

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
National Wages and Productivity Commission
Regional Tripartite Wages and Productivity Board No. IV-A
City of Calamba, Laguna

WAGE ORDER NO. IVA-17

SETTING THE NEW MINIMUM WAGE
FOR PRIVATE ESTABLISHMENTS IN REGION – IVA

WHEREAS, the Regional Tripartite Wages and Productivity Board – IVA (RTWPB - IVA) is mandated under R. A. 6727 "The Wage Rationalization Act" to set the applicable minimum wage of workers in private establishments in the Region following a standard minimum wage fixing process and set of criteria;

WHEREAS, Wage Order No. IVA-16 dated May 01, 2014 has reached its anniversary date thereby warranting *motu proprio* action of the Board to review the socio-economic conditions in the Region including the income classification of the cities and municipalities;

WHEREAS, after due notice to all concerned sectors, the Board conducted a series of provincial consultations on November 05, 2015 in Laguna; November 17, 2015 in Batangas; November 18, 2015 in Quezon and November 20, 2015 in Cavite and a public hearing on December 01, 2015 in Laguna, to determine the propriety of issuing a new wage order and to update the public on changes in the income classification of cities/municipalities based on Philippine Statistics Authority-Philippine Standard Geographic Code as of June 30, 2015;

WHEREAS, the Laguna Workers' Alliance (LAWA) filed a petition, dated October 22, 2015, for a wage increase in the amount of Php1,080.00 to be given in a 5-year staggered basis;

WHEREAS, a Notice of Public Hearing on the Petition was published in a newspaper of general circulation on November 18, 2015;

WHEREAS, in setting the new minimum wage in the region, the Board considered the need to simplify its wage structure by integrating the Conditional Temporary Productivity Allowance (CTPA) and Socio-Economic Allowance (SEA) into the basic wage; the petition for a wage increase; results of the review of the socioeconomic indicators, provincial consultations and public hearing, and; changes in the income classification of cities and municipalities;

NOW, THEREFORE, by virtue of the power and authority vested under Republic Act No. 6727, known as the Wage Rationalization Act, the Regional Tripartite Wages and Productivity Board of Region IV-A hereby issues this Wage Order:

Handwritten signatures and initials:
1. A large signature on the left side.
2. A signature in the center, above the number '1'.
3. A signature on the right side.
4. A signature below the right side signature.
5. A circular stamp or mark on the bottom right.

SECTION 1. WAGE INCREASE. All covered private sector workers and employees in Region IVA (CALABARZON Region) shall receive the following increase in their daily wage:

A. CTPA and SEA Integration into the Basic Wage

Upon effectivity of this Wage Order, the CTPA of Php12.50 under Wage Order No. IVA-15 and SEA of Php13.00 under Wage Order No. IVA-16 shall be integrated into the basic wage. However, CTPA integration shall take effect four (4) months thereafter.

B. Wage Increase by Reason of Area Reclassification

Upon effectivity of this Wage Order, all private sector minimum wage workers and employees in the eighty-five (85) reclassified areas of Region IVA (CALABARZON Region) shall receive an increase in the basic wage in the amount ranging from Php5.00 to Php73.50 for a seven-year tranche.

C. Wage Adjustment

Upon effectivity of this Wage Order, the lowest minimum wage rate or the floor wage in Region IVA-CALABARZON Region shall be Two Hundred and Eighty-Three Pesos (Php283.00).

c.1 Minimum Wage Workers and Employees receiving over Php283.00

All private sector minimum wage workers and employees of Region IVA-CALABARZON receiving over Php283.00 shall receive an increase in the basic wage in the amount of Php16.00 for the Growth Corridor Area, Php12.00 for the Emerging Growth Area and Php6.00 for the Resource-Based Area in consideration of socio-economic and region-specific considerations and indicators.

c.2 Minimum wage workers and employees receiving Php283.00 and below

Upon effectivity of this Wage Order, the amount of Php8.00, representing the first tranche of increase under this new Wage Order shall be on December 01, 2016, coinciding with the final tranche of increase of Php4.00 under Wage Order No. RBIVA-16 shall be paid to all covered workers.

Those who are already receiving Php267 upon the effectivity of this Order shall receive the Php8.00 representing the first tranche of increase under this new Wage Order.

The Php8.00 representing the second tranche of increase under this new Wage Order shall take effect six (6) months thereafter.

SECTION 2. NEW DAILY MINIMUM WAGE RATES. Upon effectivity, the new daily minimum wage rates of covered workers in the private sector in Region IVA-CALABARZON shall be as follows:

   
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GROWTH CORRIDOR AREA

W.O. NO. IVA-17
New Minimum Wage

Covered Areas	W.O. NO. IVA-16										Basic Wage Adjustments										W.O. NO. IVA-17							
	Agriculture		R&S 10 <	CTPA	SEA	Existing Minimum Wage			Integration into the Basic Wage		Area Re-classification Increase	Minimum Wage Increase						Non-Agr		Agriculture				Retail & Service Estab. Employing Not More Than 10 Workers				
	Non-Agr	Plant				Non-Agr	Plant	Non-Plant	R&S 10 <	SEA		(CTPA + SEA)	Agriculture			Retail & Service Estab. Employing Not More Than 10 Workers (R&S 10 <)			Non-Agr	Plant		Non-Plant		Retail & Service Estab. Employing Not More Than 10 Workers				
			Plant	Non-Plant	WO 16						WO 17		WO 16	WO 17	WO 16	WO 17	Plant	Non-Plant		Plant	Non-Plant							
Highest Wage Rate Level (EMA) i.e. 362.50, 337.50, 317.50 and 267.00																												
Province of Cavite																												
Bacoor, Imus																												
Province of Laguna																												
Biñan City, Laguna Techno Park, San Pedro City																												
Province of Rizal																												
Calinta, Taytay																												
Middle Wage Rate Level (Component Cities) i.e. 340.50, 315.50, 295.50 and 267.00																												
Province of Cavite																												
Cavite City, City of Dasmarinas																												
Tagaytay City, Trece Martires City																												
Province of Laguna																												
Cabuyao, Calamba City, San Pablo City, Santa Rosa City																												
Province of Batangas																												
Batangas City, LIMA Technology Center, Upa City, City of Tanauan																												
Province of Rizal																												
City of Antipolo																												
Province of Quezon																												
Lucena City, City of Tayabas																												

GROWTH CORRIDOR AREA

Covered Areas	W.O. NO. IVA-16											Basic Wage Adjustments											W.O. NO. IVA-17														
	Non-Agrl	Agriculture		R&S 10 <	CTPA	SEA	Existing Minimum Wage			Integration into the Basic Wage		Area Re-classification Increase	Minimum Wage Increase											New Minimum Wage													
		Plant	Non-Plant				Non-Agrl	R&S 10 <	SEA	CTPA + SEA	Non-Agrl		Agriculture		Retail & Service Estab. Employing Not More Than 10 Workers (R&S 10 <)						Non-Agrl		Agriculture				Retail & Service Estab. Employing Not More Than 10 Workers										
											Plant		Non-Plant	WO 16	WO 17	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16													
																																1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16
1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16	1-Jul-16															
Lowest Wage Rate Level [1st Class Municipalities] i.e. 335.50, 310.50, 290.00 and 267.00																																					
Province of Cavite																																					
Carmona, General Trias, Rosario	315	290	270	246	12.50	13	340.50	315.50	295.50	267	13.00	25.50		16.00		16.00		16.00			8.00		8.00			344.00	356.50		319.00	331.50		299.00	311.50		275.00		283.00
Kawit, Silang, Tanza, Gen. Mariano Alvarez	310	285	265	243	12.50	13	335.50	310.50	290.50	267	13.00	25.50		16.00		16.00		16.00			8.00		8.00			339.00	351.50		314.00	326.50		294.00	306.50		275.00		283.00
Indang, Nalac	280	261	261	213	12.50	13	305.50	267.00	267.00	263	13.00	25.50	10.00	16.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00	319.00	331.50		285.00		293.00	285.00		299.00	273.00	285.00		293.00
Alfonso	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	10.00	16.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00	310.00	322.50		285.00		293.00	285.00		299.00	273.00	285.00		293.00
Province of Laguna																																					
Los Baños, Sta. Cruz	315	290	270	246	12.50	13	340.50	315.50	295.50	267	13.00	25.50		16.00		16.00		16.00			8.00		8.00			344.00	356.50		319.00	331.50		299.00	311.50		275.00		283.00
Province of Batangas																																					
Bauan, San Pascual, Santo Tomas	310	285	265	243	12.50	13	335.50	310.50	290.50	267	13.00	25.50		16.00		16.00		16.00			8.00		8.00			339.00	351.50		314.00	326.50		294.00	306.50		275.00		283.00
Balayan, Calaca, Lermery, Mabini, Nasugbu, Rosario, San Jose	291	266	261	226	12.50	13	316.50	291.50	267.00	267	13.00	25.50	10.00	16.00		16.00		8.00	8.00		8.00		8.00	330.00	342.50		305.00	317.50		285.00		293.00	285.00		293.00		
San Juan	280	261	261	213	12.50	13	305.50	267.00	267.00	263	13.00	25.50	10.00	16.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00	319.00	331.50		285.00		293.00	285.00		299.00	273.00	285.00		293.00
Province of Rizal																																					
Rodriguez (Montalban), Tanay	310	285	265	243	12.50	13	335.50	310.50	290.50	267	13.00	25.50		16.00		16.00		16.00			8.00		8.00			339.00	351.50		314.00	326.50		294.00	306.50		275.00		283.00
Angono, Binangonan, San Mateo	291	266	261	226	12.50	13	316.50	291.50	267.00	267	13.00	25.50	10.00	16.00		16.00		8.00	8.00		8.00		8.00	330.00	342.50		305.00	317.50		285.00		293.00	285.00		293.00		
Pillilla	280	261	261	213	12.50	13	305.50	267.00	267.00	263	13.00	25.50	10.00	16.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00	319.00	331.50		285.00		293.00	285.00		299.00	273.00	285.00		293.00
Province of Quezon																																					
Candelaria, Sariaya	291	266	261	226	12.50	13	316.50	291.50	267.00	267	13.00	25.50	10.00	16.00		16.00		8.00	8.00		8.00		8.00	330.00	342.50		305.00	317.50		285.00		293.00	285.00		293.00		
Tiaong	280	261	261	213	12.50	13	305.50	267.00	267.00	263	13.00	25.50	10.00	16.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00	319.00	331.50		285.00		293.00	285.00		299.00	273.00	285.00		293.00
Atimonan, Calauag, Catanduanan, General Nakar, Gumaca, Infanta, Lopez, Mabuan, Mulanay, Paghilo, Real, Tagkawayan	261	261	249	201			267.00	267.00	267.00	263			13.00	8.00	8.00	8.00	8.00	8.00	8.00	4.00		8.00		8.00	288.00	296.00	288.00	296.00	288.00		296.00	276.00	288.00		296.00		

