

Date: March 22, 2018

Time: 1:30pm - 3:30pm

Location: 15th Floor Office of the Vice President for External Relations and Internationalization

Head Participants:

- Dr. Laureen Chua
- Secretary Marichu Manzano

Member Participants:

- Leonard Joseph Linga
- Chris Nikolai Alderite
- Sam Gabbie Malijan

Objective/s of the Interview:

- To be able to understand the details and process of the Negotiations as well as the Santinig News Letter

Main Points of the interview:

- **Details on Negotiations and Under the Table Agreements**
 - This is what we negotiated, and it is upto public scrutiny
 - Caveat: Under the Table Deals - you cannot tell people this, e.g. No signing of the manual due to the management not wanting to give the administration what they want.
 - Once the document has been made, the members have to honor it. While the members are not completely comfortable of this arrangement, if the Administrator is honorable, then it is automatically implemented. However if the Administrator has no honor, then it will not be implemented. An extreme example which has happened already, the Administrator has corrupted the tape recording of the specified part and the documents supporting those statements by the FA vanished.
- **What Happens to the Drafts?**
 - It is kept as it is part of the history, especially the president's copy, however one of the worries of Dr. Laureen is if the President took notes.
- **How do Negotiations go?**
 - Two distinct parties, the Management and the FA, to which each side will choose members who will be the one to negotiate, which can be normal members outside the board or board members themselves. A team of 6 must be formed. On the Management side, the Chancellor and "Visitum?" is automatically chosen. And

they have to choose between the Deans of the respective colleges. Each side creates a proposal. Then both parties exchange, and the parties have time to review the proposal of the opposite party. The parties will go through each page, and parties will mark points to debate on with the opposite party. However, negotiations can take weeks, because both parties fail to meet at common ground. Like for example, the Retirement Age. There is a law that states that Retirement age is 65 and you cannot, however DLSU's retirement age is at 60. However, other Faculty have the choice to retire at 60 or at 65, but the teaching staff do not have that option. Negotiations happen every 3 years.

- **Do Negotiations have Categories?**

- We have two types of Negotiations. One is the Faculty Association, which governs Faculty based issues, and the other is for the Staff. However, theirs is called CBA, a Bargaining Tool, and it is labor based due to a Union, so it has a separate timetable and a completely different discussion. The Faculty Association does not have the same privileges as opposed to a Union.

- **What are the Different Statuses of a Negotiation?**

- Approved, Rejected, Refine.

- **Will there be Renegotiations?**

- That has not happened yet because so far, Management has always been open. However there was one Administrator that hated the president of FA, which affected all negotiations with the Management, and declined everything.

- **ON Minutes of the Meeting Notes:**

- Board members keep their own copy of the notes. However notes are subjective and are not effective since you will need the person that made it as they have their own mental notes that will help unlock the necessary information.

- **On transcribing Negotiations**

- We have an outsourced transcriber who works under the secretary that is very good in transcribing recorded audio
- Transcriptions are mostly summative which means it only includes the breakdown of the important details of the discussion
- It is only transcribed verbatim when there are technicalities / specifics in the context of the statement recorded.
- The minutes are reviewed before every meeting

- The minutes are independently kept by each group, they have their own versions of the minutes.
- The two parties review each other's minutes.
- The meetings conclude when they agree that they should move on to another topic when the next discussions begin.
- Before the meetings, the two parties draft their proposals. They review each other's proposals and the negotiation can begin when they have agreed that both of their proposals are adequate. If not, they revise again until an agreement has been reached.
- After approving each other's proposals, the two parties (FA and Management) choose their negotiation delegates and notifies them of their delegation.
- In the beginning of the meetings, they go over the faculty manual and agree on a part that they should revise.
- After they have unanimously decided on a part of the manual, they begin the negotiation on how they should revise it. If they do not reach a compromise on how to change the section of the manual, they move on to the next section or move to close the negotiation session.
- Once they have reached a compromise, the president/secretary takes note of the updates to be included in the manual. They can then move to another section or move to close the discussion.

- **Santinig**

- Santinig is the official FA newsletter which is managed by the Secretary. The secretary serves as its official Editor.
- Any member of the FA can submit their own articles which the secretary might or might not approve after a review.
- If the secretary/editor approves of the article after its review, the article is published. If not, the contributor is asked to revise. If the contributor does not revise, then the article is not published. If the contributor revises, then the article is submitted again to the secretary for review.