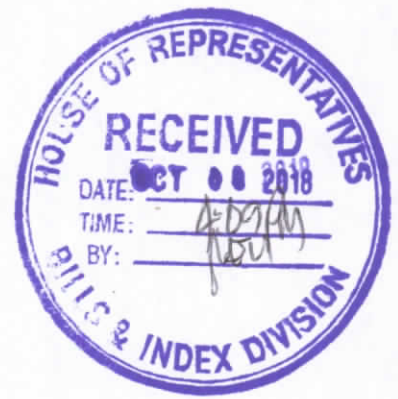


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. **8385**



Introduced by Manila Teachers Representative
VIRGILIO S. LACSON

INTRODUCTORY NOTE

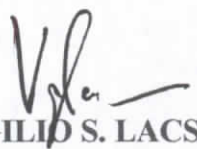
The protection and promotion of workers' rights and their welfare is the paramount duty of the State as enshrined in the Constitution. Serving as the backbone of our national economy, the labor force plays a significant and pivotal role in chartering the country's course towards inclusive economic growth and development. To ensure that inclusive economic growth and development is attained, our public school teachers are the duty-bearers to mold the minds of our youth and to equip them with the skills necessary for the attainment of national development.

In recognition of the role of our public school teachers in nation-building, the Philippine Government, by virtue of Presidential Decree No. 851, institutionalized the 13th Month Pay to incentivize workers in achieving higher productivity and to provide additional financial means for families to meet their needs.

However, many public school teachers and their families still find themselves struggling to make ends meet as prices of prime staple and commodities and the costs of utilities continue to increase. State intervention therefore is necessary to address the plight of our public school teachers and their families.

As such, this measure seeks to institutionalize the mandatory payment of the 14th month pay for public school teachers with the end view of further incentivizing and motivating our teachers to improve work performance and productivity and at the same time alleviate their financial plights.

In view of the foregoing, the speedy approval of this bill is urgently sought.


VIRGILIO S. LACSON

Republic of the Philippines
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SEVENTEENTH CONGRESS
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8385

HOUSE BILL NO. _____

Introduced by Manila Teachers Representative
VIRILIO S. LACSON

AN ACT
INSTITUTIONALIZING THE RELEASE OF 14TH MONTH PAY FOR ALL PUBLIC
SCHOOL TEACHERS

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

SECTION 1. *Short Title.* – This Act shall be known as the “14th Month Pay for Public School Teachers Act”

SEC. 2. *Declaration of Policy.* – It is the policy of the State to affirm labor as a primary social economic force. In this end, the State shall protect the rights of workers and promote their welfare.

SEC. 3. *Release of 14th Month Pay.* – Public school teachers shall be eligible to receive a 14th month salary every year, in an amount equivalent to the 13th-month pay; *Provided*, That public school teachers employed for less than one (1) year shall only be entitled for a pro-rated 14th month pay that corresponds to the number of months served.

In no case shall the 14th month pay be less than 1/12 of the public school teachers’ total basic monthly salary.

SEC. 4. *Schedule of Release.* – The existing 13th month pay shall be released on or before the end of June of every year while the 14th month salary shall be released on or before the end of December of each year; *Provided*, That, the frequency of payment may be the subject of agreement between the public school teacher and his or her employee or any recognized collective bargaining agent of public school teachers.

SEC. 5. *Tax Implications.* – The 14th month salary, along with the 13th month pay shall be excluded from the computation of gross income; *Provided*, however, that the total 14th month pay shall not exceed Eighty Two Thousand Pesos (P82,000.00) as mandated in the National Internal Revenue Code, as amended.

SEC. 6. *Implementing Rules and Regulations.* – The necessary rules and regulations to carry out the provisions of this Act shall be issued within thirty days from the approval of this Act by the Department of Finance (DOF), the Department of Budget and Management (DBM), the Department of Education (DepEd) in consultation with the Civil Service Commission (CSC).

SEC. 7. *Separability Clause.* – If any provision of this Act is declared invalid or unconstitutional, other parts or provisions hereof not affected thereby shall continue to be in full force and effect.

Vc

SEC. 8. *Repealing Clause.* – All laws, orders, issuances, circulars, rules and regulations or parts thereof, which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 9. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,

Vg