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EMERGING GROWTH AREA

Covered Areas	W.D. NO. IVA-16										Basic Wage Adjustments										W.D. NO. IVA-17															
	Agriculture		R&S 10 <		CTPA		SEA		Existing Minimum Wage		Integration into the Basic Wage	Area Re-classification Increase	Minimum Wage Increase										New Minimum Wage													
	Non-Agr	Plant	Non-Plant	R&S 10 <	CTPA	SEA	Agriculture		5EA	[CTPA + SEA]			1-Jan-16	1-Nov-16	Non-Agr		Agriculture		Retail & Service Estab. Employing Not More Than 10 Workers (R&S 10-1)						Non-Agr		Agriculture				Retail & Service Estab. Employing Not More Than 10 Workers					
							Plant	Non-Plant			WO 16	WO 17			1-Jan-16	1-Jan-17	1-Jul-16	1-Dec-16	1-Jan-17	1-Jul-17	1-Jan-16	1-Nov-16	1-Jul-17	1-Jan-18	1-Nov-18	1-Jul-19	1-Jan-20	1-Jul-20	1-Jan-21	1-Jul-21						
																															1-Jan-16	1-Jan-17	1-Jul-16	1-Dec-16	1-Jan-17	1-Jul-17
Highest Wage Rate Level (2nd Class Municipalities) is 316.50, 291.50, 267.00 and 267.00																																				
Province of Cavite																																				
Marikina	271	261	261	208	12.50	13	296.50	287.00	267.00	263	13.00	25.50	9.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		305.00	317.50	284.00	292.00	284.00	292.00	272.00	284.00	292.00	
Novelto	280	261	261	113	12.50	13	305.50	267.00	267.00	283	13.00	25.50		12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		305.00	317.50	273.00	283.00	275.00	283.00	263.00	263.00	275.00	283.00
Province of Laguna																																				
Bay, Calauan, Nagpartian, San Juan	271	261	261	208	12.50	13	296.50	287.00	267.00	263	13.00	25.50	10.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		305.00	318.50	285.00	291.00	285.00	293.00	273.00	285.00	291.00	
Alabat, Cavinti, Kalyasin, Lumban, Nagpartian, Nila	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	9.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		305.00	317.50	284.00	292.00	284.00	292.00	272.00	284.00	292.00	
Province of Batangas																																				
Calatagan	291	265	261	228	12.50	13	316.50	291.50	267.00	267	13.00	25.50		12.00		12.00		8.00	8.00		8.00		8.00		8.00		316.00	328.50	291.00	303.50	275.00	289.00	275.00	283.00	293.00	
Tinaysan	275	261	261	212	12.50	13	300.50	267.00	267.00	263	13.00	25.50	11.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		311.00	323.50	286.00	294.00	286.00	294.00	274.00	286.00	294.00	
Maun, Mahab, Padre Garcia	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	10.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		306.00	318.50	285.00	293.00	285.00	291.00	273.00	285.00	291.00	
Laurel, Ujan, Lobo, Taal, Talavera, Tay	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	9.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		305.00	317.50	284.00	292.00	284.00	292.00	272.00	284.00	292.00	
Province of Rizal																																				
Teresa	275	261	261	212	12.50	13	300.50	267.00	267.00	263	13.00	25.50	11.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		311.00	323.50	286.00	294.00	286.00	294.00	274.00	286.00	294.00	
Marong	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	10.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		306.00	318.50	285.00	293.00	285.00	293.00	273.00	285.00	293.00	
Cardona	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	9.00	12.00		8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		308.00	317.50	284.00	290.00	284.00	292.00	272.00	284.00	292.00	
Province of Quezon																																				
Lucban, San Francisco (Aurora), Sulayangan, Polillo, San Narciso	261	261	249	201			267.00	267.00	267.00	263			10.00	8.00	8.00	8.00	8.00	8.00	8.00	4.00	8.00		8.00		8.00		285.00	293.00	285.00	290.00	285.00	293.00	273.00	285.00	293.00	

RESOURCE BASED AREA

Covered Areas	W.O. NO. IVA-16										Basic Wage Adjustments										W.O. NO. IVA-17																		
	Agriculture				Existing Minimum Wage			Integration Into the Basic Wage	Area Reclassification Increase	Minimum Wage Increase										New Minimum Wage																			
	Non-Agrl	R&S 10 <		SEA	Non-Agrl	Agriculture				R&S 10 <	Non-Agrl		Agriculture				Retail & Service Estab. Employing Not More Than 10 Workers (R&S 10 <)				Non-Agrl		Agriculture				Retail & Service Estab. Employing Not More Than 10 Workers												
		Plant	Non-Plant			Plant	Non-Plant	Plant	Non-Plant		WO 16	WO 17			Plant	Non-Plant	Plant	Non-Plant	Plant	Non-Plant	Plant	Non-Plant																	
								1-Jul-16	1-Nov-16	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Nov-16	1-Jan-17	1-Jul-16	1-Nov-16	1-Jan-17	1-Jul-16	1-Dec-16	1-Jan-17	1-Jul-16	1-Dec-16	1-Jan-17	1-Jul-16	1-Dec-16	1-Jan-17							
Uniform Wage Rate Level (4th, 5th, and 6th Class Municipalities) 296.50, 267.00, and 263.00																																							
Province of Cavite																																							
Tamarac	280	261	261	213	12.50	13	305.50	267.00	267.00	263	13.00	25.50		6.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00		8.00	299.00	311.50		275.00		283.00	275.00		283.00	283.00	275.00		283.00
Amadeo, Magallanes, Mendez, San. Felipe, Aguinaldo	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50		6.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00		8.00	290.00	302.50		275.00		283.00	275.00		283.00	263.00	275.00		283.00
Province of Laguna																																							
Paete, Palig	280	261	261	213	12.50	13	305.50	267.00	267.00	263	13.00	25.50		6.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00		8.00	299.00	311.50		275.00		283.00	275.00		283.00	263.00	275.00		283.00
Liliw, Lufsiang, Magdalena, Maja Jajay, Pangil, Santa Maria, Victoria, Famy, Malibac, Rizal	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50		6.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00		8.00	290.00	302.50		275.00		283.00	275.00		283.00	263.00	275.00		283.00
Province of Batangas																																							
Agoncillo, Alitagtag, Cuenca, Matanzas, Kahoy, San Luis, Bataan, San Nicolas, Santa Teresita, Tingloy	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50		6.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00		8.00	290.00	302.50		275.00		283.00	275.00		283.00	263.00	275.00		283.00
Province of Rizal																																							
Beres, Jala Jala	271	261	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50		6.00		8.00	8.00	8.00	8.00	4.00		8.00		8.00		8.00	290.00	302.50		275.00		283.00	275.00		283.00	263.00	275.00		283.00
Province of Quezon																																							
Buenavista, Burdeos, Dolores, General Luna, Macalelon, Padre Burgos, Panukulan, Pitogo, San Andres, San Antonio, Unsan, Agdangan, Alabat, Jomalig, Patnangan, Perez, Plaridel, Quezon, Sempaloc	261	261	299	201			267.00	267.00	267.00	263			10.00	8.00	8.00	8.00	8.00	8.00	8.00	4.00		8.00		8.00		8.00	285.00	295.00	285.00	293.00	285.00	293.00	285.00	293.00	275.00	285.00		293.00	

Approved by the Provincial Board of the Province of Cavite
 Provincial Board of Cavite
 Provincial Office, Marikina City
 Date: _____
 Signature: _____
 Position: _____

All workers covered by this Wage Order receiving wage rates less than the prescribed minimum wage shall be adjusted at least to the new minimum wage rates prescribed herein.

SECTION 3. COVERED WORKERS AND EMPLOYEES. The minimum wage rates prescribed under this Wage Order shall apply to all minimum wage workers and employees in private establishments in Region IV-A (CALABARZON Region) regardless of their position, designation or status of employment and irrespective of the method by which their wages are paid.

This Wage Order shall not cover kasambahay/domestic workers, persons employed in the personal service of another, including family drivers and workers of Barangay Micro Business Enterprises (BMBEs) with Certificates of Authority, pursuant to R.A. 10644 otherwise known as Go Negosyo Act of 2014.

SECTION 4. BASIS OF MINIMUM WAGE. The minimum wage prescribed under this Order shall be for the normal working hours, which shall not exceed eight (8) hours work a day.

SECTION 5. APPLICATION TO WORKERS OF CONTRACTORS OR SUBCONTRACTORS. All workers of legitimate contractors or subcontractors in the construction and other industries are entitled to the prescribed minimum wage, provided for under Section 1 of this Wage Order. The prescribed wage rates of covered workers shall be borne by the principal or "user enterprise" and the service agreement or contract shall be deemed amended accordingly.

In the event, however, that the principal fails to pay the prescribed wages, the contractor or sub-contractor shall be jointly and severally liable with the principal or "user enterprise".

SECTION 6. APPLICATION TO PRIVATE EDUCATIONAL INSTITUTIONS. In the case of private educational institutions, the share of covered workers and employees in the increase in tuition fees for School Year 2016-2017 shall be considered as compliance with the wage rates prescribed herein. However, payment of any shortfall in the wage increase set forth herein shall be covered starting School Year 2017-2018.

