



SENATE

S. No. 2534

PREPARED BY THE COMMITTEE ON LABOR, EMPLOYMENT
AND HUMAN RESOURCES DEVELOPMENT WITH
SENATORS ZUBIRI, REVILLA, LEGARDA, BINAY, GO,
ESTRADA, DELA ROSA, TULFO, POE, AND VILLANUEVA
AS AUTHORS THEREOF

AN ACT PROVIDING FOR A ONE HUNDRED PESOS
(P100.00) DAILY MINIMUM WAGE INCREASE FOR
EMPLOYEES AND WORKERS IN THE PRIVATE
SECTOR

*Be it enacted by the Senate and House of Representatives of
the Philippines in Congress assembled:*

1 SECTION 1. *Short Title.* – This Act shall be known as
2 the “P100 Daily Minimum Wage Increase Act of 2024”.

3 SEC. 2. *Declaration of Policy.* – It is a policy of the
4 State to alleviate the living conditions of the ordinary
5 Filipino through policies that provide for a decent and
6 humane standard of living and improved quality of life,
7 particularly of the working class by ensuring the right of
8 labor to its just share in the fruits of production, to
9 guarantee the workers’ right to a living wage, and to
10 promote social justice through the adoption of measures

1 calculated to ensure the well-being and economic security
2 of all the members of the community.

3 SEC. 3. *Wage Increase.* – The daily rate of all
4 minimum wage workers in the private sector, regardless of
5 employment status, including those in contractual and
6 subcontractual arrangements, whether agricultural or non-
7 agricultural, shall be increased by One hundred pesos
8 (P100.00) upon the effectivity of this Act. Nothing in this
9 Act shall prevent the respective Regional Tripartite Wages
10 and Productivity Boards to grant additional increases to
11 the workers and employees on the basis of their
12 determination pursuant to Republic Act No. 6727,
13 otherwise known as the “Wage Rationalization Act”, as
14 amended.

15 SEC. 4. *Correction of Wage Distortion.* – Where a wage
16 distortion occurs as a result of the increase in minimum
17 wage under this Act, the employer and the union, or the
18 employer and the workers, in the absence of a union, shall
19 negotiate to correct the distortion in accordance with the
20 provisions of Article 124 of Presidential Decree No. 442 or
21 the “Labor Code of the Philippines”, as amended, and other
22 existing laws, rules and regulations.

23 SEC. 5. *Non-Chargeability of Prior Increases.* – No
24 wage increase shall be credited as compliance with the
25 increase prescribed herein unless expressly provided under
26 valid collective bargaining agreements: *Provided, That*

1 such wage increase was granted in anticipation of the
2 minimum wage increase under this Act: *Provided, further,*
3 That where such increase is less than the prescribed
4 increase under this Act, the employer shall pay the
5 difference. Such increases shall not include anniversary
6 wage increases, merit wage increases and those resulting
7 from the regularization or promotion of employees.

8 SEC. 6. *Non-Diminution of Other Benefits.* – Nothing in
9 this Act shall be construed to reduce any existing allowance
10 and benefit of any form under existing laws, decrees,
11 issuances, executive orders, and any contract or agreement
12 between workers and employers.

13 SEC. 7. *Inspection by the Department of Labor and*
14 *Employment (DOLE).* – The DOLE shall conduct inspection
15 of payroll and other financial records kept by the company
16 or business to determine whether the workers are paid the
17 prescribed minimum wage increase and other benefits
18 granted by law. The said inspection may take place at any
19 time of the day or night, whenever work is being
20 undertaken. In unionized companies, the DOLE inspectors
21 shall always be accompanied by the president or any
22 responsible officer of the recognized bargaining unit or of
23 interested union in the conduct of the inspection. In non-
24 unionized companies, establishments or businesses, the
25 inspection should be carried out in the presence of a
26 workers' representative.

1 SEC. 8. *Penalties.* – Any person, corporation, trust,
2 firm, partnership, association or entity violating any
3 provision of this Act shall be punished by a fine of not less
4 than Fifty thousand pesos (P50,000.00) but not more than
5 One hundred thousand pesos (P100,000.00) plus moral
6 damages for each affected worker and the costs of litigation
7 including attorney’s fees, or imprisonment of not less than
8 two (2) years nor more than four (4) years, or both at the
9 discretion of the court: *Provided*, That if the violation is
10 committed by a corporation, trust or firm, association or
11 any other entity, the penalty of imprisonment shall be
12 imposed upon the entity’s responsible officers including,
13 but not limited to, the president, vice president, chief
14 executive officer, general manager, managing director or
15 partner.

16 The employer concerned shall be ordered to pay an
17 amount equivalent to double the unpaid benefits owing to
18 the employees: *Provided*, That the payment of indemnity
19 shall not absolve the employer from the criminal liability
20 imposable under this Act: *Provided, further*, That any
21 person convicted under this Act shall not be entitled to the
22 benefits provided for under the Probation Law.

23 In case a fine and/or indemnity is decreed by the
24 National Labor Relations Commission (NLRC) against
25 person/s who violated the provisions of this Act and cannot
26 be immediately satisfied because of the refusal to pay, or in

1 case of the unavailability or inadequacy of funds, the bank
2 deposits, financial interests and other personal property
3 not capable of manual delivery in the possession or control
4 of third parties of the owner in case of sole proprietorship
5 or the assets of the corporation, association or any other
6 entity, shall be garnished. If such properties are not
7 enough, movable and immovable properties may be levied
8 to fully satisfy the imposed fines and/or indemnities.

9 Failure on the part of any corporation, trust or firm,
10 partnership, association or any other entity to comply with
11 the provisions of this Act shall be a ground for non-renewal
12 of business permits.

13 SEC. 9. *Construction in Favor of Labor.* – All doubts in
14 the implementation and interpretation of the provisions of
15 this Act, including its implementing rules and regulations,
16 shall be resolved in favor of labor.

17 SEC. 10. *Implementing Rules and Regulations.* – The
18 Secretary of Labor and Employment shall promulgate the
19 necessary rules and regulations for the effective
20 implementation of this Act.

21 SEC. 11. *Separability Clause.* – If any provision of this
22 Act is held unconstitutional, the remainder thereof not
23 otherwise affected shall remain in full force and effect.

1 SEC. 12. *Repealing Clause.* – All laws, decrees,
2 executive orders, rules and regulations and other issuances
3 or parts thereof which are inconsistent with this Act are
4 hereby repealed, amended or modified accordingly.

5 SEC. 13. *Effectivity Clause.* – This Act shall take effect
6 after fifteen (15) days following the completion of its
7 publication either in the *Official Gazette* or in a newspaper
8 of general circulation.

Approved,