



# Unionism at Wesleyan University Philippines (WUP): The WUP Faculty and Staff Association (WUPFSA) Experience

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**Abstract**— This research investigated the experiences of union members from Wesleyan University Philippines (WUP) based on the WUP Faculty and Staff Association (WUPFSA). Employing a descriptive research design, the research sought to determine the advantages gained from being a member of the union and challenges faced by its members during the 2024–2025 academic year. A sample of 108 respondents was chosen using simple random sampling. The information indicated that union members agreed overwhelmingly that unionism had a favorable effect, with most in agreement that the union successfully guards members' rights, tends to specific needs, and reinforces a good sense of unity and fellow feeling among workers. The most highly recognized value was the perception of unity and belonging that comes with union membership, followed by its ability to negotiate improved working conditions and enhance employee morale and job satisfaction. While these are noted in positive terms, union members also reported moderate difficulties that affect their experiences. Some of the outstanding issues were recurrent resistance from the administration in putting agreed-upon benefits in place, communication breakdowns between the university administration and the union, and uncertainty regarding job security. The enforcement of the Collective Bargaining Agreement (CBA) also became an ongoing issue. These results imply that although the union is generally effective in providing assistance and enhancing solidarity, there remains a need to streamline communication avenues and maintain consistent enforcement of agreements. In general, the research indicates both the positive contribution of unionism at WUP as well as areas in need of strategic focus to improve labor relations and organizational harmony further.



**Keywords**— CBA, Job Satisfaction, Labor, Unionism, WUPFSA

## I. INTRODUCTION

Labor unions play a significant role in safeguarding the rights and welfare of workers across various industries (Abdul Wahab, Abdul Rahim & Abdullah, 2023; Ibrahim & Razali, 2023), including the academic industry. In higher learning institutions, workers and academic staff unions are representative voices that advocate for fair work terms, individual growth, and a more representative form of governance. In Wesleyan University Philippines (WUP), the WUP Faculty and Staff Association (WUPFSA) has been a key force in the efforts to raise the

workers' issues and in the fostering of a culture of solidarity and cooperation (Campagnaro & D'urzo, 2021).

WUP unionism is not merely a product of legal advocacy but also a key contributor to academic cohesion, job contentment, and morale among staff (Patel, 2013). The union serves as a representative through collective bargaining and negotiates pay, benefits, and conditions of work so that the staff and faculty are aided professionally and personally. WUPFSA is also very active in the resolution of grievances, promoting employee-

administration cooperation, and creating programs that meet particular member needs.

This study endeavors to understand the perceptions concerning unionism among WUP's staff and teaching staff. It evaluates the way the workers view the benefits of being unionized, including job security, tranquillity of mind at work, and professional growth opportunities (Karathanos-Aguilar & Ervin-Kassab, 2022). Additionally, the study seeks to identify some of the issues encountered by union members, including enforcement of policies, communication failures, and representation in decision-making. Knowledge of unionism's strengths and weaknesses in WUP will be central to improving labor-management relations and institutional development.

To acquire more detailed results, the study accumulated evidence from WUP faculty and staff through a systematic survey. The survey contained demographic information, Likert-scale items to rate the perceived benefits and challenges, and areas where the union's efforts needed improvement. The respondents rated statements regarding union effectiveness, job satisfaction, involvement, and issues that continued to exist in all their roles in the university.

While the proactive activity of WUPFSA has been in practice, there is a necessity to identify how employees and administrators perceive the actual benefits and issues of unionism. The study aims to assess the union's performance in promoting the well-being of employees and identifying areas that need improvement to improve union-management coordination at Wesleyan University Philippines.

## II. METHODOLOGY

This research used the descriptive research design. It described the benefits of unionism to its members and challenges encountered by the union members. According to Sirisilla (2023), "Descriptive research design is a powerful tool used by scientists and researchers to gather information about a particular group or phenomenon. This type of research provides a detailed and accurate picture of the characteristics and behaviors of a particular population or subject." The 108 respondents were chosen using simple random sampling. "A simple random sample is a randomly selected subset of a population. In this sampling method, each member of the population has an exactly equal chance of being selected (Thomas, 2023)". The study covers the school year 2024-2025.

## III. RESULTS AND DISCUSSION

### 1. Benefits of Unionism

Table 1. Benefits

Benefits of Unionism	Wm	Verbal Description
1. The union at Wesleyan University Philippines helps protect the rights of its members.	4.40	Strongly Agree
2. Union membership contributes to higher job security for faculty and staff.	4.25	Strongly Agree
3. The union effectively negotiates for better salaries and benefits on behalf of its members.	4.15	Moderately Agree
4. The presence of a union fosters a harmonious relationship between employees and management.	4.16	Moderately Agree
5. The union provides valuable support in resolving workplace conflicts and grievances.	4.30	Strongly Agree
6. Union activities contribute to higher morale and job satisfaction among employees.	4.35	Strongly Agree
7. The union's programs and initiatives address the specific needs of its members.	4.40	Strongly Agree
8. Being part of the union encourages greater participation in university governance and decision-making.	4.30	Strongly Agree
9. The union helps promote professional growth and development opportunities for its members.	4.30	Strongly Agree
10. The union plays an important role in maintaining academic peace and stability within the university.	4.30	Strongly Agree
11. The union's advocacy has led to improvements in working conditions at the university.	4.35	Strongly Agree
12. I feel a sense of solidarity and community because of my membership in the union.	4.45	Strongly Agree
Overall Weighted Mean	4.31	Strongly Agree

Table 1 shows the benefits of unionism as described by the union members. They strongly agreed that the benefits are very good, as reflected in the overall weighted mean of 4.31. The highest in terms of weighted mean is the item “12. I feel a sense of solidarity and community because of my membership in the union” (Wm=4.45). It was followed by the items “1. The union at Wesleyan University Philippines helps protect the rights of its members and 7. The union’s programs and initiatives address the specific needs of its members”, both with a weighted mean of 4.40. Additionally, “11. The union’s advocacy has led to improvements in working conditions at the university and 6. Union activities contribute to higher morale and job satisfaction among employees (Wm=4.35)”.