Private educational institutions which have not increased their tuition fees for School Year 2016-2017 may defer compliance with the wage rates prescribed herein until the beginning of School Year 2017-2018.

In any case, all private education institution shall implement the wage rates prescribed herein starting school year 2017-2018.

SECTION 7. APPLICATION TO WORKERS PAID BY RESULTS. All workers paid by result, including those who are paid on piece work, takay, pakyaw or task basis, shall receive the minimum wage for the normal working hours which shall not exceed eight (8) hours work a day, or a proportion thereof for working less than the normal working hours.

SECTION 8. APPLICATION TO MOBILE, BRANCH AND TRANSFERRED PERSONNEL. For those workers working in branches or agencies of establishments in or outside the region, the minimum wage rates shall be those applicable in the place where they are stationed or based. The minimum wage rates of workers, who by the nature of their work have to travel, shall be those applicable in the domicile or head office of the employer. In the case of mobile worker/employee, the home base rate shall apply. The transfer of personnel from a high rate city/municipality to a lower rate city/municipality shall not be a valid ground for the reduction of the wage rates being enjoyed by the workers prior to such transfer.

April 1, 2018






SECTION 9. APPLICATION TO SEASONAL OR TEMPORARY WORKERS. Seasonal, reliever, week-ender, temporary or promo jobber workers directly hired by the principal or engaged by a contractor or subcontractor shall receive the prescribed minimum wage.

SECTION 10. APPLICATION TO SPECIAL GROUPS OF WORKERS. Wages of apprentices and learners shall in no case be less than seventy-five percent (75%) of the minimum wage prescribed in this Wage Order. All recognized learnership and apprenticeship agreements entered into before the effectivity of this Wage Order shall be considered automatically modified insofar as their wage clauses are concerned to reflect the provisions of this Wage Order.

All qualified handicapped workers shall receive the full amount of the minimum wage prescribed in this Order, pursuant to R.A. 7277, otherwise known as the Magna Carta for Disabled Persons.

SECTION 11. EXEMPTION. No exemption from compliance with this Wage Order shall be allowed. However, The Board may accept application for exemption based on the following:

- a) In case of a calamity, establishments adversely affected by calamities such as natural and/or human-induced disasters per NWPC Resolution No. 1, Series of 2014 on Amended Rules on Exemption.
- b) Exporters with valid forward contracts.
- c) Distressed establishment per NWPC Guidelines No. 2, Series of 2007 on Amended Rules on Exemption.

SECTION 12. PRODUCTIVITY AND OTHER PERFORMANCE INCENTIVE. In order to sustain rising levels of wages and enhance competitiveness, labor and management, as partners, are encouraged to adopt productivity improvement schemes such as time and motion studies, good housekeeping, quality circles, labor and management cooperation and implement gain-sharing and other performance incentive schemes in order to improve the quality of life of workers and in turn enable them to perform better and contribute to enterprise growth.

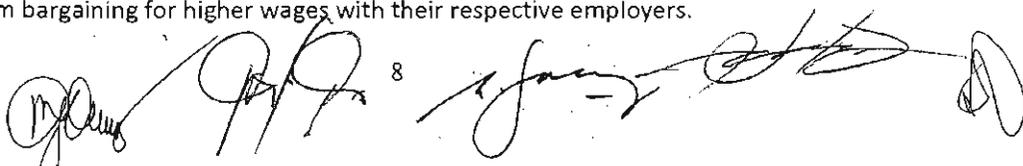
Pursuant to the Two-Tiered Wage System, the Board issued an Advisory attached to the W.O. No. RBIVA-16 for reference.

SECTION 13. EFFECTS ON EXISTING WAGE STRUCTURE. Where the application of the wage increase prescribed under this Wage Order results in distortion in the wage structure within the establishments, it shall be corrected in accordance with the procedure under Article 124 of the Labor Code, as amended.

SECTION 14 COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with this Order shall be filed with the Department of Labor and Employment- Regional Office-IVA (DOLE-RO IVA) or to any DOLE-Provincial Field Office in the Region, and shall be the subject to the mandatory thirty (30)-day conciliation and mediation process under Single Entry Approach (SEnA). However, if settlement fails, the case becomes subject of enforcement proceedings under Article 128 and 129 of the Labor Code, as amended.

SECTION 15. APPEAL TO THE COMMISSION. Any party aggrieved by this wage order may file an appeal to the NWPC, through the board, in three (3) printed copies, not later than ten (10) days from the publication of this Wage Order.

SECTION 16. FREEDOM TO BARGAIN. This Wage Order shall not be construed to prevent workers from bargaining for higher wages with their respective employers.

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April 7, 2014

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SECTION 17. NON-DIMINUTION OF BENEFITS. Nothing in this Wage Order shall be construed to reduce any existing wage rates, allowances, and benefits of any form under existing laws, decrees, issuances, executive orders and/or under any contract of agreement between the workers and employers.

SECTION 18. PENAL PROVISIONS. Any employer who refuses or fails to pay the corresponding minimum wage rates provided under this Order shall be subject to the penalties under RA. 6727 and R.A.8188.

SECTION 19. PROHIBITION AGAINST INJUNCTION. No preliminary injunction or temporary restraining order may be issued by any court, tribunal or any entity against the Board, this Wage Order or any proceedings before the Regional Board.

SECTION 20. REPORTING REQUIREMENT. All business establishments shall submit a verified report on their wage structure to the Board not later than January 31 of each year and every year thereafter in accordance with the form prescribed by the National Wages and Productivity Commission.

SECTION 21. REPEALING CLAUSE. All orders, issuances, rules and regulations, or parts thereof inconsistent with this Wage Order are hereby repealed, amended or modified accordingly.

SECTION 22. SEPARABILITY CLAUSE. If for any reason, any section or provision of this Wage Order is declared unconstitutional or invalid, the other provisions or parts shall remain valid.

SECTION 23. IMPLEMENTING RULES. The Regional Board shall prepare the necessary rules and regulations to implement this Wage Order, subject to the approval of the Secretary of Labor and Employment.

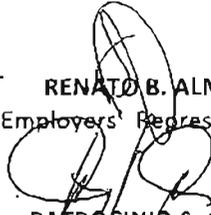
SECTION 24. EFFECTIVITY. This Order shall take effect on July 01, 2016, following the fifteen (15) days publication requirement in a newspaper of general circulation.

Approved this 30th day of May, 2016 in Calamba City, Laguna.


MA. ZENaida A. ANGARA-CAMPITA
Regional Director, DOLE -IVA
Chairman

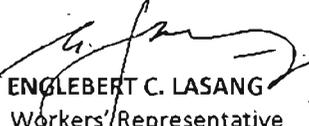

LUIS G. BANUA
OIC-Regional Director, NEDA -IVA
Vice-Chairman


MARILOU Q. TOLEDO
Regional Director, DTI-IVA
Vice-Chairman


RENATO B. ALMEDA
Employers' Representative


DELIA T. UY
Employers' Representative


PATROCINIO S. CAISIP
Workers' Representative


ENGLEBERT C. LASANG
Workers' Representative

I dissent to the integration of CPA & SEA into the basic wage, a move initiated by NAWPC and unreasonably supported & implemented by concerned. said integration will negate and destroy the spirit of the Two-Tier WS which promotes productivity an incentive concept which should be supported by NAWPC/RTWP



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
National Wages and Productivity Commission
Regional Tripartite Wages and Productivity Board No. IV-A
City of Calamba, Laguna

RULES IMPLEMENTING WAGE ORDER NO. IVA – 17

Pursuant to Section 6, Rule IV of the NWPC Amended Rules of Procedure on Minimum Wage Fixing and Section 23 of Wage Order No. IVA-17, the following rules are hereby issued for the guidance and compliance by all concerned:

RULE I - GENERAL PROVISIONS

SECTION 1. TITLE. This Rules shall be known as “**Rules Implementing Wage Order No. IVA-17**”.

SECTION 2. DEFINITION OF TERMS. As used in this Rules,

- (a) “**Order**” means Wage Order No. IVA – 17;
- (b) “**Board**” means the Regional Tripartite Wages and Productivity Board of Region IVA;
- (c) “**Commission**” means the National Wages and Productivity Commission;
- (d) “**Department**” means the Department of Labor and Employment;
- (e) “**Region IVA**” or **CALABARZON** covers the Provinces of Cavite, Laguna, Batangas, Rizal, Quezon, and the Cities of Cavite, Tagaytay, Trece Martires, Calamba, San Pablo, Batangas, Lipa, Tanauan, Antipolo and Lucena, per Executive Order 103 issued on 17 May 2002;
- (f) “**Growth Corridor Area**” refers to areas previously classified as Extended Metropolitan Area throughout the region receiving the GCA highest wage rate level; all component cities throughout the region receiving the GCA middle wage rate level; and all 1st class municipalities throughout the region receiving the GCA lowest wage rate level;
- (g) “**Emerging Growth Area**” refers to all 2nd class municipalities throughout the region receiving the EGA highest wage rate level; and all 3rd class municipalities throughout the region receiving the EGA lowest wage rate level;
- (h) “**Resource-Based Area**” refers to all 4th, 5th and 6th class municipalities throughout the region receiving the RBA uniform wage rate level;
- (i) “**Non-Agriculture**” refers to establishments and industries other than agriculture and retail or service, regardless of employment size;
- (j) “**Agriculture**” refers to farming in all its branches and among others, includes the cultivation and tillage of the soil, production, cultivation, growing and harvesting of any agricultural or horticultural commodities, dairying, raising of livestock or poultry, the culture of fish and other aquatic products in farms or ponds, and any activities performed by a farmer or on farm as an incident to or in conjunction with such farming operations, but does not include the manufacturing and/or processing of sugar, coconut, abaca, tobacco, pineapple, aquatic or other farm products;
- (k) “**Plantation Agricultural Enterprise**” is one engaged in agriculture with an area of more than twenty four (24) hectares in a locality or which employs at least twenty (20) workers. Any other agricultural enterprise shall be considered as “**Non-Plantation Agricultural Enterprise**”;
- (l) “**Retail Establishment**” refers to an entity principally engaged in the sale of goods to end users for personal or household use. A retail establishment that regularly engages in wholesale activities loses its retail character. For purposes of this Implementing Rules, retail establishments must be regularly employing not more than 10 workers;
- (m) “**Service Establishment**” refers to an entity principally engaged in the sale of services to individuals for their own or household use and is generally recognized as such. For purposes of this Implementing Rules, service establishments must be regularly employing not more than 10 workers;

