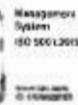




Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD - V



WAGE ORDER NO. RBV-19

**PROVIDING FOR NEW MINIMUM WAGE RATE TO PRIVATE SECTOR WORKERS
IN THE BICOL REGION**

WHEREAS, the Regional Tripartite Wages and Productivity Boards (RTWPBs) are mandated, under Republic Act 6727 or The Wage Rationalization Act, to determine and fix the minimum wage rates of private sector workers in the regions;

WHEREAS, the Board, in aid of its *motu proprio* review of the existing minimum wage, conducted a series of public wage consultations in the Provinces of Camarines Norte on 29 May 2018, Catanduanes on 31 May 2018, Masbate on 5 June 2018, Sorsogon on 7 June 2018 and Camarines Sur on 29 June 2018;

WHEREAS, the Public Hearing on Minimum Wage Adjustment was conducted on 20 July 2018 in the Province of Albay after its publication on 5 July 2018 at Bicol Mail newspaper;

WHEREAS, consistent with the policy of the government to achieve higher level of productivity, generate employment and augment the income of workers through incentives, with the implementation of the Two-Tiered Wage System (*NWPC Guidelines No. 02-2012*), the Board have been encouraging industries and establishments to adopt and implement productivity improvement programs to enable them to grant productivity-based pay on top of and in addition to the minimum wage;

WHEREAS, as a result of the periodic and continuous review of the socio-economic conditions in the Region, taking into consideration the outcome of the public consultations and hearing and the wage deliberations conducted, the Board agreed to adjust the minimum wage rate in Bicol to provide workers with immediate relief to cope with the rising cost of living without impairing the viability of business;

WHEREAS, the Board unanimously agreed to further simplify the wage structure by adopting one wage rate for all covered workers regardless of type of establishment in the Region;

NOW, THEREFORE, by virtue of the power and authority vested under Republic Act No. 6727, the Regional Tripartite Wages and Productivity Board V hereby issues this Wage Order.

Section 1. NEW MINIMUM WAGE RATE. The new daily minimum wage rate is simplified for all covered workers in the private sector in Region V as follows:

Sector/Industry	Minimum Wage Order No. RBV-18	Amount of Increase		New Minimum Wage
		1 st Tranche Upon Effectivity of this Wage Order No. RBV-19	2 nd Tranche May 1, 2019	
ALL SECTORS				
Establishments employing 10 workers and above	P290.00	P15.00	PS.00	P310.00
Establishments employing 1 to 9 workers	P280.00	P15.00	P15.00	

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Section 2. COVERAGE. The wage rate per day prescribed in this Order shall apply to all minimum wage earners in the private sector in Bicol regardless of their position, designation or status of employment and irrespective of the method by which they are paid.

This Wage Order shall not cover household or domestic workers covered by Batas Kasambahay (RA 10361), persons in the personal service of another, and workers of duly registered Barangay Micro-Business Enterprises (BMBEs) with Certificates of Authority pursuant to RA 9178, as amended, and also as provided under the Go Negosyo Act of 2013 (RA 10644).

Section 3. BASIS OF MINIMUM WAGE RATE. The minimum wage rate prescribed under this Order shall be for the normal working hours, which shall not exceed eight (8) hours work a day.

Section 4. WORKERS PAID BY RESULTS. All workers paid by results, including those who are paid on piecework, "takay", "pakyaw" or task basis, shall be entitled to receive not less than the prescribed minimum wage rate per eight (8) hours work a day, or a proportion thereof for working less than eight (8) hours.

Section 5. WAGES OF SPECIAL GROUPS OF WORKERS. Apprentices and learners shall receive not less than seventy-five (75%) of the applicable minimum wage rate prescribed herein.

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 new prescribed wage rates.

All qualified handicapped workers shall receive the full amount of the new minimum wage rate herein prescribed pursuant to RA 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 2018-2019 shall be considered as compliance with the increase set forth herein. However, payment of any shortfall in the wage increase set forth herein shall be covered starting school year 2019-2020.

Private educational institutions, which have not increased their tuition fees for the School Year 2018-2019, may defer compliance with the provisions of this Order until the beginning of School Year 2019-2020.

In any case, all private educational institutions shall implement the wage rate prescribed in this Order starting School Year 2019-2020.

