



## WAGE ORDER NO. IVA-19

### PROVIDING FOR A MINIMUM WAGE INCREASE IN REGION – 4A

**WHEREAS**, the Regional Tripartite Wages and Productivity Board – 4A is mandated under **Republic Act No. 6727, otherwise known as The Wage Rationalization Act**, to periodically assess the prevailing regional minimum wage rates and conduct continuing studies to determine whether these are still responsive to the economic condition in the region;

**WHEREAS**, pursuant to the Omnibus Rules on Minimum Wage Determination, the Board decided *motu proprio* to conduct virtual multisectoral public consultations and blended regional public hearing in view of the extraordinary increases in the price of petroleum products which triggered the increases in the prices of basic goods and services and clamor for wage and fare hikes;

**WHEREAS**, prior to the conduct of public hearing, the Board received on different dates, petitions for wage increase from the Federation of Free Workers, Metal Workers Alliance of the Philippines, the Association of Minimum Wage Earners and Advocates – PTGWO, and the Trade Union Congress of the Philippines, all of which were presented and discussed during the public hearing;

**WHEREAS**, in setting the new minimum wage rates for private sector workers in the region, the Board considered the petitions and positions of affected sectors on the wage issue, the results of public consultations and public hearing conducted, the prevailing socio-economic indicators and criteria for wage setting such as the amount to restore the purchasing power of the peso, the two-tiered wage system, poverty threshold, the impact of the Covid-19 pandemic, comparability of wages vis-a-vis benchmark regions and the dispersal of industries across the region among others;

**NOW THEREFORE**, by virtue of the power and authority vested under RA No. 6727, RTWPB-4A hereby issues this Wage Order.

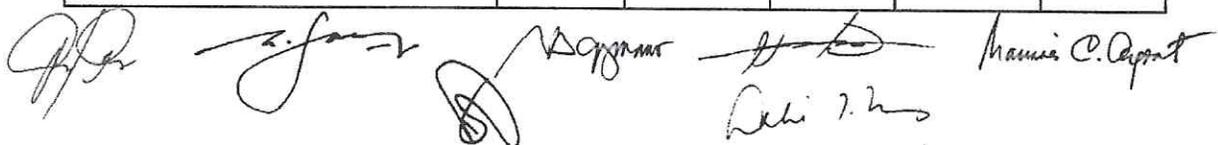
**Section 1. Amount of Increase.** There shall be two Tranches of basic wage adjustments under this Wage Order. Upon effectivity of the 1<sup>st</sup> Tranche, minimum wage earners in the private sector in the Region shall receive three pesos (Php3.00) per day to forty-nine pesos (Php49.00) per day on top of their present minimum wage rates. Upon effectivity of the 2<sup>nd</sup> Tranche, they shall receive up to forty-eight pesos (Php48.00) per day on top of the 1<sup>st</sup> Tranche.

**Section 2. New Minimum Wage Rates.** The new daily minimum wage rates in Region- 4A upon effectivity and completion of the 2-tranche schedules under this Wage Order shall be:

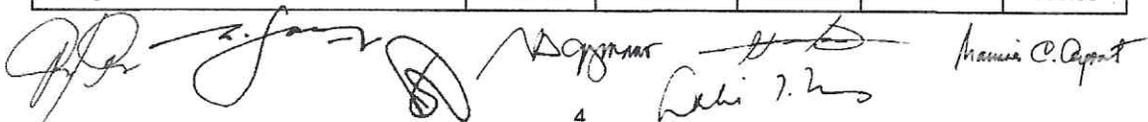
Covered Areas	Non-Agriculture				
	W.O. No. IVA-18	Wage Order No. IVA-19			
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage
	as of December 1, 2020	1st Tranche		2nd Tranche	
Upon Effectivity		6 Months After The 1st Tranche			
<b>GROWTH CORRIDOR AREA</b>					
<i>Extended Metropolitan Area</i>					
<b>Province of Cavite</b>					
City of Bacoor, City of Imus	400.00	35.00	435.00	35.00	470.00
City of Dasmariñas	373.00	49.00	422.00	48.00	470.00
<b>Province of Laguna</b>					
City of Biñan, City of San Pedro, Laguna Techno Park	400.00	35.00	435.00	35.00	470.00
<b>Province of Rizal</b>					
Cainta, Taytay	400.00	35.00	435.00	35.00	470.00
City of Antipolo	373.00	49.00	422.00	48.00	470.00
<b>Component Cities</b>					
<b>Province of Cavite</b>	373.00	28.00	401.00	28.00	429.00
Cavite City, City of General Trias, Tagaytay City, Trece Martires City					
<b>Province of Laguna</b>					
City of Cabuyao, City of Calamba, City of Santa Rosa, San Pablo City					
<b>Province of Batangas</b>					
Batangas City, City of Tanauan, City of Santo Tomas, LIMA Technology Center, Lipa City					
<b>Province of Quezon</b>	373.00	28.00	401.00	28.00	429.00
City of Tayabas, Lucena City					
<b>First Class Municipalities</b>					
<b>Province of Cavite</b>	373.00	28.00	401.00	28.00	429.00
Alfonso, Carmona, Gen. Mariano Alvarez, Indang, Kawit, Naic, Rosario, Silang, Tanza					
<b>Province of Laguna</b>					
Los Baños, Sta. Cruz					
<b>Province of Batangas</b>					
Balayan, Bauan, Calaca, Lemery, Mabini, Nasugbu, Rosario, San Jose, San Juan, San Pascual					
<b>Province of Rizal</b>	373.00	28.00	401.00	28.00	429.00
Angono, Binangonan, Piliila, Rodriguez (Montalban), San Mateo, Tanay					
<b>Province of Quezon</b>					
Alimonan, Calauag, Candelaria, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Sariaya, Tagkawayan, Tiaong					