Abelino

- (n) **"Barangay Micro Business Enterprise"** refers to any business entity or enterprise granted a Certificate of Authority under Republic Act No. 9178 otherwise known as the Barangay Micro Business Enterprises (BMBE's) Act of 2002 as duly amended by Republic Act No. 10644 otherwise known as the Go Negosyo Act of 2014;
- (o) **"Minimum Wage Rates"** refer to the lowest wage rate(s) level(s) per GCA, EGA and RBA, as fixed by the Board, that an employer is obliged to pay his workers;
- (p) **"Calamity"** refers to natural and/or human-induced disasters which must have occurred within six months prior to the effectivity of this Order. However, if based on the assessment by a competent authority, the damage to properties is at least 50% and the period of recovery will exceed one (1) year, the 6-month period may be extended to one (1) year;
- (q) **"Distressed Establishment"** refers to an establishment which meets the criteria enumerated in Section 3A of NWPC Guidelines No. 2, Series of 2007 on Amended Rules on Exemption. Said criteria is treated herein Rule IV Section 2;
- (r) **"Paid-up Capital"** refers to the total amount of shareholder capital that has been paid by shareholders;
- (s) **"Capital Impairment"** refers to the diminution of capital due to accumulated losses;
- (t) **"Stockholders' Equity"** refers to the residual interest in the assets of an entity that remains after deducting its liabilities. It is total assets minus total liabilities. It is the same as equity and net worth;
- (u) **"Full Accounting Period"** refers to a period of twelve (12) months or one year of business operations;
- (v) **"Interim Period"** refers to a financial reporting period shorter than a full financial year (most typically a quarter or half-year);
- (w) **"Deficit"** refers to the negative balance of the retained earnings account of a corporation. Retained earnings represent the cumulative balance of periodic earnings, dividend distributions, prior period adjustments and other capital adjustments;
- (x) **"Total Assets"** refers to things of value owned by the business such as cash, machines, building and land which can be measured or expressed in money terms;
- (y) **"Net Loss"** refers to actual loss suffered by a company including overhead and interest charges deducted;
- (z) **"Financial Statement"** refers to a written report which quantitatively describes the financial health of a company. This includes the following: balance sheet, income statement, statement of changes in equity, cash flow statement and notes to financial statement;
- (aa) **"Stock Corporation"** refers to one organized for profit and issues shares of stock to its members;
- (ab) **"Non-stock, Non-profit Organization"** refers to one organized principally for public purposes such as charitable, educational, cultural or similar purposes and does not issue shares of stock to its members;
- (ac) **"Partnership"** refers to an association of two or more persons who bind themselves to contribute money, property or industry to a common fund with the intention of dividing the profits among themselves or for the exercise of a profession;
- (ad) **"Quasi-Banks"** refers to institutions such as investment houses and financing companies performing quasi-banking functions as defined by the Bangko Sentral ng Pilipinas;
- (ae) **"Conservatorship"** refers to a remedy resorted to by the monetary board in case a bank or quasi-bank is in a state of continuing inability or unwillingness to maintain condition of liquidity deemed adequate to protect the interests of the depositors and creditors. A conservator is appointed to manage the establishment in order to restore its viability;

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April 1, 2014

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- (af) "**Receivership/Liquidation**" refers to a remedy resorted by the Monetary Board in case a bank or quasi-bank is (a) unable to pay its liabilities as they become due in the ordinary course of business; (b) has insufficient realizable assets as determined by the Bangko Sentral ng Pilipinas to meet its liabilities; (c) cannot continue in business without involving probable losses to its depositors or creditors; or (d) has willfully violated a cease and desist order under Sec. 37 that has become final involving acts or transactions which amount to fraud or dissipation of the assets of the institution;
- (ag) "**Under Corporate Rehabilitation**" refers to establishments that are placed under a rehabilitation receiver by a court of competent jurisdiction;
- (ah) "**State of Calamity**" refers to a condition involving mass casualty and/or major damages to property, disruption of means of livelihoods, roads and normal way of life of people in the affected areas as a result of the occurrence of natural or human-induced hazard;
- (ai) "**Hazard**" refers to a dangerous phenomenon, substance, human activity or condition that may cause loss of life, injury or other health impacts, property damage, loss of livelihood or services, social and economic disruption, or environmental damage; any potential threat to public safety and/or public health; any phenomenon which has the potential to cause disruption or damage to people, their property, their services or their environment, i.e., their communities. The four classes of hazards are natural, technological, biological and societal hazards; and
- (aj) "**Disaster**" refers to a serious disruption of the functioning of a community or a society involving widespread human, material, economic or environmental losses and impacts, which exceeds the ability of the affected community or society to cope using its own resources; an actual threat to public health and safety where the local government and the emergency services are unable to meet the immediate needs of the community; an event in which the local emergency management measures are insufficient to cope with a hazard, whether due to a lack of time, capacity or resources, resulting in unacceptable levels of damage or number of casualties.
- (ak) "**Exporter**" means any person, natural or juridical, licensed to do business in the Philippines, engaged directly or indirectly in the manufacture or trade of products or services which earn at least fifty percent (50%) of its normal operating revenues from the sale of its products or services abroad for foreign currency. In the case of indirect exporters, the requirement that products or services be sold "abroad for foreign currency" shall not apply as, by the very nature of their business, the sale of their products or services takes place in the Philippines and such indirect exporters are usually paid in Philippine currency;

RULE II - MINIMUM WAGE RATE

SECTION 1. WAGE INCREASE. All covered private sector workers and employees in Region IVA (CALABARZON Region) shall receive the following increase in their daily wage:

A. CTPA and SEA Integration into the Basic Wage

Upon effectivity of this Wage Order, the CTPA of Php12.50 under Wage Order No. IVA-15 and SEA of Php13.00 under Wage Order No. IVA-16 shall be integrated into the basic wage. However, CTPA integration shall take effect four (4) months thereafter. Prior said CTPA integration, implementation of CTPA under previous wage orders shall remain.

B. Wage Increase by Reason of Area Reclassification

Upon effectivity of this Wage Order, all private sector minimum wage workers and employees in the eighty-five (85) reclassified areas of Region IVA (CALABARZON Region) shall receive an increase in the basic wage in the amount ranging from Php5.00 to Php73.50 for a seven-year tranche.

C. Wage Adjustment

Upon effectivity of this Wage Order, the lowest minimum wage rate or floor wage in Region IVA-CALABARZON Region shall be Php283.00.

c.1 Minimum Wage Workers and Employees receiving over Php283.00

All private sector minimum wage workers and employees of Region IVA (CALABARZON Region) receiving over Php283.00 shall receive an increase in the basic wage in the amount of Php16.00 for the Growth Corridor Area, Php12.00 for the Emerging Growth Area and Php6.00 for the Resource-Based Area in consideration of socio-economic and region-specific considerations.

Completed

April 1, 2016

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c.2 Minimum wage workers and employees receiving Php283.00 and below

Upon effectivity of this Wage Order, the amount of Php8.00, representing the first tranche of increase under this new Wage Order shall be on December 01, 2016, coinciding with the final tranche of increase of Php4.00 under Wage Order No. RBIVA-16 shall be paid to all covered workers. The Php8.00 representing the second tranche of increase under this Order shall take effect six (6) months thereafter.

Those who are already receiving Php267 upon the effectivity of this Order shall receive the Php8.00 representing the first tranche of increase under this new Wage Order. The Php8.00 representing the second tranche of increase under this Order shall take effect six (6) months thereafter.

SECTION 2. AMOUNT AND FORM OF WAGE INCREASE BY REASON OF AREA RECLASSIFICATION. Upon effectivity of this Wage Order, minimum wage workers and employees in the 85 reclassified areas shall receive a corresponding area-specific wage increase identified in Tranche-1 of the 7-Year Tranche for Updated Area-Based Classification, as follows:

AFFECTED AREAS	TRANCHE SCHEDULING						
	1st Tranche	2nd Tranche	3rd Tranche	4th Tranche	5th Tranche	6th Tranche	7th Tranche
	1-Jul-16	1-Jul-17	1-Jul-18	1-Jul-19	1-Jul-20	1-Jul-21	1-Jul-22
Province of Cavite							
1. Alfonso	10.00	10.00	10.00	9.00			
2. Indang	10.00	10.00	10.00				
3. Maragondon	9.00						
4. Naic	10.00	10.00	10.00				
5. Tagaytay City	5.00						
6. Trece Martires City	5.00						
Province of Laguna							
1. Alaminos	9.00						
2. Bay	10.00	10.00					
3. Calauan	10.00	10.00					
4. Cavinti	9.00						
5. Kalayaan	9.00						
6. Lumban	9.00						
7. Nagcarlan	10.00	10.00					
8. Pagsanjan	9.00						
9. Pila	9.00						
10. Siniloan	10.00	10.00					
Province of Batangas							
1. Balayan	10.00	9.00					
2. Batangas City	5.00						
3. Calaca	10.00	9.00					
4. City of Tanauan	5.00						
5. Ibaan	10.00	10.00					
6. Laurel	9.00						
7. Lemery	10.00	9.00					
8. Lian	9.00						
9. Lipa City	5.00						
10. Lobo	9.00						
11. Mabini	10.00	9.00					
12. Malvar	10.00	10.00					
13. Nasugbo	10.00	9.00					
14. Padre Garcia	10.00	10.00					
15. Rosario	10.00	9.00					
16. San Jose	10.00	9.00					
17. San Juan	10.00	10.00	10.00				
18. Taal	9.00						
19. Talisay	9.00						
20. Taysan	11.00						
21. Tuy	9.00						

