

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
First Regular Session



HOUSE BILL NO. **3015**

INTRODUCED BY REPRESENTATIVES
FERNANDO L. HICAP, NERI JAVIER COLMENARES,
LUZVIMINDA C. ILAGAN, EMMI DE JESUS, ANTONIO TINIO,
TERRY RIDON AND CARLOS ISAGANI ZARATE

AN ACT
PROVIDING FOR A P6,000 INCREASE IN THE MINIMUM PAY OF
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. Title - This Act shall be known as "*The P6,000 Increase in the Minimum Pay of Government Employees Act of 2013.*"

SECTION 2. Declaration of Policy - It is hereby declared the policy of the State to alleviate the living conditions of the ordinary Filipino through policies that provide for a decent and humane standard of living and improved quality of life, particularly of the workers, both private and public; to ensure the right of labor to its just share in the fruits of production; to guarantee the workers' right to a living wage; and to promote social justice through the adoption of measures calculated to ensure the well-being and economic security of all the members of the community.

SECTION 3. Scope - In line with the declared policy under this Act, the government as the employer of the public sector workers shall grant all employees in the National Government Agencies, Government Owned and Controlled Corporations, Government Financial Institutions, State Universities and Colleges, Local Government Units and other instrumentalities of the government a P6,000 increase in the Minimum Pay (Salary Grade I) of government employees.

SECTION 4. Compliance to Collective Negotiation Agreement - No salary increase shall be credited as compliance with the increase prescribed herein unless expressly provided under valid collective negotiations agreement.

SECTION 5. Non-diminution of existing allowances and benefits - Nothing in this Act shall 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 employees and the government.

This bill sought to address these inequities by providing those who needed most a substantial salary increase and in the process bringing the employees closer to the State's assurance of a decent wage.

In view of the foregoing, the urgent deliberation and approval of this bill is earnestly sought.



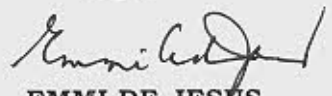
FERNANDO L. HICAP
ANAKPAWIS Party-list



NERI JAVIER COLMENARES
BAYAN MUNA Party-list



LUZVIMINDA C. ILAGAN
GABRIELA Women's Party



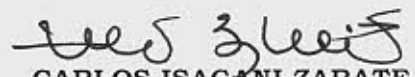
EMMI DE JESUS
GABRIELA Women's Party



ANTONIO TINIO
ACT Teachers Party



TERRY RIDON
KABATAAN Party-list



CARLOS ISAGANI ZARATE
BAYAN MUNA Party-list

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EXPLANATORY NOTE

"The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare. (Section 18, Article II of the 1987 Philippine Constitution)

"The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all. It shall guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law". (Section 3, Article XIII of the 1987 Philippine Constitution)

The 1987 Philippine Constitution recognizes and guarantees our workers, both private and public, the right to a living wage. This promise, however, has remained elusive for the more than 1.4 million personnel of the bureaucracy because the real value of their salaries have significantly fell due to inflation and other present economic realities.

The adage that a government employee's take home pay cannot take him home has become a living proof that his salary lags way behind even the government's conservative estimate of what a family needs in order to survive.

The passage of the Salary Standardization Law 3 has not been enough to substantially address the situation. An employee with a Salary Grade I Step 1 (minimum pay) currently receives P9,000 while the government's cost of living stands at almost P30,000 a month.

The minimum pay reflects the dismal state of the public sector workers. While Executives and top officials of the government have been enjoying various perks and privileges corollary to their power, often times even unconscionable, the employees who are at the frontline of delivering services to the public, have been living in abject poverty.

SECTION 6. Implementing Rules and Regulations - The Department of Budget and Management shall promulgate the necessary rules and regulations to implement this Act including the corresponding increases per Salary Grades necessary to address the distortion created by the P6,000 increase in the minimum pay.

SECTION 7. Separability Clause - If any provision or part of this Act or the application thereof to any person or circumstance is held invalid or unconstitutional, the remainder of this Act or the application of such provision or part thereof to other persons or circumstances shall not be affected thereby.

SECTION 8. Repealing Clause - All laws, orders, issuances, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SECTION 9. Effectivity Clause - This Act shall take effect within fifteen (15) days after its publication in the Official Gazette or in at least two newspapers of general circulation, whichever comes earlier.

Approved.