Covered Areas	Non-Agriculture				
	W.O. No. IVA-18	Wage Order No. IVA-19			
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage
	as of December 1, 2020	1st Tranche		2nd Tranche	
		Upon Effectivity		6 Months After The 1st Tranche	
<b>EMERGING GROWTH AREA</b>					
<b>Second and Third Class Municipalities</b>					
<b>Province of Cavite</b>					
Maragondon, Noveleta	333.00	29.00	362.00	28.00	390.00
<b>Province of Laguna</b>					
Bay, Calauan, Nagcarlan, Siniloan	347.00	22.00	369.00	21.00	390.00
Alaminos, Cavinti, Kalayaan, Lumban, Pagsanjan, Pila	333.00	29.00	362.00	28.00	390.00
<b>Province of Batangas</b>					
Calatagan, Ibaan, Malvar, Padre Garcia	347.00	22.00	369.00	21.00	390.00
Taysan	339.00	26.00	365.00	25.00	390.00
Laurel, Lian, Lobo, Taal, Talisay, Tuy	333.00	29.00	362.00	28.00	390.00
<b>Province of Rizal</b>					
Morong	347.00	22.00	369.00	21.00	390.00
Teresa	339.00	26.00	365.00	25.00	390.00
Cardona	333.00	29.00	362.00	28.00	390.00
<b>Province of Quezon</b>					
Lucban, San Francisco (Aurora)	347.00	22.00	369.00	21.00	390.00
Guinayangan, Polilio, San Narciso	336.00	27.00	363.00	27.00	390.00
<b>RESOURCE BASED AREA</b>					
<b>Fourth, Fifth &amp; Sixth Class Municipalities</b>					
<b>Province of Cavite</b>					
Ternate	327.00	12.00	339.00	11.00	350.00
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez	317.00	17.00	334.00	16.00	350.00
<b>Province of Laguna</b>					
Paete, Pakil	327.00	12.00	339.00	11.00	350.00
Famy, Liliw, Luisiana, Mabitac, Magdalena, Majayjay, Pangil, Rizal, Santa Maria, Victoria	317.00	17.00	334.00	16.00	350.00
<b>Province of Batangas</b>					
Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy	317.00	17.00	334.00	16.00	350.00
<b>Province of Rizal</b>					
Baras, Jala-Jala	317.00	17.00	334.00	16.00	350.00
<b>Province of Quezon</b>					
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan	327.00	12.00	339.00	11.00	350.00