Compliment

April 1, 2017

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AFFECTED AREAS	TRANCHE SCHEDULING						
	1st Tranche	2nd Tranche	3rd Tranche	4th Tranche	5th Tranche	6th Tranche	7th Tranche
	1-Jul-16	1-Jul-17	1-Jul-18	1-Jul-19	1-Jul-20	1-Jul-21	1-Jul-22
Province of Rizal							
1. Angono	10.00	9.00					
2. Binangonan	10.00	9.00					
3. Cardona	9.00						
4. Teresa	11.00						
5. San Mateo	10.00	9.00					
6. Morong	10.00	10.00					
7. Pililla	10.00	10.00	10.00				
Province of Quezon							
1. Agdangan	10.00	10.00	9.50				
2. Alabat	10.00	10.00	9.50				
3. Atimonan	13.00	13.00	12.50	10.00	10.00	10.00	
4. Buenavista	10.00	10.00	9.50				
5. Burdeos	10.00	10.00	9.50				
6. Calauag	13.00	13.00	12.50	10.00	10.00	10.00	
7. Candelaria	10.00	9.00					
8. Catanauan	13.00	13.00	12.50	10.00	10.00	10.00	
9. City of Tayabas	13.00	13.00	12.50	10.00	9.00	8.00	8.00
10. Dolores	10.00	10.00	9.50				
11. General Luna	10.00	10.00	9.50				
12. General Nakar	13.00	13.00	12.50	10.00	10.00	10.00	
13. Guinayangan	10.00	10.00	10.00	8.50			
14. Gumaca	13.00	13.00	12.50	10.00	10.00	10.00	
15. Infanta	13.00	13.00	12.50	10.00	10.00	10.00	
16. Jomalig	10.00	10.00	9.50				
17. Lopez	13.00	13.00	12.50	10.00	10.00	10.00	
18. Lucban	10.00	10.00	10.00	10.00	9.50		
19. Lucena City	5.00						
20. Macalelon	10.00	10.00	9.50				
21. Mauban	13.00	13.00	12.50	10.00	10.00	10.00	
22. Mulanay	13.00	13.00	12.50	10.00	10.00	10.00	
23. Padre Burgos	10.00	10.00	9.50				
24. Pagbilao	13.00	13.00	12.50	10.00	10.00	10.00	
25. Panukulan	10.00	10.00	9.50				
26. Patnanungan	10.00	10.00	9.50				
27. Perez	10.00	10.00	9.50				
28. Plaridel	10.00	10.00	9.50				
29. Pitogo	10.00	10.00	9.50				
30. Polillo	10.00	10.00	10.00	8.50			
31. Quezon	10.00	10.00	9.50				
32. Real	13.00	13.00	12.50	10.00	10.00	10.00	
33. Sampaloc	10.00	10.00	9.50				
34. San Andres	10.00	10.00	9.50				
35. San Antonio	10.00	10.00	9.50				
36. San Francisco (Aurora)	10.00	10.00	10.00	10.00	9.50		
37. San Narciso	10.00	10.00	10.00	8.50			
38. Sariaya	10.00	9.00					
39. Tagkawayan	13.00	13.00	12.50	10.00	10.00	10.00	
40. Tiaong	10.00	10.00	10.00				
41. Unisan	10.00	10.00	9.50				

The 1st Tranche as appearing in the said schedule shall take effect on the date of effectivity of this Order and every year thereafter until such time that the total amount of necessary wage adjustments are fully granted.

SECTION 3. NEW DAILY MINIMUM WAGE RATES. Upon effectivity, the new daily minimum wage rates of covered workers in the private sector in Region IVA (CALABARZON Region) shall be as follows.

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GROWTH CORRIDOR AREA

Covered Areas	W.O. NO. IVA-16										W.O. NO. IVA-17																
	Existing Minimum Wage					Basic Wage Adjustments					New Minimum Wage					Retail & Service Estab. Employing Not More Than 10 Workers											
	Agriculture		SEA		R&S 10 <	Integration into the Basic Wage		Area Reclassification Increase		Minimum Wage Increase		Non-Agri		Agriculture		Non-Plant		Plant		Non-Plant		Plant		Non-Plant		Plant	
	Non-Agri	Plant	Non-Agri	SEA		1-Jul-16	1-Nov-16	1-Jul-16	1-Nov-16	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17
Highest Wage Rate Level (EMA) [i.e. 362.50, 337.50, 317.50 and 267.00]																											
Province of Cavite																											
Bacoor, Imus																											
Province of Laguna																											
Biñan City, Laguna Techno Park, San Pedro City																											
Province of Rizal																											
Calitaya, Taytay																											
Middle Wage Rate Level (Component Cities) [i.e. 340.50, 315.50, 295.50 and 267.00]																											
Province of Cavite																											
Cavite City, City of Dasmarinas																											
315 290 270 246 12.50 13 340.50 315.50 295.50 267 13.00 25.50 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00 16.00																											
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Province of Laguna																											
Cabayao, Calamba City, San Pablo City, Santa Rosa City																											
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Province of Batangas																											
Batangas City, LIMA Technology Center, Lipa City, City of Tanauan																											
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Province of Quezon																											
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288.00 288.00																											






EMERGING GROWTH AREA

Covered Areas	W.D. NO. IVA-16										W.D. NO. IVA-17															
	Agriculture					Existing Minimum Wage					Integration into the Basic Wage					Basic Wage Adjustments					New Minimum Wage					
	Non-Agri		R&S 10 <		CTPA SEA	Non-Agri		R&S 10 <		SEA	Area Reclassification Increase (Year 1)	Non-Agri		Agriculture		Non-Agri		Plant		Non-Plant		Retail & Service Estab. Employing Not More Than 10 Workers				
	Plant	Non-Plant	Plant	Non-Plant	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16	1-Jul-16 1-Nov-16		
Highest Wage Rate Level (2nd Class Municipalities) ie 316.50, 291.50, 267.00 and 267.00																										
Province of Cavite																										
Maragondon	271	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	9.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	292.00	284.00	292.00
Novleta	280	261	213	12.50	13	305.50	267.00	267.00	263	13.00	25.50	8.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	283.00	275.00	283.00
Province of Laguna																										
Bay, Calauan, Nagcarinan, Sililean	271	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	10.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	293.00	285.00	293.00
Alaminos, Cavinti, Kalayaan, Lumban, Pagsanjan, Pila	271	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	9.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	292.00	284.00	292.00
Province of Batangas																										
Calatagan	291	266	212	12.50	13	316.50	267.00	267.00	267	13.00	25.50	12.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	283.00	275.00	283.00
Taysan	275	261	212	12.50	13	300.50	267.00	267.00	263	13.00	25.50	11.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	294.00	286.00	294.00
Ibaan, Malvar, Padre Garcia	271	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	10.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	293.00	285.00	293.00
Laurel, Lian, Lobo, Taal, Talisay, Tuy	271	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	9.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	292.00	284.00	292.00
Province of Rizal																										
Teresa	275	261	212	12.50	13	300.50	267.00	267.00	263	13.00	25.50	11.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	294.00	286.00	294.00
Morong	271	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	10.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	293.00	285.00	293.00
Cardona	271	261	208	12.50	13	296.50	267.00	267.00	263	13.00	25.50	9.00	12.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	292.00	284.00	292.00
Province of Quezon																										
Lucban, San Francisco (Aurora), Gulhayangan, Pelligo, San Narciso	261	261	249	201		267.00	267.00	267.00	263			10.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	293.00	285.00	293.00

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RESOURCE BASED AREA

Covered Areas	W.O. NO. IVA-16										W.O. NO. IVA-17																											
	Agriculture					Existing Minimum Wage					Integration into the Basic Wage					Area Reclassification Increase (Year 1)					Minimum Wage Increase					New Minimum Wage												
	Non-Agri		Agri		SEA	R&S 10 <		CTPA		SEA		R&S 10 <		Non-Agri		Agri		CTPA + SEA	Non-Agri		Agri		Non-Plant		Plant		Non-Plant		Plant									
	Plant	Non-Plant	Plant	Non-Plant		1-Jul-16	1-Nov-16	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17		1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17	1-Jul-16	1-Jan-17								
Uniform Wage Rate Level (4th, 5th, and 6th Class Munic (palitres) 296.50, 267.00, and 263.00																																						
Province of Cavite																																						
Ternate	280	261	261	213	12.50	13	305.50	267.00	263	13.00	25.50	6.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	299	12.50	311.50	275	283.00	275	283.00	263.00	275.00	283.00	263.00	275.00	283.00	263.00	275.00	
Amadeo, Magallanes, Mendez, Gen. Emilio, Aguilaldo	271	261	261	208	12.50	13	296.50	267.00	263	13.00	25.50	6.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	290	12.50	302.50	275	283.00	275	283.00	263.00	275.00	283.00	263.00	275.00	283.00	263.00	275.00	
Province of Laguna																																						
Paete, Pakil, Liliw, Lulsiana, Magdalena, Pangil, Santa Maria, Victoria, Famy, Mabitac, Rizal	271	261	261	208	12.50	13	296.50	267.00	263	13.00	25.50	6.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	290	12.50	302.50	275	283.00	275	283.00	263.00	275.00	283.00	263.00	275.00	283.00	263.00	275.00	
Province of Batangas																																						
Agoncillo, Alitagtag, Cuernca, Mitaas na Kahoy, San Luis, Balete, San Nicolas, Santa Teresita, Tingloy	271	261	261	208	12.50	13	296.50	267.00	263	13.00	25.50	6.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	290	12.50	302.50	275	283.00	275	283.00	263.00	275.00	283.00	263.00	275.00	283.00	263.00	275.00	
Province of Rizal																																						
Baras, Jala-Jala	271	261	261	208	12.50	13	296.50	267.00	263	13.00	25.50	6.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	290	12.50	302.50	275	283.00	275	283.00	263.00	275.00	283.00	263.00	275.00	283.00	263.00	275.00	
Province of Quezon																																						
Buenavista, Burdeos, Dolores, General Luna, Macalelon, Padre Burgos, Panuklihan, Pitogo, San Andres, San Antonio, Unisan, Agdangan, Alabat, Jomalig, Patnanungan, Perez, Plaridel, Quizon, Sampaloc	261	261	249	201			267.00	267.00	263			10.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	265	293.00	285	293.00	273.00	285.00	293.00	273.00	285.00	293.00	273.00	285.00	293.00	273.00	285.00

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All workers covered by this Wage Order receiving wage rates less than the prescribed minimum wage shall be adjusted at least to the new minimum wage rates prescribed herein.

