

EN BANC

[G.R. No. 216930, October 09, 2018]

COUNCIL OF TEACHERS AND STAFF OF COLLEGES AND UNIVERSITIES OF THE PHILIPPINES (CoTeSCUP), SENTRO NG MGA NAGKAKAISANG PROGRESIBONG MGA MANGGAGAWA (SENTRO), FEDERATION OF FREE WORKERS (FFW), NATIONAL CONFEDERATION OF LABOR (NCL), PUBLIC SERVICES LABOR INDEPENDENT CONFEDERATION (PSLINK), PARTIDO MANGGAGAWA (PM), ADAMSON UNIVERSITY FACULTY AND EMPLOYEES ASSOCIATION, FACULTY ALLIED AND WORKER UNION OF CENTRO ESCOLAR UNIVERSITY, FACULTY ASSOCIATION MAPUA INSTITUTE OF TECHNOLOGY, FAR EASTERN UNIVERSITY FACULTY ASSOCIATION, HOLY ANGEL UNIVERSITY TEACHERS AND EMPLOYEES UNION, LYCEUM FACULTY ASSOCIATION, SAN BEDA COLLEGE ALABANG EMPLOYEES ASSOCIATION, SILIMAN UNIVERSITY FACULTY ASSOCIATION, UNIVERSITY OF THE EAST RAMON MAGSAYSAY EMPLOYEES ASSOCIATION-FFW (UERMEA-FFW), UNION OF FACULTY AND EMPLOYEES OF ST. LOUIS UNIVERSITY, UNIVERSITY OF SANTO TOMAS FACULTY UNION, PROF. FLORDELIZ ABANTO (IN HER CAPACITY AS VICE PRESIDENT OF ST. SCHOLASTICA'S COLLEGE FACULTY ASSOCIATION), PROF. REBECCA T. AÑONUEVO (IN HER CAPACITY AS PRESIDENT OF MIRIAM COLLEGE FACULTY ASSOCIATION), PROF. MARIA RITA REYES CUCIO (IN HER CAPACITY AS FACULTY OF SAN BEDA COLLEGE), AND MR. JOMEL B. GENERAL (IN HIS CAPACITY AS EMPLOYEE OF PHILIPPINE SCHOOL OF BUSINESS ADMINISTRATION AND OFFICER OF THE FFW), PETITIONERS, V. SECRETARY OF EDUCATION, SECRETARY OF LABOR AND EMPLOYMENT, CHAIRPERSON OF THE COMMISSION ON HIGHER EDUCATION, SECRETARY OF THE TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY, SECRETARY GENERAL OF THE HOUSE OF REPRESENTATIVES, AND MIRIAM COLLEGE, RESPONDENTS.

[G.R. NO. 217451, OCTOBER 9, 2018]

DR. BIENVENIDO LUMBERA (PAMBANSANG ALAGAD NG SINING AT PROFESSOR EMERITUS, UNIVERSITY OF THE PHILIPPINES/UP); CONG. ANTONIO TINIO (ACT TEACHERS' PARTYLIST); CONG. FERNANDO "KA PANDO" HICAP (ANAKPAWIS PARTYLIST AT TAGAPANGULO NG PAMALAKAYA); CONG. JAMES MARK TERRY RIDON (KABATAAN PARTYLIST); DR. RHODERICK NUNCIO (VICE-DEAN, NG KOLEHIYO NG MALALAYANG SINING, DE LA SALLE UNIVERSITY/DLSU); PROP. AURA ABIERA (TAGAPANGULO NG DEPARTAMENTO NG FILIPINO

