

UST Faculty Union (USTFU) et al. v. Dir. Benedicto Ernesto R. Bitonio, Jr., et al.
(11/16/1999) G.R. No. 131235 (Supreme Court)

Election of union officers not conducted in accordance with the provisions of the union's constitution and by-laws—right to self-organization and union membership.

The Court ruled against the petitioners and rejected their argument that they were validly exercising their right to self-organization when they conducted the election of union officers in violation of the union's constitution and by-laws—reference to Article 3 of ILO Convention No. 87.

<< The constitutional right to self-organization is better understood in the context of ILO Convention No. 87 (Freedom of Association and Protection of Right to Organize), to which the Philippines is a signatory. Article 3 of the Convention provides that workers' organizations shall have the right to draw up their constitution and rules and to elect their representatives in full freedom, free from any interference from public authorities. The point to be stressed is that the union's CBL [Constitution and By-laws] is the fundamental law that governs the relationship between and among the members of the union. It is the organic law that determines the validity of acts done by any officer or member of the union. >>