SECTION 4. BASIS OF MINIMUM WAGE. The minimum wage prescribed under this Order shall be for the normal working hours, which shall not exceed eight (8) hours work a day.

SECTION 5. COVERED WORKERS AND EMPLOYEES. The minimum wage rates prescribed under this Order shall apply to all minimum wage workers and employees in private establishments in Region IV-A regardless of their position, designation or status of employment and payment method by which their wages are paid.

This Wage Order shall not cover household workers, persons employed in the personal service of another, including family drivers and workers of Barangay Micro Business Enterprises (BMBEs) with Certificates of Authority, pursuant to R.A. 9178 as duly amended by Republic Act No. 10644 otherwise known as the Go Negosyo Act of 2014.

RULE III – APPLICATION TO SPECIFIC TYPES OF WORKERS

SECTION 1. APPLICATION TO WORKERS PAID BY RESULTS. All workers paid by result, including those who are paid on piece work, takay, pakyaw or task basis, shall receive the minimum wage for the normal working hours which shall not exceed eight (8) hours work a day, or a proportion thereof for working less than the normal working hours and are entitled to the productivity based pay as may be determined and agreed upon by the establishment's Productivity Improvement and Incentives Committee.

SECTION 2. APPLICATION TO WORKERS OF CONTRACTORS OR SUBCONTRACTORS. All workers of legitimate contractor or subcontractor in the construction and other industries are entitled to the prescribed minimum wage, and productivity based pay as may be determined and agreed upon by the establishment's Productivity Improvement and Incentives Committee. The prescribed wage rates and productivity based pay of covered workers shall be borne by the principal or "user enterprise" and the service agreement or contract shall be deemed amended accordingly. In the event, however, that the principal fails to pay the prescribed wages, the contractor or sub-contractor shall be jointly and severally liable with the principal or "user enterprise".

SECTION 3. APPLICATION TO MOBILE, BRANCH AND TRANSFERRED PERSONNEL. For those workers working in branches or agencies of establishments in or outside the region, the minimum wage rates shall be those applicable in the place where they are stationed or based. The minimum wage rates of workers, who by the nature of their work have to travel, shall be those applicable in the domicile or head office of the employer. In the case of mobile worker/employee, the home base rate shall apply. The transfer of personnel from a high rate city/municipality to a lower rate city/municipality shall not be a valid ground for the reduction of the wage rates being enjoyed by the workers prior to such transfer.

SECTION 4. APPLICATION TO SEASONAL OR TEMPORARY WORKERS. Seasonal, reliever, week-ender, temporary or promo jobber workers directly hired by the principal or engaged by a contractor or subcontractor shall receive the prescribed minimum wage and productivity based pay as may be determined by the establishment's Productivity Improvement and Incentives Committee.

SECTION 5. APPLICATION TO SPECIAL GROUPS OF WORKERS. Wages of apprentices and learners shall in no case be less than seventy-five percent (75%) of the minimum wage prescribed in this Order.

All recognized learnership and apprenticeship agreements entered into before the effectivity of this Order shall be considered automatically modified insofar as their wage clauses are concerned to reflect the provisions of Wage Oder No. IVA-17.

All qualified handicapped workers shall receive the full amount of the minimum wage prescribed in this Order pursuant to R.A. 7277, otherwise known as the Magna Carta for Disabled Persons.

SECTION 6. APPLICATION TO PRIVATE EDUCATIONAL INSTITUTIONS. In the case of private educational institutions, the share of covered workers and employees in the increase in tuition fees for School Year 2016-2017 shall be considered as compliance with the wage rates prescribed herein. However, payment of any shortfall in the wage increase set forth herein shall be covered starting School Year 2017-2018.

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Private educational institutions which have not increased their tuition fees for School Year 2016-2017 may defer compliance with the wage rates prescribed herein until the beginning of School Year 2017-2018.

In any case, all private education institution shall implement the wage rates prescribed herein starting school year 2017-2018.

RULE IV – WAGE ADMINISTRATION

SECTION 1. EXEMPTIONS. Upon application with and as determined by the Board, based on compliance with the applicable criteria, the following categories of establishment may be exempted from compliance with this Wage Order:

- a. Establishments adversely affected by calamities such as natural and/or human-induced disasters per NWPC Resolution No. 1, Series of 2014;
- b. Exporters with valid forward contracts; and
- c. Distressed Establishments.

SECTION 2. CRITERIA FOR EXEMPTION. The following criteria shall be used to determine whether the applicant-establishment is qualified for exemption:

A. Establishments Adversely Affected by Calamities such as Natural and/or Human-Induced Disasters

1. The establishment must be located in an area declared by a competent authority as under a state of calamity.
2. The calamity must have occurred within six (6) months prior to the effectivity of the Wage Order. However, if based on the assessment by a competent authority, the damage to properties is at least 50% and the period of recovery will exceed one (1) year, the 6-month period may be extended to one (1) year.
3. Losses suffered by the establishment as a result of the calamity that exceed the insurance coverage should amount to 20% or more of the stockholders' equity as of the last full accounting period in the case of corporations and cooperatives and total invested capital in the case of partnerships and single proprietorships and fund balance/members' contribution in the case of non-stock non-profit organization.

Only losses or damage to properties directly resulting from the calamity and not incurred as a result of normal business operations shall be considered.

Where necessary, the Board or its duly authorized representative shall conduct an ocular inspection of the establishment or engage the services of experts to validate the extent of damages suffered.

B. Exporters with Valid Forward Contracts

1. Export establishments which earn at least fifty percent (50%) of their normal operating revenues from export sales and whose product pricing is computed using labor costs based on previous mandated minimum wage rates, the effectivity of minimum wage rates under this Order shall be deferred but shall not to exceed one year.
2. These conditions shall be verified based on predominant and accepted documents used in the industry that should show applicant entered into contracts before July 1, 2016, but these contracts shall be concluded, that is, produced and delivered, and consequently paid for between the periods July 1, 2016 to June 30, 2017.
3. The allowable length of period of exemption grant shall be based on the weighted value or volume of which specific contract with the time and/or expected time of receipt of payment of each specific contract in proportion to the total contract value or volume for a one- year period plus thirty days payment lag.

April 17, 2018

C. Distressed Establishments

1. For Corporations/ Cooperatives

a. Full Exemption

- a.1. When the deficit as of the last full accounting period immediately preceding the effectivity of the Order amounts to 20% or more of the paid-up capital for the same period; or
- a.2. When an establishment registers capital deficiency i.e., negative stockholders' equity, as of the last full accounting period immediately preceding the effectivity of the Order.

b. Partial Exemption

- b.1. When the deficit as of the last full accounting period immediately preceding the effectivity of the Order amounts to at least 10% but less than 20% of the paid-up capital for the same period.

c. Conditional Exemption

- c.1. When the actual net loss as of the interim period immediately preceding the effectivity of the Order amounts to at least 25% of total assets.

For this purpose, *Deficit* refers to the negative balance of the retained earnings account of a corporation. Retained earnings represent the cumulative balance of periodic earnings, dividend distributions, prior period adjustments and other capital adjustments.

2. For Single Proprietorships/Partnerships

a. Full Exemption:

- a.1. When the accumulated net losses for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to 20% or more of the total invested capital at the beginning of the period under review; or
- a.2. When an establishment registers capital deficiency i.e., negative net worth as of the last full accounting period immediately preceding the effectivity of the Order.

b. Partial Exemption:

- b.1. When the accumulated net losses for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to at least 10% but less than 20% of the total invested capital at the beginning of the period under review.

c. Conditional Exemption

- c.1. When the actual net loss as of the interim period immediately preceding the effectivity of the Order amounts to at least 25% of total assets.

3. For Non-stock, Non-profit Organizations

a. Full Exemption:

- a.1. When the accumulated net losses for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to 20% or more of the fund balance/members' contribution at the beginning of the period; or
- a.2. When an establishment registers capital deficiency i.e., negative fund balance/members' contribution as of the last full accounting period or interim period, if any, immediately preceding the effectivity of the Order.

b. Partial Exemption:

- b.1. When the accumulated net losses for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to at least 10% but not more than 20% of the fund balance/members' contribution at the beginning of the period.

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c. Conditional Exemption:

- c.1. When the actual net loss as of the interim period immediately preceding the effectivity of the Order amounts to at least 25% of total assets.

4. For Banks and Quasi-banks

a. Under receivership/liquidation

Exemption may be granted to a bank or quasi-bank under receivership or liquidation when there is a certification from the Bangko Sentral ng Pilipinas that it is under receivership or liquidation as provided in Section 30 of RA 7653, otherwise known as the New Central Bank Act.

b. Under controllership/conservatorship

A bank or quasi-bank under controllership/ conservatorship may apply for exemption as a distressed establishment under Section 3 A of this Guidelines.

5. Establishments Under Corporate Rehabilitation

Exemption may be granted to corporations, partnerships and associations under corporate rehabilitation when there is an order from a court of competent jurisdiction that it is under rehabilitation as provided in Section 6 Rule IV of the Interim Rules of Procedure on Corporate Rehabilitation (2000).

