



UNIVERSITY OF SANTO TOMAS
OFFICE OF THE VICE RECTOR FOR ACADEMIC AFFAIRS

UST:S005-02-ME42

A.Y. 2025-2026

June 2, 2026

**TO : TEACHING AND NON-TEACHING ACADEMIC STAFF
NSTP FACILITATORS**

**THRU : DEANS, DIRECTORS, AND PRINCIPALS
CHIEF LIBRARIAN, MIGUEL DE BENAVIDES LIBRARY
DIRECTOR, COUNSELING AND CAREER CENTER
NSTP MODERATOR**

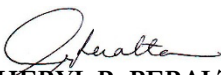
FROM : VICE-RECTOR FOR ACADEMIC AFFAIRS

RE : CBA RENEGOTIATION FOR AYS 2024-2025 AND 2025-2026

Following the conclusion of the renegotiations for the last two years of the Collective Bargaining Agreement for AYs 2024-2025 and 2025-2026, we share with you the following documents for your reference and guidance:

1. Joint Statement of the University of Santo Tomas Faculty Union (USTFU) and the UST Management Panel
2. Memorandum of Agreement between USTFU and UST

We are grateful for the efforts of the UST Management Panel and the UST Faculty Union towards the timely completion of the CBA renegotiations for the benefit of our academic staff.


PROF. CHERYL R. PERALTA, DrPH

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is made and entered into this day of 22 May 2026 ("Effective Date") by and between:

The UNIVERSITY OF SANTO TOMAS, a non-stock, non-profit educational institution, duly organized and existing under and by virtue of the laws of the Republic of the Philippines, with principal address at España Boulevard, Sampaloc, Manila, and hereinafter referred to as the "University"

-and-

The UNIVERSITY OF SANTO TOMAS FACULTY UNION (USTFU), a legitimate labor organization duly registered with the Department of Labor and Employment (DOLE) with office at Rm 301, Health Service Bldg., University of Santo Tomas, España Boulevard, Sampaloc, Manila, and certified as the sole and exclusive bargaining representative of the Academic Staff of the University, and hereinafter referred to as the "Union".

(The University and Union shall hereinafter be referred to individually as "Party" and, collectively, as "Parties".)

WITNESSETH THAT:

WHEREAS, the Parties have executed a Collective Bargaining Agreement for 2021-2026 on 30 May 2025 ("2021-2026 CBA");

WHEREAS, the Parties have entered into renegotiations for the economic provisions for the last two (2) years of the 2021-2026 CBA;

WHEREAS, the Parties consistent with their shared vision of peace and solidarity in the University, including the promotion of the well-being of the academic staff, have come to an agreement in compliance with the CBA provisions on the economic benefits for Academic Years 2024-2025 and 2025-2026;

NOW THEREFORE, in consideration of the above premises and the mutual agreements hereinafter stated, the Parties hereto have mutually agreed as follows:

1. **National Service Training Program (NSTP) Facilitators Salary Scale.** The Parties agree on the following:
 - 1.1. The maximum salary of NSTP Facilitators shall be adjusted to align with the rate of Instructor 2 at the Tertiary Level effective academic year 2026-2027.
 - 1.2. In addition, the NSTP Allowance under Section 15.1.2.14 of the 2021-2026 CBA, shall be increased from Two Thousand Pesos (P2,000.00) to Three Thousand Pesos (P3,000.00) per term. The increase shall be effective starting from academic year 2024-2025.
2. **Salary Increase.** The Parties agree to a baseline salary increase of 1.31% for academic year 2024-2025, and 1.81% for academic year 2025-2026. The final percentages shall be determined once the University's financial reports on Tuition Fee Increase have been duly finalized.

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ATTY. REEM D. PRUDENCIO

3. **Eyeglass Benefit.** The Parties agree to an increase in the eyeglass benefit granted from Two Thousand Five Hundred Pesos (Php2,500.00) to Eight Thousand Pesos (Php8,000.00). The funding for such benefit shall be sourced from USTFU's Hospitalization Fund. This shall be effective starting academic year 2026-2027.

4. **Technology Support.** The Parties agree that the University shall grant a one-time Technology Support in the amount of Ten Thousand Pesos (Php10,000.00) for full time academic staff (15 units and above), and Five Thousand Pesos (Php5,000.00) for part-time academic staff (below 15 units) based on the average load for academic year 2025-2026.