Section 7. APPLICATION TO CONTRACTORS. In the case of contracts for construction projects and for security, janitorial and similar services, the herein prescribed increase in the wage rate of the workers shall be borne by the principals or clients of the construction/service contractors and the contracts shall be deemed amended accordingly. In the event, however, that the principal or client fails to pay the prescribed increase or new minimum wage rate the construction/service contractor shall be jointly and severally liable with his principal or client.

Section 8. PRODUCTIVITY-BASED WAGES. In order to sustain the rising levels of wages and enhance competitiveness, businesses or labor and management as partners are strongly encouraged to adopt productivity improvement schemes, that will improve the quality of life of workers and in turn enable them to produce more and earn more.

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Accordingly, the Board issued Advisory No. RB-01 (*Advisory on the Implementation of Productivity-Based Incentives Schemes for the Transport Industry*) and Advisory No. RB-02 (*Advisory on the Implementation of Productivity-based Incentives Schemes for the Wholesale/Retail and Construction Industries*) to guide business enterprises, workers and management, in the formulation, adoption and implementation of programs and productivity-based incentive schemes.

Section 9. EXEMPTION. No exemption from compliance under this Wage order shall be allowed except for those automatically exempted as provided by law. However, in case of calamity, the Board may accept applications for exemption for establishments adversely affected by calamities such as natural and/or human-induced disasters subject to the NWPC Guidelines No. 02, series of 2007, as amended by NWPC Resolution No. 01, series of 2014.

Section 10. APPEAL TO THE COMMISSION. Any party aggrieved by this Wage Order may file a verified appeal with the Commission, through the Regional Board, in three (3) printed legible copies, not later than ten (10) calendar days from the publication of this Order.

Section 11. EFFECT OF FILING OF APPEAL. The filing of the appeal does not operate to stay the Wage Order unless the party appealing such Order shall file with the Commission an undertaking with a surety or sureties satisfactory to the Commission for payment of the corresponding increase to employees affected by this Wage Order in the event that the same is affirmed.

Section 12. EFFECTS ON EXISTING WAGE STRUCTURE. Where the application of the wage increase prescribed in the Order results in distortion in the wage structure within the establishment, it shall be corrected in accordance with the procedure under Article 124 of the Labor Code of the Philippines, *as amended*.

Section 13. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with this Order shall be filed with the Regional Office of the Department of Labor and Employment (DOLE) having jurisdiction over the workplace and shall be subject to the mandatory thirty (30) day conciliation and mediation process under the 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 14. 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 or agreement between the workers and employers.

Section 15. PENAL PROVISION. Any person, corporation, trust or firm, partnership, association or entity which refuses or fails to pay the prescribed wage increase/allowance/rates in accordance with this Wage Order shall be subject to the penal provisions under R.A. 6727, *as amended by RA 8188*.

Section 16. PROHIBITION AGAINST INJUNCTION. No preliminary or permanent injunction or temporary restraining order may be issued by any court, tribunal or other entity against any proceedings before the Board as provided for under Article 126 of the Labor Code, *as amended*.

Section 17. FREEDOM TO BARGAIN. This Order shall not be construed to prevent workers in particular firms or enterprises or industries from bargaining for higher wages with their respective employers.

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Section 18. REPORTING REQUIREMENT. Any person, company, corporation, partnership or any entity engaged in business shall submit a verified itemized listing of their labor component to the Board not later than January 31, 2019 and every year thereafter in accordance with section 3 of RA 6727 in relation to Article 124 of the Labor Code of the Philippines, as amended, and in the form prescribed by the Commission.

Section 19. REPEALING CLAUSE. All orders, issuances, rules and regulations or parts thereof inconsistent with the provisions of this Wage Order are hereby repealed, amended or modified accordingly.

Section 20. SEPARABILITY CLAUSE. If, for any reason, any section or provision of this Order is declared unconstitutional, or in conflict with existing law, the other provisions or parts thereof shall remain valid.

Section 21. IMPLEMENTING RULES. The Board shall submit for approval of the Secretary of Department of Labor and Employment, upon recommendation of the NWPC, the necessary Implementing Rules and Regulations not later than ten (10) days from the publication of this Wage Order.

Section 22. EFFECTIVITY. This Order shall take effect fifteen (15) days after its publication in a newspaper of general circulation in the Region.

APPROVED this 14th day August of 2018 at Legazpi City, Philippines.



