



## REY CARABALLA ESPANTO

An active and dedicated member of the All U.P. Workers Union- Tacloban Chapter consistently advocating for the rights and welfare of my fellow employees. I have extensive experience in administration, union leadership and public service coupled with deep understanding of the University's policies and the needs of the workforce - embodying integrity, competence and dedication.

### **VISION STATEMENT**

- To be a steadfast and compassionate representative of the UP administrative and REPS sectors, ensuring equal growth opportunities, and a dignified workplace that upholds honor, excellence and service while protecting employees' rights, amplifying their voices, recognizing their contributions, advocating wage increase and additional economic benefits.

### **MISSION STATEMENT**

- **R – Recognizing Excellence and Advocating Opportunities**

To champion the recognition of administrative staff and REPS as vital contributors to the University's academic and public service mission. This includes advocating for policies and programs that foster professional development, career progression, and institutional appreciation of their indispensable role in the UP system.

- **E – Empowering Equality and Equity**

To promote a culture of fairness, inclusivity, and equity in employment by pushing for transparent and competency-based systems that uplift every worker—regular, contractual, and JOCOS — ensuring that justice, respect, and equal opportunity prevail across all campuses.

- **Y – Yielding Fair and Livable Benefits for All**

To work tirelessly for the attainment of fair, sustainable, and livable compensation and benefits that honor the dignity of labor. This entails pursuing progressive reforms in

wages, benefits, health, and welfare programs that truly reflect the value of the workforce that sustains the University of the Philippines.

### CORE COMMITMENTS

- **Representation:** Serve as a strong and credible voice of the administrative staff, REPS and JOCOS, and other sectors in the highest governing body of the University.
- **Advocacy:** Advance policies that promote job security, career growth, and fair compensation.
- **Engagement:** Strengthen communication and consultation with all constituent universities to ensure that all perspectives and concerns are heard and acted upon.
- **Collaboration:** Partner with fellow regents, university administrators, and unions to sustain UP's reputation as a national university rooted in social justice and human dignity.
- **Accountability:** Uphold transparency, integrity, and ethical leadership in every decision and action taken on behalf of the sector.

### CONCERNS, PLANS, AND PROGRAMS

- Establish the Constituent University (CU) status of UP Tacloban.
- Fight for yearly Economic Relief Assistance
- Continue the 3rd batch conversion of UP contractual employees.
- Institutionalize 7-day Long Service Leave (LSB) and 5-day Health Benefit Leave (HBL).
- Support all the proposals from recognized UNION for the employee's benefit.
- Increase Sagad Award.
- Advocate uniformity of all benefits across CU.

Prepared by:

*REY C. ESPANTO*

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Nominee

9<sup>th</sup> Staff Regent

University of the Philippines