AT PANITIKAN NG PILIPINAS SA UNIVERSITY OF THE PHILIPPINES-DILIMAN); DR. ERNESTO CARANDANG II (TAGAPANGULO NG DEPARTAMENTO NG FILIPINO, DE LA SALLE UNIVERSITY-MANILA); DR. ROBERTO AMPIL (TAGAPANGULO NG DEPARTAMENTO NG FILIPINO NG UNIVERSITY OF SANTO TOMAS); PROP. MARVIN LAI (TAGAPANGULO NG DEPARTAMENTO NG FILIPINOLOHIYA NG POLYTECHNIC UNIVERSITY OF THE PHILIPPINES/PUP); PROP. NELSON RAMIREZ (TAGAPANGULO NG DEPARTAMENTO NG FILIPINO, UNIVERSITY OF THE EAST/UE-MANILA); DR. ESTER RADA (TAGAPANGULO NG KAGAWARAN NG FILIPINO, SAN BEDA COLLEGE-MANILA); PROP. JORGE PACIFICO CUIBILLAS (TAGAPANGULO NG DEPARTAMENTO NG FILIPINO, FAR EASTERN UNIVERSITY-MANILA); PROP. ANDREW PADERNAL (TAGAPANGULO NG KAGAWARAN NG FILIPINO, PAMANTASAN NG LUNGSOD NG PASIG/PLP); PROP. MICHAEL DOMINGO PANTE (FACULTY MEMBER SA HISTORY DEPARTMENT, ATENEO DE MANILA UNIVERSITY); BENJAMIN VALBUENA (TAGAPANGULO NG ALLIANCE OF CONCERNED TEACHERS/ACT-PHILIPPINES); DR. PRISCILLA AMPUAN (PANGULO NG QUEZON CITY PUBLIC SCHOOL TEACHERS' ASSOCIATION/QCPSTA); PROP. CARL MARC RAMOTA (PANGULO NG ALLIANCE OF CONCERNED TEACHERS-STATE UNIVERSITIES AND COLLEGES/ACTSUC); DR. ROWELL MADULA (PANGULO NG ALLIANCE OF CONCERNED TEACHERS-PRIVATE SCHOOLS/ACTPRIVATE); DR. AURORA BATNAG (PANGULO NG PAMBANSANG SAMAHAN SA LINGGWISTIKA AT LITERATURANG FILIPINO/PSLLF); DR. JUDY TAGUIWALO (FULL PROFESSOR SA COLLEGE OF SOCIAL WORK AND COMMUNITY DEVELOPMENT, UP DILIMAN); DR. DANILO ARAO (ASSOCIATE PROFESSOR SA DEPARTMENT OF JOURNALISM, COLLEGE OF MASS COMMUNICATION, UP DILIMAN); DR. DAVID MICHAEL SAN JUAN (EXECUTIVE COUNCIL MEMBER NG NATIONAL COMMISSION FOR CULTURE AND THE ARTS-NATIONAL COMMITTEE ON LANGUAGE AND TRANSLATION/NCCANCLT); RONNEL B. AGONCILLO JR., (PANGULO NG PHILIPPINE NORMAL UNIVERSITY/PNU-STUDENT GOVERNMENT); DR. REUEL MOLINA AGUILA (PALANCA HALL OF FAMER AT TAGAPAYO NG KATAGASAMAHAN NG MGA MANUNULAT SA PILIPINAS); ERICSON ACOSTA (MANUNULAT AT DATING BILANGGONG POLITIKAL, AT KASAPI NG ANAKPAWIS PARTYLIST); PROP. ADRIAN BALAGOT (DIREKTOR NG CENTER FOR CONTINUING EDUCATION, PAMANTASAN NG LUNGSOD NG MARIKINA/PLMar); PROP. PENAFRANCIA RANIELA BARRAZA (ASSOCIATE PROFESSOR, DEPARTAMENTO NG FILIPINO AT PANITIKAN NG PILIPINAS, UNIVERSITY OF THE PHILIPPINES-DILIMAN); PROP. HERMAN MANALO BOGNOT (FACULTY MEMBER SA DEPARTMENT OF EUROPEAN LANGUAGES, UNIVERSITY OF THE PHILIPPINES); PROP. LAURENCE MARVIN CASTILLO (INSTRUCTOR SA DEPARTMENT OF HUMANITIES, UNIVERSITY OF THE PHILIPPINES-LOS BAÑOS); DR. ANTONIO CONTRERAS (FULL PROFESSOR SA POLITICAL SCIENCE DEPARTMENT, DE LA SALLE UNIVERSITY/DLSU); PROP. RAMILITO CORREA (PANGULO NG