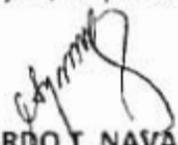
MARCELO S. TAN

Member, Employers' Representative



LOPITO R. MENDOZA

Member, Workers' Representative

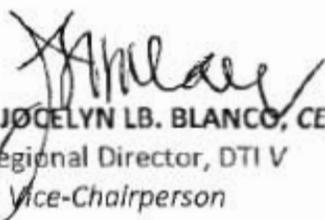


EDGARDO T. NAVARROZA

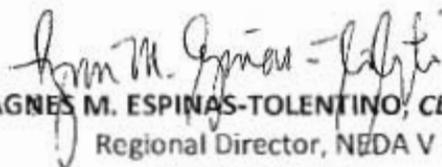
Member, Employers' Representative

(vacant)

Member, Workers' Representative



ENGR. JOCELYN LB. BLANCO, CESO II
Regional Director, DTI V
Vice-Chairperson



AGNES M. ESPINAS-TOLENTINO, CESO III
Regional Director, NEDA V
Vice-Chairperson



ATTY. ALVIN M. VILLAMOR
Regional Director, DOLE V
Chairperson



RULES IMPLEMENTING WAGE ORDER NO. RBV-19

Rule I

General Provisions

Pursuant to Section 6, Rule IV of the National Wages and Productivity Commission Guidelines No. 01-2007, otherwise known as the Amended Rules of Procedure on Minimum Wage Fixing, and Section 21 of Wage Order No. RBV-19, the following Rules are hereby issued for the guidance and compliance by all concerned.

Section 1. Title. This Rules shall be known as the “Rules Implementing Wage Order No. RBV-19”.

Section 2. Definition of Terms. As used in this Rules:

- a. **Order** means Wage Order No. RBV-19;
- b. **Department** refers to the Department of Labor and Employment;
- c. **Commission** refers to the National Wages and Productivity Commission;
- d. **Board** refers to the Regional Tripartite Wages and Productivity Board V;
- e. **Regional Office** refers to the Regional Office No. V of the Department of Labor and Employment;
- f. **Region** covers the Provinces of Albay, Camarines Norte, Camarines Sur, Catanduanes, Masbate, Sorsogon and the Cities of Iriga, Legazpi, Ligao, Masbate, Naga, Sorsogon and Tabaco;
- g. **Establishment** refers to an economic unit that engages in one or predominantly one kind of economic activity at a single fixed location. For purposes of determining eligibility for exemption, establishments under the same owner/s but are separately registered with the Local Government Unit (LGU), Securities and Exchange Commission (SEC), Department of Trade and Industry (DTI) or Cooperative Development Authority (CDA) as the case may be, irrespective of their location, shall be treated as individual and distinct establishments;
- h. **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;
- i. **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;
- j. **Basic Wage** means all remunerations or earnings paid by an employer to a worker for services rendered on normal working days and hours but does not include cost-of-living allowance, profit-sharing payments, premium payments, 13th month pay or other monetary benefits which are not considered as part of nor integrated into the regular salary of the employees on the date the Order became effective;

- k. **Minimum Wage Rate** refers to the lowest wage rate that an employer can pay his workers as fixed by the Board which may consist of the basic wage only or the sum of the basic wage and COLA, if there is any;
- l. **Wage Distortion** refers to a situation where the application of the wage increase prescribed in a Wage Order, results in the elimination or severe contraction of intentional quantitative differences in wage or salary rates between and among employee groups in an establishment as to effectively obliterate the distinctions embodied in such wage structure based on skills, length of service, or other logical bases of differentiation;
- m. **Two-Tiered Wage System** refers to a pay system consisting of a) minimum wage or Tier One and b) incentive pay based on productivity improvement and gainsharing or Tier Two;
- n. **Productivity-based Wage** refers to additional income given to workers as incentives derived from successful implementation of productivity programs through gainsharing designed by employer in agreement with the workers;
- o. **Advisory** refers to the Wage Advisories issued by the Board in accordance with the Two-Tiered Wage System.

