

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

THIRTEENTH CONGRESS
First Regular Session

HB NO. 387



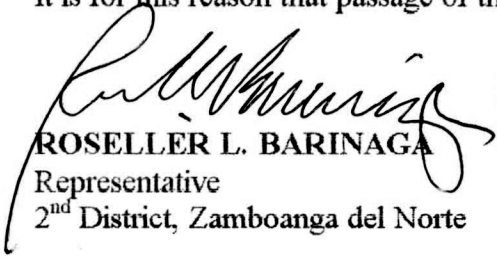
Introduced by Rep. Roseller L. Barinaga

EXPLANATORY NOTE

This bill seeks to grant all public sector employees and workers a Three thousand pesos (Php 3,000.00) daily across-the-board wage rate increase effective immediately.

The proposed Php 3,000.00 daily across-the-board wage rate increase would partially restore the lost purchasing power in real value of the workers' wages over the last decade. If enacted, the proposed wage rate increase would somehow fill in the economic imbalance being experienced by ordinary and minimum wage earners in the public sector due to the increasing daily standard of living. Albeit the proposed Php 3,000.00 daily across-the-board wage rate increase may not be sufficient enough to provide for their survival demands, it could be substantial enough to raise the quality of life and the morale of millions of public sector workers and their dependents.

It is for this reason that passage of this bill is sought.



ROSELLER L. BARINAGA

Representative

2nd District, Zamboanga del Norte

Congress of the Philippines)
Thirteenth Congress)
First Regular Session)

HOUSE OF REPRESENTATIVES

HB NO. 387

Introduced by Rep. Roseller L. Barinaga

AN ACT

TO PROVIDE FOR A THREE THOUSAND PESOS (PHP 3,000.00) DAILY ACROSS-
THE-BOARD WAGE RATE INCREASE FOR EMPLOYEES AND WORKERS IN
THE PUBLIC SECTOR AND FOR OTHER PURPOSES

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

SECTION 1. This Act shall be known as the “Public Sector Workers’ Wage Rate Increase Act of 2004.”

SEC. 2. All employees and workers in the public sector shall be granted a Three thousand pesos (Php 3,000.00) daily across-the-board wage rate increase upon the effectivity of this Act.

SEC. 3. No increase in wage shall be credited as compliance to the wage increase prescribed under section 2 hereof unless expressly provided under valid collective bargaining agreements: *Provided*, That such wage increase was granted in anticipation of the enactment of this Act: *Provided, further*, That where such increase is less than the herein prescribed increase, the employers shall ensure the payment of the remainder.

SEC. 4. Compliance to section 2 hereof shall not be construed to include merit wage increases or any other form of incentive due a public sector worker, including those resulting from the regularization or promotion of a public sector worker.

Nothing in this Act shall further be construed to reduce any existing allowance and benefit of any form under existing laws, decrees, issuances, executive orders, and any contract or agreement between the public sector workers and their respective employers.

SEC. 5. Any head of the department, agency, instrumentality or unit, including the local government unit who refuse to implement the provision of this Act shall be penalized by a fine ranging from Fifty thousand pesos (Php 50,000.00) but not to exceed One hundred thousand pesos (Php 100,000.00) or imprisonment ranging from two (2) years but not to exceed five (5) years, or both such fine and imprisonment at the discretion of the court.

For failure to implement the provisions of this Act, the employer concerned shall be mandated to pay an amount equivalent to double the unpaid benefits owing to the public sector workers: *Provided*, That payment of indemnity shall not absolve the employer from the administrative or any liability imposable under this Act: *Provided, further*, That any head of the department, agency, instrumentality or unit, including the local government unit, convicted in violation under this Act shall further be disqualified to assume any appointive or elective position in government.

SEC. 6. The Department of Budget and Management shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SEC. 7. All laws, decrees, rules and regulations or parts thereof, which are contrary to or inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 8. If any part or provision of this Act is declared unconstitutional, the remaining parts or provisions not affected shall remain in full force and effect.

SEC. 9. This Act shall take effect fifteen days from its publication in two national newspapers of general circulation after its approval by the President.

Approved.