SANGGUNIAN SA FILIPINO/SANGFIL); GEROME NICOLAS DELA PEÑA (PANGULO NG SAMAHAN NG MGA MAG-AARAL SA ASIGNATURANG FILIPINO, SAMFIL-PAMANTASAN NG LUNGSOD NG PASIG/PLP); PROP. WENNIELYN FAJILAN (FACULTY MEMBER NG DEPARTAMENTO NG FILIPINO, UNIVERSITY OF SANTO TOMAS); FLODY FERNANDEZ (PANGULO NG RAMON MAGSAYSAY HIGH SCHOOL (CUBAO) FACULTY CLUB); PROP. SANTIAGO FLORA (VICE-PRESIDENT FOR OPERATIONS NG QUEZON CITY POLYTECHNIC UNIVERSITY); PROP. MELANIA FLORES (NATIONAL PRO NG ALL UP ACADEMIC EMPLOYEES' UNION, UNIVERSITY OF THE PHILIPPINES/UP); DR. LAKANDUPIL GARCIA (FULL PROFESSOR NG DEPARTAMENTO NG FILIPINO, DE LA SALLE UNIVERSITY-DASMARIÑAS); DR. FANNY GARCIA (PALANCA AWARDEE AT FACULTY MEMBER NG DEPARTAMENTO NG FILIPINO, DE LA SALLE UNIVERSITY/DLSU); PROP. JONATHAN GERONIMO (COORDINATOR NG KATAGA-MANILA UNIVERSITY OF SANTO TOMAS/UST); PROP. VLADIMEIR GONZALES (ASSISTANT PROFESSOR SA DEPARTAMENTO NG FILIPINO AT PANITIKAN NG PILIPINAS-UNIVERSITY OF THE PHILIPPINES-DILIMAN); PROP. FERDINAND PISIGAN JARIN (PALANCA AWARDEE AT PANGULO NG KATAGA-SAMAHAN NG MGA MANUNULAT SA PILIPINAS); JOHN ROBERT MAGSOMBOL (PANGULO NG UNIVERSITY OF SANTO TOMAS-PANULAT); PROP. JOEL MALABANAN (TAGAPAYO NG KAPISANANG DIWA AT PANITIK/KADIPAN SA PHILIPPINE NORMAL UNIVERSITY/PNU); PROP. DENNIS MANGUBAT (FACULTY MEMBER NG DEPARTAMENTO NG FILIPINO NG SAN BEDA COLLEGE-MANILA); PROP. JOANNE MANZANO (FACULTY MEMBER NG DEPARTAMENTO NG FILIPINO AT PANITIKAN NG PILIPINAS-UNIVERSITY OF THE PHILIPPINES-DILIMAN); PROP. BERNADETTE NERI (ASSISTANT PROFESSOR SA DEPARTAMENTO NG FILIPINO AT PANITIKAN NG PILIPINAS, UNIVERSITY OF THE PHILIPPINES-DILIMAN); RAYMOND PALATINO (TAGAPANGULO NG BAGONG ALYANSANG MAKABAYAN/BAYAN-NATIONAL CAPITAL REGION); PROP. APRIL PEREZ (ASSISTANT PROFESSOR SA DEPARTAMENTO NG FILIPINO AT PANITIKAN NG PILIPINAS, UNIVERSITY OF THE PHILIPPINES-DILIMAN); PROP. JAYSON PETRAS (DEPUTY DIRECTOR NG INSTITUTE OF CREATIVE WRITING, UNIVERSITY OF THE PHILIPPINES-DILIMAN); PROP. CRIZEL SICAT-DE LAZA (KATUWANG NG KALIHIM NG SANGGUNIAN NG FILIPINO/SANGFIL AT FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG UNIVERSITY OF SANTO TOMAS/UST); PROP. DENNIS JOSEPH RAYMUNDO (FACULTY MEMBER NG KALAYAAN COLLEGE); DR. BEVERLY SARZA (FACULTY MEMBER NG PHILOSOPHY DEPARTMENT, DE LA SALLE UNIVERSITY-MANILA); DR. RAQUEL SISON-BUBAN (ASSOCIATE PROFESSOR SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); PROP. VIVENCIO M. TALEGON, JR. (FULL-TIME FACULTY SA UNIVERSITY OF ASIA AND THE PACIFIC, ORTIGAS CENTER, PASIG); ISAAC ALI TAPAR (PANGULO NG MANILA SCIENCE HIGH SCHOOL FACULTY ASSOCIATION); DR. DOLORES TAYLAN (ASSOCIATE PROFESSOR