5. **De Minimis Benefits.** Unless expressly stated otherwise, the following benefits shall be modified starting academic year 2024-2025:

5.1. *Rice Benefit.*

5.1.1. *Option to monetize rice in kind.* Beginning academic year 2026-2027, every qualified academic staff shall have the option to convert to cash the sack of rice benefit, in the amount of P2,500. Such intention shall be signified before the start of the academic year, in accordance with the procedure to be prescribed by the Office of the Vice-Rector for Finance. In the absence of an elected option, the rice benefit shall be distributed in the original manner, under Section 15.1.3.1.1 of the 2021-2026 CBA.

5.1.2. *Rice Benefit Amount.* The Parties agree that the monetary equivalent of the rice benefit granted under Section 15.1.3.1.2.1 of the 2021-2026 CBA shall be increased from Two Thousand Pesos (Php2,000.00) to Two Thousand Five Hundred Pesos (Php2,500.00) every other month. Qualified academic staff with less than fifteen (15) unit load, under Section 15.1.3.1.2.2 shall receive One Hundred Nineteen Pesos (P119.00) per unit load every other month.

5.2. *Laundry Allowance.* The Parties agree that the laundry allowance granted to qualified full-time academic staff under Section 15.1.3.3 of the 2021-2026 CBA shall be increased from Three Hundred Pesos (Php300.00) to Four Hundred Pesos (Php400.00) per month, and for qualified part-time academic staff under Section 15.1.3.3.2 of the 2021-2026 CBA from Fourteen Pesos (P14.00) to Nineteen Pesos (P19.00) per unit load per month.

5.3. *Clothing Allowance.* The Parties agree that the clothing allowance granted to qualified full-time academic staff under Section 15.1.3.2.1 of the 2021-2026 CBA shall be increased from Three Thousand Pesos (Php3,000.00) to Four Thousand Pesos (Php4,000.00) per term. Likewise, for qualified part-time academic staff, the clothing allowance granted under Section 15.1.3.2.2 shall increase from One Hundred Forty Two Pesos (P142.00) to One Hundred Ninety Pesos (P190.00) per unit load per term.

5.4. *Increase in the amount of other de minimis benefits.* On top of the proposals of the Union, the University initiated the increase of the following benefits:

5.4.1. St. Thomas Day bonus. Increase from Two Thousand Five Hundred Pesos (Php2,500.00) to Three Thousand Pesos (Php3,000.00);

5.4.2. USTFU Day bonus. Increase from Two Thousand Five Hundred Pesos (Php2,500.00) to Three Thousand Pesos (Php3,000.00); and

5.4.3. Medical Cash Support to dependents. Increase from Three Hundred Pesos (P300.00) to Four Hundred Pesos (P400.00) monthly for 10 months per academic year.

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ATTY. REEM D. PRUDENCIO

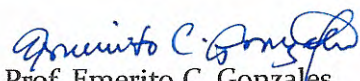
6. **Mental Health Leave.** Beginning academic year 2026-2027, the Parties agree that a five (5) day Mental Health Leave shall be granted to all academic staff subject to the following conditions: (a) full exhaustion of the fifteen (15) day annual sick leave, (b) submission of a medical certification relating to mental health concerns issued by a licensed mental health professional (e.g. psychiatrist or clinical psychologist), and (c) compliance with existing policies for sick leave availment. The Mental Health Leave granted herein shall be non-cumulative and non-convertible to cash.
7. All other provisions in the 2021-2026 CBA not in conflict with the above shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties hereunto affix their signatures on 22 May 2026, in the City of Manila, Philippines

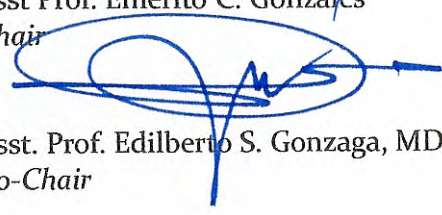
For the University of Santo Tomas

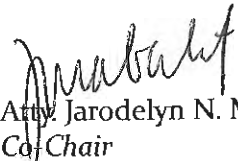
For the University of Santo Tomas
Faculty Union