SECTION 3. DOCUMENTS REQUIRED. The following supporting documents shall be submitted together with the application:

For All Categories of Exemption

Proof of notice of filing of the application to the President of the union/contracting party if one is organized in the establishment, or if there is no union, a copy of a circular giving general notice of the filing of the application to all the workers in the establishment. The proof of notice, which may be translated in the vernacular, shall state that the workers' representative was furnished a copy of the application with all the supporting documents. The notice shall be posted in a conspicuous place in the establishment.

A. For Establishments Adversely Affected by Calamities such as Natural and/or Human-Induced Disasters

1. Affidavit from the General Manager or Chief Executive Officer of the establishment regarding the following:
 - a. Date and type of calamity;
 - b. Amount of losses/damages suffered as a direct result of the calamity;
 - c. List of properties damaged/lost together with estimated valuation;
 - d. For properties that are not insured, a statement that the same are not covered by insurance.
2. Copies of insurance policy contracts covering the properties damaged, if any.
3. Adjuster's report for insured properties.
4. Audited financial statement for the last full accounting period preceding the effectivity of the Order stamped received by the appropriate government agency. In case of severe damage to properties cause by the calamity, a Certification by the Barangay and pictures of the damaged property/ies may be submitted in lieu of the audited financial statements.

The Board may require the submission of other pertinent documents to support the application for exemption.

B. For Exporters with Valid Forward Contracts

1. Direct Exporters

- a. Certification of at least 50% Export Sales Status to be secured from PEZA Central Office in coordination with concerned PEZA Manager/s in the area/or from BOI.

- b. Certified true copy of Contracts with Foreign Buyer/s entered into before July 1, 2016, but for production, delivery and subsequent payment between the periods July 1, 2016 to June 30, 2017, including summary listing of contracts with corresponding volume, value and date of shipment.
- c. Invoices, Bills of Lading, Confirmed Inward Letters of Credit, Lading Certificate and other Commercial documents with reference to the contracts described above.

2. Indirect Exporters

- a. Certification from Consignee/s that export products consigned were in fact sold by consignee/s.
- b. Certification of at least 50% Export Sales Status of Consignee/s to be secured from PEZA Central Office in coordination with concerned PEZA Manager/s in the area or from BOI.
- c. Certified true copy of Contracts with Consignee/s entered into before July 1, 2016, but for production, delivery and subsequent payment between the periods July 1, 2016 to June 30, 2017, including summary listing of contracts with corresponding volume, value and date of shipment.
- d. Certified true copy of Purchase Orders, Invoices, Receipts and other Commercial Documents with reference to contracts described above.

C. For Distressed Establishments

1. For corporations, cooperatives, single proprietorships, partnerships, non-stock, non-profit organizations.

a. Full or Partial Exemption

- a. 1. Audited financial statements (together with the Auditor's opinion and the notes thereto) for the last (2) full accounting periods preceding the effectivity of the Order filed with and stamped "received" by the appropriate government agency.

b. Conditional Exemption

- b. 1. Audited financial statement (together with the Auditor's opinion and the notes thereto) for the last full accounting period and interim quarterly financial statement/s for the period immediately preceding the effectivity of the Order.
- b. 2. To confirm the grant of conditional exemption, audited financial statements for the last full accounting period, stamped received by the appropriate government agency, to be submitted within 30 days from the lapse of the one-year exemption period.

2. For Banks and Quasi-banks

Certification from Bangko Sentral ng Pilipinas that it is under receivership/ liquidation.

3. For Establishments Under Corporate Rehabilitation

Order from a court of competent jurisdiction that the establishment is under rehabilitation.

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SECTION 4. PROCEDURES ON EXEMPTION

- 1. An application, in three (3) legible copies may be filed with the appropriate Board by the owner/manager or duly authorized representative of an establishment, in person or by registered mail.

The date of mailing shall be deemed as the date of filing.

Application for exemption filed with the DOLE regional, district or provincial offices are considered filed with the appropriate Board in the region.

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2. Application for all categories shall be filed not later than 75 days from publication of the approved Implementing Rules of the Order, provided that all the required documents in support of the application must be filed within the said 75-day period and no further extension of filing and submission of required documents shall be allowed.
3. In case of applications of establishments adversely affected by calamities where the calamity occurred after the expiration of the period for the filing of an application for exemption, the Board may reopen the same. Applicants shall also submit a certification that a general assembly to explain to its workers and employees its intent to file an application, has been conducted prior to the filing of the application and undertaking to conduct another general assembly informing its workers and employees of the decision of the Board on its application.

SECTION 5. EXTENT AND DURATION OF EXEMPTION

- A. Full Exemption of one (1) year from effectivity of the Order shall be granted to all categories of establishments that meet the applicable criteria for exemption under this Rules.
- B. Partial exemption of 50% from effectivity of the Order with respect to the amount or period of exemption shall be granted only in the case of distressed establishments under this Rules.
- C. Conditional exemption of one (1) year from effectivity of the Order shall be granted only in the case of distressed establishments under this Rules. The conditional exemption shall be confirmed, as follows:

c.1. For Corporations

When deficit as of the last full accounting period amounts to 20% or more of the paid-up capital for the same period;

c.2. For Single Proprietorships And Partnerships

When net loss for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to 20% or more of the total invested capital at the beginning of the period under review;

c.3. For Non-Stock, Non-Profit Organizations

When net loss for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to 20% or more of the fund balance/members' contribution at the beginning of the period.

In the absence of such actual losses, the company shall pay its workers the wage increases due them under the Order, retroactive to the effectivity of the Order.

SECTION 6. APPLICATION FOR PROJECTS/BRANCHES/DIVISIONS. Where the exemption being sought is for a particular project/branch/division not separately registered and licensed, the consolidated audited financial statements of the establishment shall be used as basis for determining its distressed condition.

SECTION 7. DISTRESSED PRINCIPAL. Exemption granted to a distressed principal shall not extend to its contractor in case of contract(s) for construction, security, janitorial and/or similar services with respect to the employees of the latter assigned to the former.

SECTION 8. EFFECT OF FILING APPLICATION FOR EXEMPTION. Whenever an application for exemption has been filed with the Board, the Regional Office of the Department shall be duly notified. Pending resolution of the said application, action on any complaint for alleged non-compliance with the Order shall be deferred by the Regional Office of the Department.

SECTION 9. EFFECT OF DISAPPROVED APPLICATION FOR EXEMPTION. In the event that the application for exemption is not approved, covered workers shall be paid the mandated wage increase as provided for under the Order retroactive to the date of effectivity of the Order plus simple interest of one percent (1%) per month.

SECTION 10. MOTION FOR RECONSIDERATION. An aggrieved party may file with the Board a motion for reconsideration of the decision on the application for exemption within ten (10) days from receipt of the

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decision, stating the particular grounds upon which the motion is based, copy furnished the other party and the Regional Office of the Department.

No second motion for reconsideration shall be entertained in any case. The decision of the Board shall be final and executory unless appealed to the Commission.

SECTION 11. APPEAL. Any party aggrieved by the decision of the Board may file an appeal to the Commission, through the Board, in two (2) legible copies, not later than ten (10) days from receipt of the decision. The appeal must be filed in the manner prescribed by the Commission and must be based on any of the following grounds:

- a. Non-conformity with the prescribed guidelines/procedures on exemption;
- b. Prima facie evidence of grave abuse of discretion on the part of the Board; or
- c. Questions of law.

RULE V – APPEAL

SECTION 1. APPEAL ON THE WAGE ORDER. Any party aggrieved by the Order may file a verified appeal with the Commission through the Regional Board within ten (10) calendar days from the publication of the Order. The Commission shall decide the appeal within sixty (60) calendar days from the date of filing. A memorandum of appeal which shall state the grounds relied upon, and the arguments in support of the appeal shall accompany the appeal.

SECTION 2. GROUNDS FOR APPEAL. An appeal may be filed on the following grounds:

- a. Non-conformity with prescribed guidelines and/or procedures;
- b. Questions of law;
- c. Grave abuse of discretion.

SECTION 3. EFFECTS OF FILING OF APPEAL. The filing of the appeal does not operate to stay the Order unless the party appealing such Order shall file with the Commission an undertaking with a surety or sureties satisfactorily to the Commission for payment of the corresponding wage adjustment to employees affected by the Order, in the event such Order is affirmed.

RULE VI – SPECIAL PROVISIONS

SECTION 1. PRODUCTIVITY AND OTHER PERFORMANCE INCENTIVE. In order to sustain rising levels of wages and enhance competitiveness, labor and management, as partners, are encouraged to adopt productivity improvement schemes such as time and motion studies, good housekeeping, quality circles, labor and management cooperation and implement gain-sharing and other performance incentive schemes in order to improve the quality of life of workers and in turn enable them to perform better and contribute to enterprise growth.

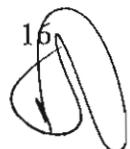
For establishments with Productivity-Based Pay, the amount of Php12.50 which was considered part of compliance in W.O. No. RBIVA-15 shall be deducted from the total amount of their PBP as a result of CTPA integration to the basic wage. Furthermore, this shall not be construed as diminution of benefits.

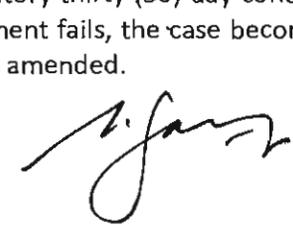
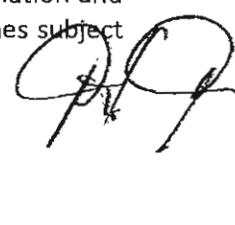
Pursuant to the Two-Tiered Wage System, the Board issued an Advisory attached to the W.O. No. RBIVA-16 for reference.

SECTION 2. EFFECTS ON EXISTING WAGE STRUCTURE. Where the application of the wage increase prescribed under this Order results in distortion in the wage structure within the establishments, it shall be left to the parties concerned to address the issue in accordance with the procedure under Article 124 of the Labor Code, as amended.

SECTION 3. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with this Order shall be filed with the Department of Labor and Employment- Regional Office-IVA (DOLE-RO IVA) or to any DOLE-Provincial Field Office in the Region, and shall be the subject to the mandatory thirty (30) day conciliation and mediation process under Single Entry Approach (SEnA). However, if settlement fails, the case becomes subject of enforcement proceedings under Article 128 and 129 of the Labor Code, as amended.

