

EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



SENATE

S. No. 71

'19 JUL -1 P2 :11

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Introduced by SENATOR RAMON BONG REVILLA, JR.

**AN ACT
PROVIDING FOR A P125.00 DAILY ACROSS-THE-BOARD INCREASE IN THE
SALARY RATES OF EMPLOYEES AND WORKERS IN THE PRIVATE SECTOR
AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

Due to inflation and other present economic realities, the buying power of workers' salaries has significantly diminished in value over time. The salaries being received by workers are way behind the government's conservative estimate of the cost of living a family needs in order to survive in these trying economic times.

According to a recent study, the cost of daily living in Metro Manila has risen to PhP1,200.00 pesos for a family of six. This is nearly double the PhP537.00 pesos minimum daily wage in the NCR. Undoubtedly, the current minimum wage is no longer adequate to sustain one's basic needs.

Given these, the overriding consideration of this measure therefore is the humanization of the minimum wage rate across all sectors and regions of the country in order to alleviate the poor and inadequate economic conditions of our *kababayans* today. Providing a decent wage for every Filipino will be the highest form of social justice.

It is therefore timely and necessary to enact a legislation that would improve the living conditions of the Filipinos. Thus, the filing of this proposed measure of a P125.00 across-the-board wage increase nationwide is earnestly sought.


RAMON BONG REVILLA, JR.



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*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 and cited as the "**P125 Daily**
2 **Across-the-Board Wage Increase Act.**"

3 Sec. 2. *Declaration of Policy.* - It is hereby declared to be the policy of the
4 State to alleviate and elevate the living conditions of the ordinary Filipino through
5 policies that provide for decent and humane standards of living and improved quality
6 of life, particularly of the working class; to ensure the right of labor to its just and
7 equitable share in the fruits of production; to guarantee the workers' right to a living
8 wage; and to promote Social Justice through the adoption of measures calculated to
9 ensure the well-being and economic security of all the members of the community
10 through any economic climate the Philippines may come to face.

11 Sec. 3. *Across-the-Board Wage Increase.* - In line with the declared policy
12 under this Act, all employers in the private sector, whether agricultural or non-
13 agricultural, regardless of capitalization, number of employees and location of
14 person, corporation, trust, firm, partnership, association or entity, shall pay their
15 workers an across-the-board wage increase in the sum of One Hundred Twenty Five
16 Pesos (P125.00) a day upon the effectivity of this Act.

1 Sec. 4. *Non-Chargeability of Prior Increases.* - No wage increase shall be
2 credited as compliance with the increase prescribed herein unless expressly provided
3 under valid collective bargaining agreements: *Provided*, that such wage increase was
4 granted in anticipation of the legislated across-the-board wage increase under this
5 Act: *Provided further*, that where such increase is less than the prescribed increase
6 under this Act, the employer shall pay the difference. Such increases shall not
7 include anniversary wage increases, merit wage increases and those resulting from
8 the regularization or promotion of employees.

9 Sec. 5. *Non-Diminution of Other Benefits.* - Nothing in this Act shall be
10 construed to reduce any existing allowance and benefit of any form under existing
11 laws, decrees, issuances, executive orders and any contract or agreement between
12 workers and employers. This Act affects the Minimum Wage Rate determined by the
13 NWPC across all Regions and Sectors of the Republic of the Philippines.

14 Sec. 6. *Inspection by the DOLE.* - The Department of Labor and Employment
15 (DOLE) shall, after approval of this Act, conduct inspection of payroll and other
16 financial records kept by the company or business to determine whether the workers
17 are paid the prescribed across-the-board wage increase and other benefits granted
18 by law. In unionized companies, the DOLE inspectors shall always be accompanied
19 by the President or any responsible Officer of the recognized bargaining unit or any
20 interested union in the conduct of the inspection. In non-unionized companies,
21 establishments or businesses, the inspection should always be in the presence of a
22 workers' representative alongside a Representative of the employer. A Workers'
23 Representative shall have the right to submit his own findings to the DOLE and to
24 testify on the same if he cannot concur with the findings of the labor inspector.

25 Sec. 7. *Penalties.* - Any person, corporation, trust, firm, partnership,
26 association, or entity violating any provision of this Act shall be punished by a fine of
27 not less than Twenty-Five Thousand Pesos (P25,000.00) nor more than One
28 Hundred Thousand Pesos (P100,000.00) or imprisonment of not less than two years
29 nor more than four years, or both at the discretion of the court: *Provided*, that if the
30 violation is committed by a corporation, trust or firm, association or any other entity,
31 the penalty of imprisonment shall be imposed upon the entity's responsible officers

1 including, but not limited to the President, Vice President, Chief Executive Officer,
2 General Manager, Managing Director or Partner.

3 The employer concerned shall be ordered to pay an amount equivalent to
4 double the unpaid benefits owing to the employees: *Provided*, that the payment of
5 indemnity shall not exonerate the employer from the criminal liability imposable
6 under this Act, *Provided further*, that any person convicted under this Act shall not
7 be entitled to the benefits provided for under Presidential Decree No. 968, as
8 amended by Republic Act No. 10707, also known as the Probation Law.

9 *Sec. 8. Implementing Rules and Regulations.* - The Secretary of Labor and
10 Employment shall promulgate the necessary rules and regulations to implement this
11 Act immediately.

12 *Sec. 9. Separability Clause.* - If any portion or provision of this Act is declared
13 unconstitutional, the remainder of this Act or any provisions not affected thereby
14 shall remain in force and effect.

15 *Sec. 10. Repealing Clause.* - All laws, orders, issuances, rules and regulations
16 or parts thereof inconsistent with the provisions of this Act are hereby repealed or
17 modified accordingly.

18 *Sec. 11. Effectivity Clause.* - This Act shall take effect within fifteen (15) days
19 after its publication in the Official Gazette.

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21 Approved,