

On even date, the Union submitted the results of its strike vote balloting to RCMB-NCR. With the strike ban period expiring on 01 December 2025, the conduct of strike by the Union is imminent.

Hence, this Order.

Article 278² (g) of the Labor Code of the Philippines, as amended, states that when, in his opinion, there exists a labor dispute causing or likely to cause a strike or lockout in an industry indispensable to the national interest, the Secretary

² As renumbered, formerly Article 263 of the Labor Code of the Philippines, as amended.

M

of Labor and Employment may assume jurisdiction over the dispute and decide it, or certify the same to the National Labor Relations Commission for compulsory arbitration. The exercise of this plenary power is to provide an avenue for the parties to have their dispute peacefully resolved, restore normalcy in their relations, and ensure continuity of business operations for the employer as well as of employment and income for workers.

This Office notes that the Supreme Court recognizes the public interest implications of work stoppages in educational institutions. In *St. Scholastica's College vs. Hon. Ruben Torres*³ and *Philippine School of Business Administration vs. Acting Secretary Carmelo C. Noriel*,⁴ the Supreme Court held that a strike in a school setting would unduly burden students and result in substantial losses in time, effort and financial resources.

In this instance, it is noted that the University is one of the premier academic institutions in the country. Its operations directly impact not only thousands of students but also the broader educational ecosystem that relies on the timely progression of academic programs, research activities, and institutional commitments. A work stoppage within such an institution would inevitably impair the quality and stability of learning, thereby undermining the fundamental right of students to accessible and uninterrupted education.

Further, a work stoppage would unduly prejudice not only the quality of education received by the students but also the welfare of the workers who may initiate the strike. It must be emphasized that in conducting a strike, employees risk forfeiting the wages upon which they and their families depend for their livelihood and daily sustenance. The resulting loss of income threatens their financial stability, diminishing their capacity to meet essential personal, familial, and subsistence-related obligations. Consequently, the impending strike may expose the workers to significant and undue financial distress, thereby increasing the adverse effects of the work stoppage on all parties concerned.

With the foregoing considerations, this Office's intervention in the pending labor dispute is essential to preserve industrial peace within the University.

³ G.R. No. 100158, 2 June 1992.

⁴ G.R. No. 80648, 15 August 1988.

In view of the foregoing, and considering that the parties have firmly stuck to their divergent positions, it is prudent for this Office to exercise its discretionary powers under Article 278 (g) of the Labor Code of the Philippines, as amended, and intervene in the subject labor dispute.

WHEREFORE, premises considered, and pursuant to Article 278 (g) of the Labor Code of the Philippines, as amended, this Office hereby **CERTIFIES** the instant dispute between **Ateneo De Manila University** and **Ateneo De Manila University Employees and Workers Union**, covered by the notice of strike docketed as **RCMB-NCR-QC-NS-10-00012-2025** to the National Labor Relations Commission for compulsory arbitration.

Accordingly, any intended strike or lockout or any concerted action is **ENJOINED**. If one has already taken place, all striking employees shall, from receipt of this Order, immediately return to work and the employer shall immediately resume operations and re-admit all workers under the same terms and conditions prevailing before the strike. The parties are likewise enjoined from committing any act that may further exacerbate the situation.

SO ORDERED.

Manila, Philippines, DEC 01 2025.


BIENVENIDO E. LAGUESMA
Secretary