Rule II

The New Minimum Wage Rate

Section 1. New Minimum Wage Rate. The new daily minimum wage rate is simplified for all covered workers in the private sector in Region V as follows:

Sector/Industry	Minimum Wage Order No. RBV-18	Amount of Increase		New Minimum Wage
		1 st Tranche Upon Effectivity of this Wage Order No. RBV-19	2 nd Tranche May 1, 2019	
ALL SECTORS				
Establishments employing 10 workers and above	P290.00	P15.00	P5.00	P310.00
Establishments employing 1 to 9 employees	P280.00	P15.00	P15.00	

Section 2. Coverage. The wage rate per day prescribed in this Order shall apply to all minimum wage earners in the private sector in the Region regardless of their position, designation or status of employment and irrespective of the method by which they are paid.

This Wage Order shall not cover domestic or household workers covered by Batas Kasambahay (RA 10361), persons in the personal service of another, and workers of duly registered Barangay Micro-Business Enterprises (BMBEs) with Certificates of Authority pursuant to RA 9178, as amended, and also provided under the Go Negosyo Act of 2013 (RA 10644).

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

Section 4. Workers Paid by Results. All workers paid by results, including those who are paid on piecework, "takay", "pakyaw" or task basis, shall be entitled to receive not less than the prescribed minimum wage rate per eight (8) hours work a day, or a proportion thereof for working less than eight (8) hours.

The adjusted minimum wage rate for workers paid by result shall be computed in accordance with the following steps:

- a. $\frac{\text{Amount in Increase in AMW}^*}{\text{Previous AMW}} \times 100 = \% \text{ Increase}$
- b. Existing rate/piece x (% increase) = Increase in rate/piece
- c. Existing rate/piece + Increase in rate/piece = Adjusted rate/piece

*Where AMW is the Applicable Minimum Wage rate.

Section 5. Wages of Special Groups of Workers. Wages of apprentices and learners shall in no case be less than seventy-five (75%) of the applicable minimum wage rate 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 new prescribed minimum wage rate.

All qualified handicapped workers shall receive the full amount of the new minimum wage rate herein prescribed pursuant to RA 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 2018-2019 shall be considered as compliance with the increase set forth herein. However, payment of any shortfall in the wage increase set forth herein shall be covered starting school year 2019-2020.

Private educational institutions, which have not increased their tuition fees for the School Year 2018-2019, may defer compliance with the provisions of this Order until the beginning of School Year 2019-2020.

In any case, all private educational institutions shall implement the wage rate prescribed in this Order starting School Year 2019-2020.

Section 7. Application to Contractors. In the case of contracts for construction projects and for security, janitorial and similar services, the herein prescribed increase in the wage rate of the workers shall be borne by the principals or clients of the construction/service contractors and the contracts shall be deemed amended accordingly. In the event, however, that the principal or client fails to pay the prescribed increase or new minimum wage rate, the construction/service contractor shall be jointly and severally liable with his principal or client.

Section 9. Suggested Formula in Determining the Equivalent Monthly Regional Minimum Wage Rates. Without prejudice to existing company practices, agreements or policies, the following formula may be used as guides in determining the equivalent monthly minimum wage rates:

- A. For those who are required to work everyday including Sundays or rest days, special days and regular holidays:

$$\begin{array}{l} \text{Equivalent} \\ \text{Monthly} \\ \text{Rate (EMR)} \end{array} = \frac{\text{Applicable Daily Wage Rate (ADR)} \times 393.50 \text{ days}}{12}$$

Where 393.50 days:

298	Days	-	Ordinary working days
24	Days	-	12 regular holidays x 200%
67.60	Days	-	52 rest days x 130%
3.90	Days	-	3 special days x 130%
<u>393.50</u>	Days	-	Total equivalent number of days

- B. For those who do not work but are considered paid on rest days, special days and regular holiday:

$$\text{EMR} = \frac{\text{ADR} \times 365 \text{ days}}{12}$$

Where 365 days:

298	Days	-	Ordinary working days
52	Days	-	Rest days/Sundays
12	Days	-	Regular Holidays
3	Days	-	Special days
<u>365</u>	Days	-	Total equivalent number of days

- C. For those who do not work and are not considered paid on Sundays or rest days:

$$\text{EMR} = \frac{\text{ADR} \times 310 \text{ days}}{12}$$

Where 313 days:

298	Days	-	Ordinary working days
12	Days	-	Regular Holidays
3	Days	-	3 Special days (if worked) x 130%
<u>313</u>	Days	-	Total equivalent number of days

- D. For those who do not work and are not considered paid on Saturdays and Sundays or rest days:

$$\text{EMR} = \frac{\text{ADR} \times 261 \text{ days}}{12}$$

Where 261 days:

246	Days	-	Ordinary working days
12	Days	-	Regular Holidays
3	Days	-	3 Special days (if worked) x 130%
<u>261</u>	days	-	Total equivalent number of days

Section 10. Mobile and Branch Workers. The prescribed minimum wage rate 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.