Results from Table 1 indicate the perceived value and success of unionism among Wesleyan University Philippines' union members. The respondents showed strong agreement that their membership in the union offers substantial gains, reflecting that the union is hard at work and effective in helping and defending its members. The general positive attitude signifies that the union is serving to respond to the concerns and desires of the university's staff and maintaining its integral position in the workplace.

Of the benefits, most forcefully recognized by members were the feeling of solidarity and sense of community produced by union membership (Boyd & Martin, 2022; Pei et al., 2024). The belonging suggests that the union has successfully constructed a collective identity and promoted cooperation and support among workers. Also, strong agreement was observed in the perception of the union's involvement in safeguarding the rights of the members and representing particular needs, suggesting the union is perceived as a reliable association. These answers prove that the programs and initiatives of the union are both responsive and relevant to its members.

The implications of these results are significant to the university administration as well as to other labor unions. To the university, the information highlights the need to preserve a respectful and cooperative relationship with the union, acknowledging its role in facilitating a good work climate. For other unions, this is an example of successful member mobilization and advocacy that demonstrates how putting member needs and morale first can increase satisfaction and organizational unity. A powerful, respected union plays a role in both employee welfare and institutional achievement (Madhura, 2020)

## 2. Challenges Encountered by Union Members

Table 2. Challenges

Challenges Encountered by Union Members	Wm	Verbal Description
1. Union members sometimes experience difficulties in ensuring that management fully implements the Collective Bargaining Agreement (CBA).	4.25	Strongly Agree
2. The union occasionally faces challenges in addressing disputes related to changes in university policies.	4.05	Moderately Agree
3. Union members feel that their concerns about workplace policies are sometimes not addressed as quickly as they would like.	4.05	Moderately Agree
4. The union sometimes encounters resistance when advocating for the continuation of agreed-upon benefits.	4.30	Strongly Agree
5. Union members occasionally feel uncertain about job security due to changes in university policies.	4.25	Strongly Agree
6. Communication between the union and university management could be improved to better address members' concerns.	4.30	Strongly Agree
7. Union members feel that their input in decision-making processes at Wesleyan University Philippines is not actively considered.	4.05	Moderately Agree
8. Union members sometimes find it challenging to stay fully informed about updates and developments related to union activities and negotiations.	4.10	Moderately Agree
Overall Weighted Mean	4.17	Moderately Agree

The overall challenges encountered by the union members are seen as moderate by them, as reflected in the overall weighted mean of 4.17. The highest rated challenges according to the survey are the items: “The union

sometimes encounters resistance when advocating for the continuation of agreed-upon benefits (Wm=4.30)”; “6. Communication between the union and university management could be improved to better address members’

concerns (Wm=4.30)”; “1. Union members sometimes experience difficulties in ensuring that management fully implements the Collective Bargaining Agreement (CBA) (Wm=4.25)”; and “5. Union members occasionally feel uncertain about job security due to changes in university policies (Wm=4.25)”.

The results suggest that members of the union experience their problems as moderate in general. Although the union is seen to be performing well in most aspects, members still face significant problems that erode their confidence and experience as part of the organization. These issues underscore endemic problems in communication, agreement implementation, and the general relationship between the university management and the union (Chang et al., 2022), which imply that there has been improvement, but some obstacles continue to impede maximum functioning.

The most salient issues members have pointed out are resistance from management whenever the union fights for the retention of benefits already agreed upon, and breakdowns in communication between the union and the administration, especially when there is a change in top management position. These issues point to a lack of regular communication and shared understanding, which can erode trust and prevent progress on key matters. Moreover, anxieties regarding the complete enforcement of the Collective Bargaining Agreement and job insecurity anxieties speak to systemic matters which need a clearer framework for enforceability and more open policy revisions from the university (Karimi, 2020; Leroy-Dyer, 2023).

The significance of the findings is double. Firstly, for the union, there is a need to consolidate communication strategies and bargaining formats to ensure agreements are fulfilled and members are secure and informed. Second, for university management, these findings must be a stimulus to interact more constructively with the union and treat it as a key partner in sustaining labor harmony and institutional stability. If properly addressed together, these issues can create a better trust-based and productive work culture for all parties.

#### IV. CONCLUSION

Unionism at Wesleyan University Philippines is greatly perceived positively by its members. The high level of solidarity, safeguarding of rights, and sensitivity to member needs emphasizes the union's important role in bridging a supportive and enabling working environment. These advantages emphasize the union's functionality not just as a representative unit but likewise as a key source of

morale, job satisfaction, and group identity among university workers.

Yet the existence of moderate challenges indicates that there are still aspects that require improvement, most especially in communication and policy enforcement. Though the union is mostly effective in its ability to provide core functions, some issues left to be resolved, like resistance to the implementation of benefits and ambiguities regarding job security, indicating the need for increased collaboration with university management. Resolving these issues through open communication and regular policy enforcement will be key in enhancing the union's influence and keeping its members' trust intact.

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