



## HOLY CROSS OF DAVAO COLLEGE, INC.

Sta. Ana Avenue, 8000 Davao City, Philippines

☎ (082) 221-9071 to 79

School Website: [www.hcdc.edu.ph](http://www.hcdc.edu.ph)



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### *From the Office of the President*

29 September 2015

Dear students, parents/guardians of students, alumni,  
and other stakeholders of the Holy Cross of Davao College,

*Ex Fide Ad Veritatem!*

I am writing this letter to finally state the stand of the School Management about the rallies staged last September 21 (Monday) and September 28 (Monday), 2015.

Reports have reached my office that, allegedly, around a hundred teaching and non-teaching personnel of the Holy Cross of Davao College (HCDC) staged said rallies to protest the newly-crafted Employees' Guidelines (EG). The protesters claimed that the EG violated the Collective Bargaining Agreements (CBAs) that the unions, particularly the HCDCEA-FFW and the HCDCFU-ADLO-KMU, had separately entered into with the School Management.

Let me share some facts:

1. **The EG is not a newly-crafted school document.** It has been in effect since SY 2003-2004 and has just undergone a third revision. Hence, since 2003, the EG has existed as a code of employee conduct in HCDC, specifically, as a form of disciplinary measures to maintain order and discipline in school. The revisions (three) that the EG had undergone are exactly to uphold and to respect the provisions of the CBAs as well as to make the guidelines relevant and responsive to the growing and ever-changing demands in the work place.
2. **The revision of the EG has not violated any of the two CBAs entered into by the School Management and the unions.** The three editions of the EG have always contained provisions that stipulate the rights and responsibilities of all involved, and recognize and uphold the CBAs. Thus, it does not curtail and has never derailed the rights of any school employee but in fact continually improves what it already recognizes towards a culture of professionalism.



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- 3. The revision of the EG has been actively participated upon by the unions through their legitimate representatives.** The employees' unions have contributed to the formulation of the EG since the first edition. An important contribution of the union is the *Table of Offenses and Interventions* which shows general clusters of offenses and their corresponding interventions. This has been part of the EG since SY 2003-2004. For example, excessive or habitual tardiness of an employee is considered a serious offense. A fourth commission of tardiness merits discharge. There are other offenses like gambling that also merits discharge.

Though Holy Cross of Davao College clearly recognizes its employees' right to self-organization and has been upholding such right since the founding of the unions, our School being a Catholic educational institution remains to be a SEC-registered, Filipino, Catholic, archdiocesan and non-profit, non-stock educational institutional corporation. It is under the supervision of the Archdiocese of Davao and is governed by a Board of Trustees (BOT). **Thus, the highest policy-making body of Holy Cross of Davao College is still the BOT with the Archbishop of Davao as its chairperson.**

Furthermore, the school administration, which includes the Vice President for Administration and the Human Resource Manager, among others, are not representatives of the school employees and are not elected into office. They are accountable to their superiors which are the School President, the BOT, and the Republic of the Philippines. As such, the school administration enjoys a management prerogative, which has been clearly stipulated in several Supreme Court rulings, over disciplinary action. **Yet, the Holy Cross of Davao College, our School, has opted to share its management prerogative vis-à-vis employee discipline. This is manifested in the creation of the recent EG Revision Committee comprising of eighteen (18) employee members from various departments and sectors with union members including the President of the union of the non-teaching staff, the HCDC-FFW.** In fact, the EG Revision Committee has proceeded with the revision by even engaging third party consultants from the National Conciliation and Mediation Board (NCMB), the Integrated Gender and Development Office, seasoned human resource practitioners, and labor and canon law experts. Therefore, for the union to claim that the revision of the EG undermines employees' protection and destroys the spirit of community is baseless, unfounded in reason and in fact, and arbitrary and capricious.

Reforms have been made and will continue to be implemented in our school in view of the changing educational landscape in our country especially with the implementation of the K to 12 curriculum for the basic education and the vertical and horizontal typology for the higher education. Amidst these challenges, the Holy Cross of Davao College remains steadfast and undaunted in its commitment to providing quality Catholic education to all, especially the less fortunate.



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As president of the Holy Cross of Davao College for more than half a decade now, as a member of the Board of Trustees since 1988, as a BOT-EXECOM Chairperson from 2001 to 2010, as a graduate of Master of Science in Educational Administration from St. John's University in New York, USA, and most importantly, as a servant of God and a priest for more than 30 years, my moral compass does not direct me towards stepping down but towards stepping up to ensure that the *raison d'être* of establishing HCDC is attained even if I need to face a trial by publicity.

The primary purpose of establishing HCDC 64 years ago was, and still will be, to integrate the evangelizing mission of the Roman Catholic church through quality Catholic education of the youth. This purpose has been entrusted to me by the Archdiocese of Davao and the Board of Trustees. This is the spirit that has continuously driven the Holy Cross of Davao College. Should this also be my cross, then I will carry it with dignity fueled by faith, and by trust of no less than the Archdiocese of Davao, the Board of Trustees, and all the employees who are with me in upholding professionalism in our humble community. It is with clear conscience that I and the school administration exercise our management prerogative over employee discipline and remain that it is just, reasonable, humane, and in good faith to advance the mission of the school and never for the purpose of abusing the rights of our employees.

Lastly, I am sending my heartfelt apologies to you for the disruption or inconvenience that the recent events in our school community might have caused you.

Yours in Christ,

**REV. MSGR. JULIUS C. RODULFA**  
President