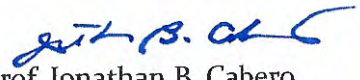

Assoc. Prof. Pilar I. Romero, Ph.D.
Chair

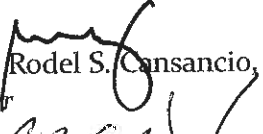

Asst. Prof. Emerito C. Gonzales
Chair

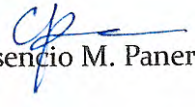

Prof. Gezzez Giezi G. Granado, Ph.D.
Co-Chair


Asst. Prof. Edilberto S. Gonzaga, MD
Co-Chair


Atty. Jarodelyn N. Mabalot
Co-Chair

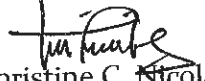

Asst. Prof. Jonathan B. Cabero
Member

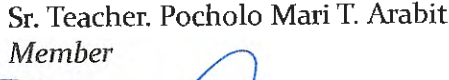

Rev. Fr. Rodel S. Cansancio, O.P.
Member


Asst. Prof. Crisencio M. Paner
Member

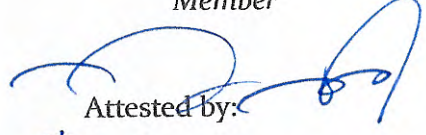

Prof. Patricia M. Empleo, Ph.D.
Member


Asst. Prof. Maria Victoria V. Bongar
Member

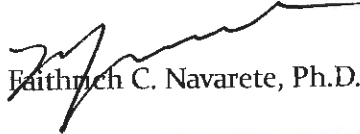

Ms. Christine C. Nicolas
Member

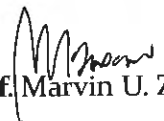

Sr. Teacher. Pocholo Mari T. Arabit
Member

Attested by:

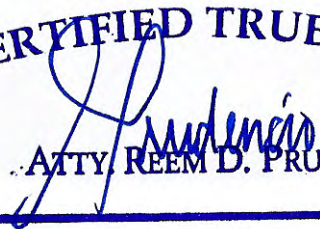

Rev. Fr. Richard G. Ang, O.P.
Rector, University of Santo Tomas

Witnessed by:


Prof. Al Faithrich C. Navarete, Ph.D.


Asst. Prof. Marvin U. Zapanta

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ATTY. REEM D. PRUDENCIO

Asst. Prof. Alvin Ringgo C. Reyes

Ms. Michelle R. Gualberto

ACKNOWLEDGEMENT

REPUBLIC OF THE PHILIPPINES
CITY OF MANILA S.S

BEFORE ME, a Notary Public, for and in the above jurisdiction, this MAY 22 2026 day of _____, 2026, personally appeared:

Name	Competent Evidence of Identity	Expiration Date/Place Issued
Rev. Fr. Richard G. Ang, O.P.	passport no. P72153878	DFA manila
Assoc. Prof. Pilar I. Romero, Ph.D.	Passport No. P94092448	DFA manila
Prof. Gezzez Giezi G. Granado, Ph.D.	Passport no. P72582998	DFA manila
Atty. Jarodelyn N. Mabalot	Passport no. P99312698	DFA manila
Rev. Fr. Rodel S. Cansancio, O.P.	Drivers licence NO4-07-007015	
Prof. Patricia M. Empleo, Ph.D.	PRC No. 0044494	
Ms. Christine C. Nicolas	Driver's license NO4-01-204003	
Asst Prof. Emerito C. Gonzales	DL No4-01-487442	
Asst. Prof. Edilberto S. Gonzaga, MD	OSCA No. 112595	
Asst. Prof. Jonathan B. Cabero	OSCA No. 1021-21620	
Asst. Prof. Crisencio M. Paner	NIN 4239-7280-5170-6198	
Asst. Prof. Maria Victoria V. Bongar	PRC NO. 0320782	
Sr. Teacher. Pocholo Mari T. Arabit		

Known to me and known to be the same persons who executed the foregoing Agreement and who acknowledged to me that the same is their free and voluntary act and deed and that of the entities they respectively represent.

WITNESS MY HAND AND NOTARIAL SEAL, in the place and date first above-written.

NOTARY PUBLIC

Doc. No. 1
Page No. 2
Book No. 1
Series of 2026.

Reem D. Prudencio
Notary Public for Manila City
Commission No: 2026-071
Roll of Attorneys No. 95726
IBP No. 519571 / 25 January 2025 / Pampanga
PTR No. 10768236 / 5 January 2026 / Makati City
Admitted to the Bar 2025

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ATTY. REEM D. PRUDENCIO

**JOINT STATEMENT OF THE UNIVERSITY OF SANTO TOMAS FACULTY UNION(USTFU)
AND THE UST MANAGEMENT PANEL**

How good and how pleasant it is, when brothers (and sisters) dwell together as one!
cf. Ps. 133, 1

We, the Chairs of both panels, on behalf of our members jointly and joyfully announce the conclusion of the renegotiations for the last two years of the Collective Bargaining Agreement for 2024-2025 and 2025-2026. Based on the Memorandum of Agreement signed by both Panels and as attested by the Very Reverend Father Rector, Fr. Richard G. Ang, OP on May 22, 2026, the following are the agreements entered into by both panels:

1. Baseline salary increase of 1.31% for AY 2024-2025 and 1.81% for AY 2025-2026 for all academic teaching and non-teaching staff.