Covered Areas	Agriculture									
	W.O. No. IVA-18	Wage Order No. IVA-19								
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage					
	as of December 1, 2020	1st Tranche		2nd Tranche						
Upon Effectivity		6 Months After The 1st Tranche								
<b>GROWTH CORRIDOR AREA</b>										
<b>Extended Metropolitan Area</b>										
<b>Province of Cavite</b>										
City of Bacoor, City of Imus	372.00	29.00	401.00	28.00	429.00					
City of Dasmariñas	347.00	41.00	388.00	41.00	429.00					
<b>Province of Laguna</b>										
City of Biñan, City of San Pedro, Laguna Techno Park	372.00	29.00	401.00	28.00	429.00					
<b>Province of Rizal</b>										
Cainta, Taytay	372.00	29.00	401.00	28.00	429.00					
City of Antipolo	347.00	41.00	388.00	41.00	429.00					
<b>Component Cities</b>										
<b>Province of Cavite</b>										
Cavite City, , City of General Trias, Tagaytay City, Trece Martires City	347.00	41.00	388.00	41.00	429.00					
<b>Province of Laguna</b>										
City of Cabuyao, City of Calamba, City of Santa Rosa, San Pablo City										
<b>Province of Batangas</b>										
Batangas City, City of Tanauan, City of Santo Tomas, LIMA Technology Center, Lipa City										
<b>Province of Quezon</b>										
Lucena City										
City of Tayabas	372.00	29.00	401.00	28.00	429.00					
<b>First Class Municipalities</b>										
<b>Province of Cavite</b>										
Carmona, Gen. Mariano Alvarez, Kawit, Rosario, Silang, Tanza	347.00	22.00	369.00	21.00	390.00					
Alfonso	337.00	27.00	364.00	26.00	390.00					
Indang, Naic	328.00	31.00	359.00	31.00	390.00					
<b>Province of Laguna</b>										
Los Baños, Sta. Cruz	347.00	22.00	369.00	21.00	390.00					
<b>Province of Batangas</b>										
Balayan, Bauan, Calaca, Lemery, Mabini, Nasugbu, Rosario, San Jose, San Pascual	347.00	22.00	369.00	21.00	390.00					
San Juan	328.00	31.00	359.00	31.00	390.00					
<b>Province of Rizal</b>										
Angono, Binangonan, Rodriguez (Montalban), San Mateo, Tanay	347.00	22.00	369.00	21.00	390.00					
Pililla	328.00	31.00	359.00	31.00	390.00					
<b>Province of Quezon</b>										
Atimonan, Calauag, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Tagkawayan	367.00	12.00	379.00	11.00	390.00					
Candelaria, Sariaya	347.00	22.00	369.00	21.00	390.00					
Tiaong	328.00	31.00	359.00	31.00	390.00					


  
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Covered Areas	Agriculture									
	W.O. No. IVA-18	Wage Order No. IVA-19								
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	as of December 1, 2020	1st Tranche		2nd Tranche						
		Upon Effectivity		6 Months After The 1st Tranche						
<b>EMERGING GROWTH AREA</b>										
<i>Second and Third Class Municipalities</i>										
<b>Province of Cavite</b>										
Maragondon, Noveleta	303.00	24.00	327.00	23.00	350.00					
<b>Province of Laguna</b>										
Bay, Calauan, Nagcarlan, Siniloan	318.00	16.00	334.00	16.00	350.00					
Alaminos, Cavinti, Kalayaan, Lumban, Pagsanjan, Pila	303.00	24.00	327.00	23.00	350.00					
<b>Province of Batangas</b>										
Calatagan, Ibaan, Malvar, Padre Garcia	318.00	16.00	334.00	16.00	350.00					
Laurel, Lian, Lobo, Taal, Talisay, Taysan, Tuy	303.00	24.00	327.00	23.00	350.00					
<b>Province of Rizal</b>										
Morong	318.00	16.00	334.00	16.00	350.00					
Cardona, Teresa	303.00	24.00	327.00	23.00	350.00					
<b>Province of Quezon</b>										
Lucban, San Francisco (Aurora)	347.00	3.00	350.00	-	350.00					
Guinayangan, Polilio, San Narciso	336.00	7.00	343.00	7.00	350.00					
<b>RESOURCE BASED AREA</b>										
<i>Fourth, Fifth &amp; Sixth Class Municipalities</i>										
<b>Province of Cavite</b>										
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez, Ternate	303.00	24.00	327.00	23.00	350.00					
<b>Province of Laguna</b>										
Famy, Liliw, Luisiana, Mabitac, Magdalena, Majayjay, Paete, Pakil, Pangil, Rizal, Santa Maria, Victoria										
<b>Province of Batangas</b>										
Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy										
<b>Province of Rizal</b>										
Baras, Jala-Jala										
<b>Province of Quezon</b>										
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan	327.00	12.00	339.00	11.00	350.00					



