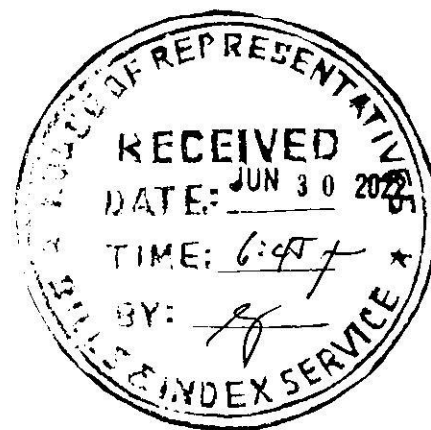


Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

NINETEENTH CONGRESS  
First Regular Session

HOUSE BILL NO. 514



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**Introduced by HONORABLE RAMON JOLO B. REVILLA III**

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#### **EXPLANATORY NOTE**

No less than the highest law of the land, the Philippine Constitution, recognizes the right of workers to living wage, along with security of tenure and humane working conditions.

Living wage is the amount of family income needed to provide for the cost of living which includes all food and non-food requirements, with sufficient allowance for savings and investments for social security, as defined by the National Wages and Productivity Commission (NWPC).

Due to inflation and other present economic realities, the prices of basic needs and petroleum continue to rise. The real value of workers' salaries have significantly decreased. Salaries received by workers are way behind the government's conservative estimate of the cost of living a family needs in order to survive.

It is therefore timely and necessary to enact a legislation that would alleviate the living conditions of the people, hence, the filing of this proposed measure of a One Hundred Fifty Pesos (PHP 150.00) across-the-board wage increase nationwide.

Hence, passage of this bill is earnestly sought.

  
**RAMON JOLO B. REVILLA III**

Republic of the Philippines  
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HOUSE BILL NO. **514**

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**AN ACT**  
**PROVIDING FOR A PHP150.00 DAILY ACROSS-THE-BOARD INCREASE IN THE**  
**SALARY RATES OF EMPLOYEES AND WORKERS IN THE PRIVATE SECTOR**  
**AND FOR OTHER PURPOSES**

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

**SECTION 1. *Short Title.*** – This Act shall be known and cited as the “**PHP150 Daily Across-the-Board Wage Increase Act.**”

**SECTION 2. *Declaration of Policy.*** – It is hereby declared to be the policy of the State to alleviate the living conditions of the ordinary Filipino through policies that provide for decent and humane standard of living and improved quality of life, particularly of the working class; 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. *Across-the-Board Wage Increase.*** – In line with the declared policy under this Act, all employers in the private sector, whether agricultural or non-agricultural, regardless of capitalization and number of employees shall pay their workers an across-the-board wage increase in the sum of One Hundred Fifty Pesos (PHP150.00) a day upon the effectivity of this Act.

**SECTION 4. *Non-chargeability of prior increases.*** – No wage increase shall be credited as compliance with the increase prescribed herein unless expressly provided under valid

collective bargaining agreements: *Provided*, that such wage increase was granted in anticipation of the legislated across-the-board wage increase under this Act: *Provided further*, that where such increase is less than the prescribed increase under this Act, the employer shall pay the difference. Such increases shall not include anniversary wage increases, merit wage increases and those resulting from the regularization or promotion of employees.

**SECTION 5.** *Non-diminution of other 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 workers and employers.

**SECTION 6.** *Inspection by the DOLE.* – The Department of Labor and Employment (DOLE) shall, after approval of this Act, conduct inspection of payroll and other financial records kept by the company or business to determine whether the workers are paid the prescribed across-the-board wage increase and other benefits granted by law. In unionized companies, the DOLE inspectors shall always be accompanied by the president or any responsible officer of the recognized bargaining unit or of any interested union in the conduct of the inspection. In non-unionized companies, establishments or businesses, the inspection should be carried out in the presence of a workers' representative shall have the right to submit his own findings to the DOLE and to testify on the same if he cannot concur with the findings of the labor inspector.

**SECTION 7.** *Penalties.* – Any person, corporation, trust, firm, partnership, association or entity violating any provision of this Act shall be punished by a fine of not less than Fifty Thousand Pesos (P50,000.00) nor more than One Hundred Thousand Pesos (P100,000.00) or imprisonment of not less than two years but not exceeding four years, or both at the discretion of the court: *Provided*, that if the violation is committed by a corporation, trust or firm, association, or any other entity, the penalty of imprisonment shall be imposed upon the entity's responsible officers including, but not limited to, the president, vice president, chief executive officer, general manager, managing director or partner.

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

**SECTION 8.** *Implementing Rules and Regulations.* – The Secretary of Labor and Employment shall promulgate the necessary rules and regulations to implement this Act.

**SECTION 9.** *Separability Clause.* – If any provision or part of this Act or 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 10.** *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 11.** *Effectivity Clause.* – This Act shall take effect within fifteen (15) days after its publication in the Official Gazette.

*Approved.*