2. Change in the salary indexation of NSTP Facilitators and increase in the honorarium they receive every term. The maximum salary of NSTP facilitators shall be 100% of Instructor 2 and the honorarium shall be increased from Php2,000 to Php3,000 per term.

3. Increase in the following De Minimis benefits:

a. Monetized Rice Benefit: The Parties agree that the monetary equivalent of the rice benefit granted under Section **15.1.3.1.2.1** of the 2021-2026 CBA shall be increased from Two Thousand Pesos (Php2,000.00) to Two Thousand Five Hundred Pesos (Php2,500.00) every other month. Qualified academic Staff with less than fifteen (15) unit load, under Section **15.1.3.1.2.2** shall receive One Hundred Nineteen Pesos (P119.00) per unit load every other month as monetized rice benefit.

- Rice Benefit in kind: Beginning AY 2026-2027, every qualified academic staff shall have the option to convert to cash the sack of rice benefit, in the amount of P2,500. Such intention shall be signified before the start of the academic year, in accordance with the procedure to be prescribed by the Office of the Vice-Rector for Finance. In the absence of an elected option, the rice benefit shall be distributed in the original manner, under Section **15.1.3.1.1** of the 2021-2026 CBA

b. Clothing Allowance. The Parties agree that the clothing allowance granted under Section **15.1.3.2.1** of the 2021-2026 CBA shall be increased from Three Thousand Pesos (Php3,000.00) to Four Thousand Pesos (Php4,000.00) per term. Likewise, the clothing allowance granted under Section **15.1.3.2.2** shall increase from One Hundred Forty Two Pesos (P142.00) per unit load to One Hundred Ninety Pesos (P190.00) per unit load per term.

c. Laundry Allowance. The Parties agree that the laundry allowance granted under the 2021-2026 CBA Section **15.1.3.3.1** shall be increased from Three Hundred Pesos (Php300.00) to Four Hundred Pesos (Php400.00) per month, and Section **15.1.3.3.2** from Fourteen Pesos (P14.00) to Nineteen Pesos (P19.00) per unit load per month.

d. St. Thomas Day bonus. Increase from Two Thousand Five Hundred Pesos (Php2,500.00) to Three Thousand Pesos (Php3,000.00);

e. USTFU Day bonus. Increase from Two Thousand Five Hundred Pesos (Php2,500.00) to Three Thousand Pesos (Php3,000.00);

f. Medical Cash Support for Dependents. Increase from Three Hundred Pesos (P300.00) to Four Hundred Pesos (P400.00) monthly for 10 months per academic year, thus from Three Thousand Pesos (Php3,000.00) to Four Thousand Pesos (Php4,000.00) per annum.

4. Eyeglass Benefit. The Parties agree to an increase in the eyeglass benefit granted under Section 18.8 of the 2021-2026 CBA from Two Thousand Five Hundred Pesos (Php2,500.00) to Eight Thousand Pesos (Php8,000.00), with the same terms and conditions under Section 18.8 of the 2021-2026 CBA. The funding for such benefit shall be sourced from USTFU's Hospitalization Fund.

5. Mental Health Leave. The Parties agree that a five (5) day Mental Health Leave, which is not cumulative and convertible to cash, shall be granted to all academic staff subject to the following conditions: (a) full exhaustion of the fifteen (15) day annual sick leave, and (b) submission of a medical certification relating to mental health concerns issued by a licensed mental health professional (e.g. psychiatrist or clinical psychologist).

6. One-time Technology support of Php10,000 for full time and Php5,000 for part time academic staff (not sourced from tuition increase).

The conclusion of the negotiations is both unprecedented and historical. This is because for the first time, the completion of the negotiations is on time, that is, it is within the 2021-2026 period. Second, the parties came to an agreement in record time, that is from April 24 to May 15, with the MOA signing taking place on May 22, 2026.

We believe that the timely conclusion of the 2021-2026 CBA is due to the eagerness of both panels to foster the spirit of synodality each time they meet and to embrace the values of cordiality, respect, prudence in words and actions, not to mention that both are united by a common aspiration, to commit to the over-all well-being of academic staff and to advance peace and harmony in the academic community.

We pray that these marks of fraternal dialogue – synodality, cordiality, respect and prudence will characterize the way all members of our community relate with one another in whatever circumstances they find themselves in.

In the true Thomasian spirit of service, we remain


ASST. PROF. EMERITO C. GONZALES, MA


ASSOC. PROF. PILAR I. ROMERO, PHD