April 1, 2010

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SECTION 4. FREEDOM TO BARGAIN. This Order shall not be construed to prevent workers in particular enterprises from bargaining for higher wages with their respective employers.

SECTION 5. NON-DIMINUTION OF BENEFITS. Nothing in this Order shall be construed to reduce any existing wage rates, allowances, and benefits of any form under existing laws, decrees, issuances, executive orders and/or under any contract of agreement between the workers and employers.

SECTION 6. PENAL PROVISIONS. Any employer who refuses or fails to pay the corresponding minimum wage rates provided under this Order shall be subject to the penalties under RA. 6727 and R.A.8188.

SECTION 7. REPORTING REQUIREMENT. All business establishments shall submit a verified report on their wage structure to the Board not later than January 31 of each year and every year thereafter in accordance with the form prescribed by the National Wages and Productivity Commission.

SECTION 8. PROHIBITION AGAINST INJUNCTION. No preliminary injunction or temporary restraining order maybe issued by any court, tribunal or any entity against the Board, this Wage Order or any proceedings before the Regional Board.

SECTION 9. REPEALING CLAUSE. All orders, issuances, rules and regulations, or parts thereof inconsistent with this Wage Order are hereby repealed, amended or modified accordingly.

SECTION 10. SEPARABILITY CLAUSE. If for any reason, any section or provision of this Order is declared unconstitutional or invalid, the other provisions or parts shall remain valid.

SECTION 11. IMPLEMENTING RULES. The Regional Board shall prepare the necessary rules and regulations to implement this Order, subject to the approval of the Secretary of Labor and Employment.

SECTION 12. EFFECTIVITY. This Rules shall take effect on the date of the effectivity of the Order.

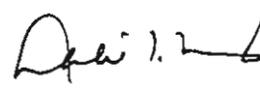
Approved this 30th day of May, 2016 in Calamba City, Laguna.


MA. ZENAIDA A. ANGARA-CAMPITA
Regional Director, DOLE -IVA
Chairman


LOUIS G. BANUA
OIC-Regional Director, NEDA -IVA
Vice-Chairman


MARILOU Q. TOLEDO
Regional Director, DTI-IVA
Vice-Chairman


RENATO E. ALMEDA
Employers' Representative


DELIA T. UY
Employers' Representative


PATROCINIO S. CAISIP
Workers' Representative


ENGLEBERT C. LASANG
Workers' Representative


ROSALINDA DIMAPILIS-BALDOZ
Secretary
Department of Labor and Employment

Dept. of Labor & Employment
Office of the Secretary



021886

As per my dissenting
opinion as written &
expressed on the Wage Order,
IVA-17 against the integration
of CTPA & SEA as initiated
by NWPC

ADVISORY FORMULA in MANAGING WAGE DISTORTION

Where the application of the wage increase prescribed under Wage Order No. IVA-17 results in distortion in the wage structure within the establishments, it shall be left to the parties concerned to address the issue in accordance with the procedure under Article 124 of the Labor Code, as amended.

1. Exponential Method

$$DA = DMWA \times \left(\frac{DMW}{DCW} \right)^n$$

where:

- DA** = Distortion Adjustment
- DMWA** = Daily Minimum Wage Adjustment (WO No. IVA-17)
- DMW** = Daily Minimum Wage (WO No. IVA-16)
- DCW** = Daily Current Wage
- n** = Distortion Exponent Factor where n varies from 0 → ∞

Sample Computation:

$$DA = 16.00 \times \left(\frac{362.50}{374.00} \right)^5$$

$$DA = 16.00 \times \left(0.969251 \right)^5$$

$$DA = 13.69$$

Assuming values for n given DMWA, DMW, DCW, the Distortion Adjustment or DA is determined as follows:

DMWA	DMW	DCW	DISTORTION ADJUSTMENT/S					
			Exponent Factor					
			0	1	2	3	5	∞
16.00	362.50	362.50	16.00	16.00	16.00	16.00	16.00	
16.00	362.50	363.00	16.00	15.98	15.96	15.93	15.89	
16.00	362.50	371.00	16.00	15.63	15.28	14.93	14.25	
16.00	362.50	372.00	16.00	15.59	15.19	14.81	14.06	
16.00	362.50	373.00	16.00	15.55	15.11	14.69	13.87	
16.00	362.50	374.00	16.00	15.51	15.03	14.57	13.69	
16.00	362.50	375.00	16.00	15.47	14.95	14.45	13.51	
16.00	362.50	380.00	16.00	15.26	14.56	13.89	12.64	
16.00	362.50	385.00	16.00	15.06	14.18	13.36	11.84	
16.00	362.50	390.00	16.00	14.87	13.82	12.85	11.10	
16.00	362.50	395.00	16.00	14.68	13.48	12.37	10.42	
16.00	362.50	400.00	16.00	14.50	13.14	11.91	9.78	
16.00	362.50	405.00	16.00	14.32	12.82	11.47	9.19	
16.00	362.50	410.00	16.00	14.15	12.51	11.06	8.64	
16.00	362.50	415.00	16.00	13.98	12.21	10.66	8.14	
16.00	362.50	420.00	16.00	13.81	11.92	10.29	7.66	

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2. Cut-Off Method

$$DA = DMWA - \left\{ \left[\frac{DCW - DMW}{CO - DMW} \right] \times DMWA \right\}$$

where:

- DA = Distortion Adjustment
- DMWA = Daily Minimum Wage Adjustment (WO No. IVA-17)
- DMW = Daily Minimum Wage (WO No. IVA-16)
- DCW = Daily Current Wage
- CO = Cut-Off Amount

Sample Computation:

$$DA = 16.00 - \left\{ \left[\frac{374.00 - 362.50}{800.00 - 362.50} \right] \times 16.00 \right\}$$

$$DA = 16.00 - \left\{ \left[\frac{11.50}{437.50} \right] \times 16.00 \right\}$$

$$DA = 15.58$$

Assuming values for CO given, DMWA, DMW,DCW, the Distortion Adjustment or DA is determined as follows:

SEA	DMW	DCW	DISTORTION ADJUSTMENT/S				
			Cut -Off Amount				
			500	600	800	900	1200
16.00	362.50	362.50	16.00	16.00	16.00	16.00	16.00
16.00	362.50	363.00	15.94	15.97	15.98	15.99	15.99
16.00	362.50	371.00	15.01	15.43	15.69	15.75	15.84
16.00	362.50	372.00	14.89	15.36	15.65	15.72	15.82
16.00	362.50	373.00	14.78	15.29	15.62	15.69	15.80
16.00	362.50	374.00	14.66	15.23	15.58	15.66	15.78
16.00	362.50	375.00	14.55	15.16	15.54	15.63	15.76
16.00	362.50	380.00	13.96	14.82	15.36	15.48	15.67
16.00	362.50	385.00	13.38	14.48	15.18	15.33	15.57
16.00	362.50	390.00	12.80	14.15	14.99	15.18	15.47
16.00	362.50	395.00	12.22	13.81	14.81	15.03	15.38
16.00	362.50	400.00	11.64	13.47	14.63	14.88	15.28
16.00	362.50	405.00	11.05	13.14	14.45	14.73	15.19
16.00	362.50	410.00	10.47	12.80	14.26	14.59	15.09
16.00	362.50	415.00	9.89	12.46	14.08	14.44	15.00
16.00	362.50	420.00	9.31	12.13	13.90	14.29	14.90

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**COMPARATIVE ANALYSIS OF EXISTING DEFINITION OF AREA-BASED CLASSIFICATION
(IRR of W.O. NO. RB IVA-16) VIS
NEW DEFINITION (IRR of W.O. NO. RB IVA-17)**

OLD DEFINITION	NEW DEFINITION
<p align="center">GROWTH CORRIDOR AREA <i>Areas rapidly urbanizing and industrializing parts of the region</i></p> <p>a. Highest Wage Rate Level - Areas previously classified as Extended Manila Area (selected)</p> <p>b. Middle Wage Rate Level - Cities and 1st Class Municipalities</p> <p>c. Lowest Wage Rate Level - Cities and 1st Class Municipalities</p>	<p align="center">GROWTH CORRIDOR AREA <i>Areas rapidly urbanizing and industrializing parts of the region</i></p> <p>a. Highest Wage Rate Level - Areas previously classified as Extended Metropolitan Area.</p> <p>b. Middle Wage Rate Level - all component cities throughout the region</p> <p>c. Lowest Wage Rate Level - all 1st class municipalities throughout the region</p>
<p align="center">EMERGING GROWTH AREA <i>Areas with rural and agricultural resource potential located at/or near the rapidly urbanizing and industrializing parts of the region</i></p> <p>a. Highest Wage Rate Level - 1st and 2nd Class Municipalities</p> <p>b. Middle Wage Rate Level - 1st and 2nd Class Municipalities</p> <p>c. Lowest Wage Rate Level - 1st and 2nd Class Municipalities</p>	<p align="center">EMERGING GROWTH AREA <i>Areas with rural and agricultural resource potential located at/or near the rapidly urbanizing and industrializing parts of the region</i></p> <p>a. Highest Wage Rate Level - all 2nd class municipalities throughout the region</p> <p>b. Lowest Wage Rate Level - all 3rd class municipalities throughout the region</p>
<p align="center">RESOURCE-BASED AREA <i>Areas with predominantly rural and agricultural resource potential far from regional and Metro Manila markets</i></p> <p>a. Highest Wage Rate Level - 3rd, 4th and 5th Class Municipalities</p> <p>b. Lowest Wage Rate Level - 3rd, 4th and 5th Class Municipalities</p>	<p align="center">RESOURCE-BASED AREA <i>Areas with predominantly rural and agricultural resource potential far from regional and Metro Manila markets</i></p> <p>One Wage Rate Level - all 4th, 5th and 6th class municipalities throughout the region</p>

Annex B