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Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

First Regular Session
TWENTIETH CONGRESS

House Bill No. 3967



Introduced by REP. JESUS MANUEL "BONG" C. SUNTAY

EXPLANATORY NOTE

The Constitution declares that the State shall afford full protection to labor, local and overseas, organized and unorganized, and shall guarantee the workers' right to a living wage. Yet the reality of rising prices has eroded the dignity of work and widened inequality.

This measure raises the statutory minimum daily wage by Two Hundred Fifty Pesos (₱250) nationwide. It affirms that wages must be sufficient not only for survival but for decent living. The bill also strengthens inspection, establishes penalties for non-compliance, and corrects wage distortions.

By enacting this increase, we affirm that the Filipino worker is not a cost to be minimized, but the very foundation of our nation's prosperity.

In view of the foregoing, the immediate passage of this bill is earnestly sought.


REP. JESUS MANUEL "BONG" C. SUNTAY

1 **Republic of the Philippines**
2 **HOUSE OF REPRESENTATIVES**
3 **Quezon City**

4
5 **First Regular Session**
6 **TWENTIETH CONGRESS**
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8 **House Bill No. 3967**
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10 Introduced by REP. JESUS MANUEL “BONG” C. SUNTAY
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12

13 **AN ACT PROVIDING FOR A TWO HUNDRED FIFTY PESOS ACROSS**
14 **THE BOARD INCREASE IN THE DAILY MINIMUM WAGE OF**
15 **EMPLOYEES AND WORKERS IN THE PRIVATE SECTOR**

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

18 Section 1. *Short Title.* – This Act shall be known as the P250 Daily Minimum Wage
19 Increase Act of 2025”.

20 Sec. 2. *Declaration of Policy.* – It is a policy of the State to alleviate the
21 living conditions of the ordinary Filipino through policies that provide for a decent
22 and humane standard of living and improved quality of life, particularly of the
23 working class by ensuring the right of labor to its just share in the fruits of
24 production, to guarantee the workers’ right to a living wage, and to promote social
25 justice through the adoption of measures calculated to ensure the well-being and
26 economic security of all the members of the community.

27 Sec. 3. *Wage Increase.* – The daily rate of all minimum wage workers in
28 the private sector, regardless of employment status, including those in contractual
29 and subcontractual arrangements, whether agricultural or non- agricultural, shall be
30 increased by Two hundred Fifty Pesos (P250.00) upon the effectivity of this Act.
31 Nothing in this Act shall prevent the respective Regional Tripartite Wages and
32 Productivity Boards to grant additional increases to the workers and employees
33 on the basis of their determination pursuant to Republic Act No. 6727,
34 otherwise known as the “Wage Rationalization Act”, as amended.

35 Sec. 4. *Correction of Wage Distortion.* – Where a wage distortion occurs as a

1 result of the increase in minimum wage under this Act, the employer and the union,
2 or the employer and the workers, in the absence of a union, shall negotiate to correct
3 the distortion in accordance with the provisions of Article 124 of Presidential Decree
4 No. 442 or the “Labor Code of the Philippines”, as amended, and other existing laws,
5 rules and regulations.

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

14 SEC. 6. *Non-Diminution of Other Benefits.* – Nothing in this Act shall be construed
15 to reduce any existing allowance and benefit of any form under existing laws, decrees,
16 issuances, executive orders, and any contract or agreement between workers and
17 employers.

18 SEC. 7. *Inspection by the Department of Labor and Employment (DOLE).* –
19 The DOLE shall conduct inspection of payroll and other financial records kept by the
20 company or business to determine whether the workers are paid the prescribed
21 minimum wage increase and other benefits granted by law. The said inspection may
22 take place at any time of the day or night, whenever work is being undertaken.
23 In unionized companies, the DOLE inspectors shall always be accompanied by the
24 president or any responsible officer of the recognized bargaining unit or of interested
25 union in the conduct of the inspection. In non-unionized companies, establishments
26 or businesses, the inspection should be carried out in the presence of a workers’
27 representative.

28 SEC. 8. *Penalties.* – Any person, corporation, trust, firm, partnership,
29 association or entity violating any provision of this Act shall be punished by a fine
30 of not less than Fifty thousand pesos (P50,000.00) but not more than One hundred
31 thousand pesos (P100,000.00) plus moral damages for each affected worker and the
32 costs of litigation including attorney’s fees, or imprisonment of not less than two (2)

1 years nor more than four (4) years, or both at the discretion of the court: *Provided*,
2 That if the violation is committed by a corporation, trust or firm, association or any
3 other entity, the penalty of imprisonment shall be imposed upon the entity's
4 responsible officers including, but not limited to, the president, vice president,
5 chief executive officer, general manager, managing director or partner.

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

11 In case a fine and/or indemnity is decreed by the National Labor Relations
12 Commission (NLRC) against person/s who violated the provisions of this Act and
13 cannot be immediately satisfied because of the refusal to pay, or in case of the
14 unavailability or inadequacy of funds, the bank deposits, financial interests and other
15 personal property not capable of manual delivery in the possession or control of third
16 parties of the owner in case of sole proprietorship or the assets of the corporation,
17 association or any other entity, shall be garnished. If such properties are not
18 enough, movable and immovable properties may be levied to fully satisfy the imposed
19 fines and/or indemnities.

20 Failure on the part of any corporation, trust or firm, partnership, association or
21 any other entity to comply with the provisions of this Act shall be a ground for non-
22 renewal of business permits.

23 SEC. 9. *Construction in Favor of Labor*. – All doubts in the implementation and
24 interpretation of the provisions of this Act, including its implementing rules and
25 regulations, shall be resolved in favor of labor.

26 SEC. 10. *Implementing Rules and Regulations*. – The Secretary of Labor and
27 Employment shall promulgate the necessary rules and regulations for the
28 effective implementation of this Act.

29 SEC. 11. *Separability Clause*. – If any provision of this Act is held
30 unconstitutional, the remainder thereof not otherwise affected shall remain in full force
31 and effect.

32 SEC. 12. *Repealing Clause*. – All laws, decrees, executive orders, rules and

1 regulations and other issuances or parts thereof which are inconsistent with this Act
2 are hereby repealed, amended or modified accordingly.

3 SEC. 13. *Effectivity Clause.* – This Act shall take effect after fifteen (15) days
4 following the completion of its publication either in the *Official Gazette* or in a
5 newspaper of general circulation.

6 Approved,