SA DEPARTAMENTO NG FILIPINO, DE LA SALLE UNIVERSITY-MANILA); DR. ALITA TEPACE (PROFESOR SA PHILIPPINE NORMAL UNIVERSITY-MANILA); PROP. OM NARAYAN VELASCO (INSTRUCTOR SA UNIVERSITY OF THE PHILIPPINES-LOS BAÑOS); ANDREA JEAN YASOÑA (PANGULO NG KAPISANANG DIWA AT PANITIK-PNU); PROP. REYNELE BREN ZAFRA (FACULTY MEMBER NG DEPARTAMENTO NG FILIPINO NG UNIVERSITY OF SANTO TOMAS); DR. RUBY ALUNEN (FACULTY MEMBER NG DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); PROP. BAYANI SANTOS, JR. (FACULTY MEMBER NG DEPARTAMENTO NG FILIPINO NG MANUEL LUIS QUEZON UNIVERSITY/MLQU); PROP. CHRISTO REY ALBASON (GURO SA SINING NG BAYAN/GUSI); PROP. LILIBETH OBLENQUIORE (FACULTY MEMBER NG DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); PROP. DANIM MAJERANO (DIREKTOR NG PANANALIKSIK AT EDUKASYON, SAMAHANG SALIKSIK PASIG, INC.); RUSTUM CASIA (KM 64 POETRY COLLECTIVE); CHARISSE BERNADINE BAÑEZ (TAGAPAGSALITA NG LEAGUE OF FILIPINO STUDENTS/LFS); DR. JENNIFOR AGUILAR (CHAIRPERSON NG DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION NG POLYTECHNIC UNIVERSITY OF THE PHILIPPINES/PUP); PROP. MOREAL NAGARIT CAMBA (TAGAPANGULO NG DEPARTAMENTO NG FILIPINO, UNIVERSITY OF ASIA AND THE PACIFIC - PASIG); PROP. CLEVE ARGUELLES (CHAIRPERSON NG POLITICAL SCIENCE PROGRAM, DEPARTMENT OF SOCIAL SCIENCES, UNIVERSITY OF THE PHILIPPINES-MANILA); DR. MARIA LUCILLE ROXAS (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); PROP. VOLTAIRE VILLANUEVA (FACULTY MEMBER SA PHILIPPINE NORMAL UNIVERSITY); DR. JOSEFINA MANGAHIS (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); PROP. EMMA SISON (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); AYLEEN ORTIZ (MANUNULAT); PROP. EFREN DOMINGO (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); PROP. LESLIE ANNE LIWANAG (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); DR. LAKANGITING GARCIA (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); PROP. MIRYLLE CALINDRO (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); DR. LAKANDUPIL GARCIA (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-DASMARIÑAS); DR. DEXTER CAYANES (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); DR. TERESITA FORTUNATO (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); DR. MA. RITA ARANDA (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-MANILA); DR. EMMA BASCO (FACULTY MEMBER SA DEPARTAMENTO NG FILIPINO NG DE LA SALLE UNIVERSITY-

MANILA), PETITIONERS. V. PANGULONG BENIGNO SIMEON "NOYNOY" C. AQUINO III, AT PUNONG KOMISYUNER NG KOMISYON SA LALONG MATAAS NA EDUKASYON/COMMISSION ON HIGHER EDUCATION (CHED) DR. PATRICIA LICUANAN, RESPONDENTS.

