

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
Second Regular Session

House Bill No. **11318**



Introduced by **Representative ERIC G. YAP**

EXPLANATORY NOTE

This bill seeks to prohibit the issuance of injunctions and temporary restraining orders against the issuance, publication, implementation, or enforcement, or effectivity of Wage Orders. It amends Article 126, entitled "*Prohibition against injunction*" of Presidential Decree No. 442, otherwise known as the "*Labor Code of the Philippines*" to ensure that wage adjustments duly determined under the law are implemented without judicial restraint.

Republic Act No. 6727, otherwise known as the "*Wage Rationalization Act*", authorizes the Regional Tripartite Wages and Productivity Boards (RTWPBs), under the supervision of the National Wages and Productivity Commission (NWPC), to determine and adjust minimum wage rates based on prevailing economic and labor conditions through public hearings and tripartite consultations. Some parties, however, may seek temporary restraining orders or injunctions from regular courts to prevent the implementation of Wage Orders.

The implementation of Wage Order No. NCR-27 on July 2026, which granted an Eighty-five pesos (Php 85.00) increase in the daily minimum wage of private-sector workers in the National Capital Region, was suspended following the issuance of a temporary restraining order by the Regional Trial Court of Pasig City in connection with a petition for declaratory relief filed by two private companies. Such judicial intervention can prevent a duly promulgated wage adjustment from taking effect even after the competent wage-setting bodies have completed the process prescribed by law.

The bill expressly prohibits any court, tribunal, or other entity from issuing a preliminary or permanent injunction or temporary restraining order against the issuance, publication, implementation, enforcement, or effectivity of any Wage Order or resolution issued by the NWPC or the RTWPBs. It thereby protects the integrity of the statutory wage-setting mechanism and prevents duly determined wage adjustments from being rendered ineffective through judicial restraint.

In view of the foregoing, the immediate approval of this measure is earnestly sought.


HON. ERIC G. YAP

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AN ACT
PROHIBITING THE ISSUANCE OF INJUNCTIONS AND TEMPORARY
RESTRAINING ORDERS AGAINST WAGE ORDERS, AMENDING FOR THE
PURPOSE ARTICLE 126 OF PRESIDENTIAL DECREE NO. 442, OTHERWISE KNOWN
AS THE LABOR CODE OF THE PHILIPPINES, AS AMENDED

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

Section 1. Article 126 under Book One, Title II, Chapter V of Presidential Decree No. 442, as amended, otherwise known as the Labor Code of the Philippines, as amended, is hereby further amended to read as follows:

“Article 126. *Prohibition Against Injunction.* No preliminary or permanent injunction, or temporary restraining order may be issued by any court, tribunal, or other entity against any proceedings before the Commission or the Regional Boards, **NOR AGAINST THE ISSUANCE, PUBLICATION, IMPLEMENTATION, ENFORCEMENT, OR EFFECTIVITY OF ANY WAGE ORDER OR RESOLUTION ISSUED BY THE SAID COMMISSION OR REGIONAL BOARDS.**

“ANY SUCH INJUNCTION OR RESTRAINING ORDER ISSUED IN VIOLATION OF THIS PROVISION SHALL BE NULL AND VOID AB INITIO. THE EXCLUSIVE REMEDY FOR ANY PARTY AGGRIEVED BY A WAGE ORDER SHALL BE THROUGH THE ADMINISTRATIVE APPELLATE PROCESSES PROVIDED UNDER THIS CODE.”

SEC. 2. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 3. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 4. *Effectivity.* – This Act shall take effect fifteen days (15) after its publication in the Official Gazette or in a national newspaper of general circulation.

Approved,