Covered Areas	Retail & Service Establishment Employing Not More Than 10 Workers				
	W.O. NO. IVA-18	Wage Order No. IVA-19			
	Minimum Wage	Basic Wage Adjustment	New Minimum Wage	Basic Wage Adjustment	New Minimum Wage
	as of December 1, 2020	1st Tranche		2nd Tranche	
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<b>Province of Cavite</b> Alfonso, Amadeo, Carmona, Cavite City, City of Bacoor, City of Dasmariñas, City of General Trias, City of Imus, Gen. Emilio Aguinaldo, Gen. Mariano Alvarez, Indang, Kawit, Magallanes, Maragondon, Mendez, Naic, Noveleta, Rosario, Silang, Tagaytay City, Tanza, Ternate, Trece Martires City					
<b>Province of Laguna</b> Alaminos, Bay, Calauan, Cavinti, City of Biñan, City of Cabuyao, City of Calamba, City of Santa Rosa, City of San Pedro, Famy, Kalayaan, Liliw, Los Baños, Luisiana, Lumban, Mabitac, Magdalena, Majayjay, Nagcarlan, Paete, Pagsanjan, Pakil, Pangil, Pila, Rizal, San Pablo City, Santa Cruz, Santa Maria, Siniloan, Victoria					
<b>Province of Batangas</b> Agoncillo, Alitagtag, Balayan, Balete, Batangas City, Bauan, Calaca, Calatagan, City of Santo Tomas, City of Tanauan, Cuenca, Ibaan, Laurel, Lemery, Lian, Lipa City, Lobo, Mabini, Malvar, Mataas na Kahoy, Nasugbu, Padre Garcia, Rosario, San Jose, San Juan, San Luis, San Nicolas, San Pascual, Santa Teresita, Taal, Talisay, Taysan, Tingloy, Tuy	303.00	24.00	327.00	23.00	350.00
<b>Province of Rizal</b> Angono, City of Antipolo, Baras, Binangonan, Cainta, Cardona, Jala-Jala, Morong, Pililla, Rodriguez (Montalban), San Mateo, Tanay, Taytay, Teresa					
<b>Province of Quezon</b> Agdangan, Alabat, Atimonan, Buenavista, Burdeos, Calauag, Candelaria, Catanauan, City of Tayabas, Dolores, General Luna, General Nakar, Guinayangan, Gumaca, Infanta, Jomalig, Lopez, Lucban, Lucena City, Macalelon, Mauban, Mulanay, Padre Burgos, Pagbilao, Panukulan, Patnanungan, Perez, Pitogo, Plaridel, Polilio, Quezon, Real, Tagkawayan, Tiaong, Sampaloc, San Andres, San Antonio, San Francisco (Aurora), San Narciso, Sariaya, Unisan					



**Section 3. Basis of Minimum Wage.** The minimum wage rates prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

**Section 4. Covered Workers and Employees.** The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

**Section 5. Exemption.** The following establishments may apply for exemption from compliance from this Wage Order:

- a) Retail/Service Establishments regularly employing not more than ten (10) workers; and
- b) Establishments adversely affected by the pandemic, natural calamities and/or human-induced disasters.

**Section 6. Other Provisions.** Provisions of the Labor Code, Republic Act 6727, Omnibus Rules on Minimum Wage Determination, among others, including, but not limited to, Application to Workers of Contractors or Subcontractors; Application to Workers Paid by Results; Application to Mobile, Branch and Transferred Personnel; Application to Seasonal or Temporary Workers; Application to Special Groups of Workers; Effects on Existing Wage Structure; Productivity and Performance-Based Pay; Freedom to Bargain; Enforcement and Monitoring of Compliance; Appeal; Non-Diminution of Benefits; Prohibition Against Injunction, and Reporting Requirement are hereby incorporated by reference and shall continue to apply upon the effectivity of this Wage Order.

**Section 7. Penal Provision.** Any person, corporation, trust, firm, partnership, association or entity who refuses or fails to pay the prescribed minimum wage rates in this Wage Order shall be dealt with pursuant to the provisions of Section 12 of RA No. 6727, as amended by RA No. 8188.

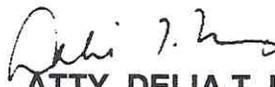
**Section 8. Effectivity.** This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

Approved this 30<sup>th</sup> day of May, 2022 in Calamba City, Laguna.

  
**ENGR. PATROCINIO S. CAISIP**  
Workers' Sector

  
**ENGR. RENATO B. ALMEDA**  
Employers' Sector

  
**ENGLEBERT C. LASANG**  
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Vice-Chairperson  
Department of Trade & Industry

  
**RD EXEQUIEL RONIE A. GUZMAN**  
Chairperson  
Department of Labor and Employment

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(For NWPC Secretariat)

Date of Publication: 14 day of June 20 22  
Date of Effectivity: 30 day of June 20 22