[G.R. NO. 217752, OCTOBER 9, 2018]

ANTONIO "SONNY" F. TRILLANES IV, GARY C. ALEJANO AND FRANCISCO ASHLEY L. ACEDILLO, PETITIONERS, V. HON. PAQUITO N. OCHOA, JR., IN HIS CAPACITY AS EXECUTIVE SECRETARY, HON. ARMIN A. LUISTRO, IN HIS CAPACITY AS SECRETARY OF EDUCATION AND THE DEPARTMENT OF EDUCATION, RESPONDENTS.

[G.R. NO. 218045, OCTOBER 9, 2018]

EDUARDO R. ALICIAS, JR. AND AURELIO P. RAMOS, JR., PETITIONERS, V. DEPARTMENT OF EDUCATION (DepEd) AND THE SECRETARY OF THE DepEd, RESPONDENTS.

[G.R. NO. 218098, OCTOBER 9, 2018]

RICHARD TROY A COLMENARES, RENE LUIS M. TADLE, ERLINDA C. PALAGANAS, RUTH THELMA P. TINGDA, RONALD TAGGAOA, JOSEPH PORFIRIO ANDAYA, FLORANTE DULACA, FROILAN A. ALIPAO; KATHLEA FRANCYNN GAWANI D. YAÑGOT, MIEL ALEXANDRE A. TAGGAOA, AGATHA ZITA DISTOR, ISABELLE C. UMINGA, ALDWIN GABRIEL M. PINAS, ATREENA MARIE DULAY, ZION GABRIEL SANTOS, SIBLINGS BRENNAN KEANE, BREN KIMI, AND BASLEY KICH, ALL SURNAMED DELA CRUZ, JASSEL ANGELO ENRIQUEZ, SIBLINGS GYRO MATTHEW AND MARGA RAUXIELLE AGLAIA, BOTH SURNAMED GUEVARRA, SIBLINGS ALTHEA, ALEXA, AND AMANDA, ALL SURNAMED ABEJO, AND ELEANNE JERECE S. CAWIS, REPRESENTED BY THEIR PARENTS LEANDRO B. YAÑGOT, JR., JENNIFER A. TAGGAOA, MILO DISTOR, JOSE MARI UMINGA, GABRIEL PAUL PINAS, SOFRONIO DULAY, LUZ A. SANTOS, BARBY M. DELA CRUZ, RUBY G. ENRIQUEZ, ROWENA C. GUEVARRA, MARISEL P. ABEJO, AND VITTORIO JERICO L. CAWIS, RESPECTIVELY, FOR THEMSELVES AND THE CLASS THEY REPRESENT; REVENENDO R. VARGAS, ANNIELA R. YU-SOLIVEN, VILMA C. BENIGNO, MARIA CRISTINA F. DUNGCA, LIZA DAOANIS, ROMMEL M. FRANCISCO, FELIZA G. AGUSTIN, EMELITA C. VIDAL, ROMMEL D. RAMISCAL, JOCELYN ELEAZAR DE GUZMAN, ANDREA P. VILLALON, AND JOYCE FE T. ALMENARIO, FOR THEMSELVES AND THE CLASS THEY REPRESENT, PETITIONERS, V. DEPARTMENT OF EDUCATION SECRETARY ARMIN A. LUISTRO, COMMISSION ON HIGHER EDUCATION CHAIRPERSON PATRICIA B. LICUANAN, TECHNICAL SKILLS AND DEVELOPMENT AUTHORITY DIRECTOR-GENERAL JOEL J. VILLANUEVA, DEPARTMENT OF LABOR AND EMPLOYMENT SECRETARY ROSALINDA D. BALDOZ, DEPARTMENT