The minimum wage rate of workers working in branches or agencies of establishments within the Region shall be those applicable in the place where they are stationed.

Section 11. Transfer of Personnel. The transfer of personnel to areas outside the Region shall not be a valid ground for the reduction of the wage rates being enjoyed by the workers prior to such transfer. The workers transferred to other regions with higher wage rates shall be entitled to the minimum wage rate applicable therein.

Section 12. Productivity-based Wages. In order to sustain the rising levels of wages and enhance competitiveness, businesses or labor and management as partners are strongly encouraged to adopt productivity improvement schemes, that will improve the quality of life of workers and in turn enable them to produce more and earn more.

Accordingly, the Board issued Advisory No. RB-01 (*Advisory on the Implementation of Productivity-Based Incentives Schemes for the Transport Industry*) and Advisory No. RB-02 (*Advisory on the Implementation of Productivity-based Incentives Schemes for the Wholesale/Retail and Construction Industries*), notwithstanding the issuance of future advisories to guide workers and management in the formulation, adoption and implementation of programs and productivity-based incentive schemes.

Section 13. Creditable Wage Increase. Wage increases or allowances granted by an employer within three (3) months before the effectivity of this Order shall be credited as compliance with the prescribed increase set forth herein. Where the wage increase or allowances granted are less than that prescribed under this Order, the employer shall pay the difference.

Anniversary wage increases provided in collective bargaining agreements, merit wage increases and those resulting from the regularization or promotion of employees shall not be credited as compliance herewith.

Section 14. Exemption. No exemption from compliance under the Wage Order shall be allowed except those provided under paragraph 2, Section 2 above. However, in case of calamity, the Board may accept applications for exemption for establishments adversely affected by calamities such as natural and/or human-induced disasters following the criteria provided under NWPC Resolution No. 01, series of 2014.

Section 15. Appeal to the Commission. Any party aggrieved by the Wage Order may file an appeal with the Commission through the Board within ten (10) calendar days from its publication. The Commission shall decide the appeal within sixty (60) calendar days from the date of filing. The appeal shall be accompanied by a memorandum of appeal which shall state the grounds relied upon and the arguments in support of the appeal.

Section 16. Effect 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 satisfactory to the Commission for payment to employees affected by the Order of the corresponding minimum wage rates, in the event such Order is affirmed.

Rule III

Special Provisions

Section 1. Effect on Existing Wage Structure. Should any dispute arise as a result of wage distortion, the employer and the union shall negotiate to correct the distortions through the grievance procedure under their collective bargaining agreement, and if it remains unresolved, through voluntary arbitration. Unless otherwise agreed by the parties in writing, such disputes shall be decided by the voluntary arbitrator or panel of voluntary arbitrators within ten (10) calendar days from the time said dispute is referred to voluntary arbitration as provided under RA 6727.

In cases where there are no collective bargaining agreements or recognized labor unions, the employers and workers shall endeavor to correct such distortions. Any dispute arising therefrom shall be settled through the National Conciliation and Mediation Board (NCMB) and if it remains unresolved after ten (10) calendar days of conciliation, the same shall be referred to the appropriate branch of the National Labor Relation Commission (NLRC). The NLRC shall conduct continuous hearings and decide the dispute within twenty (20) calendar days from the time said dispute is submitted for compulsory arbitration.

The pendency of a dispute arising from wage distortion shall not in any way delay the applicability of any increase prescribed in the Order.

Section 2. Complaints for Non-Compliance. Complaints for non-compliance with this Order shall be filed with the Regional Office of the Department of Labor and Employment (DOLE) having jurisdiction over the workplace and shall be subject to the mandatory thirty (30) day conciliation and mediation process under the 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 3. Non-diminution of Benefits. Nothing in the Order and this Rule 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 or agreement between the workers and the employers or employer' practices or policies.

Section 4. Penal Provision. Pursuant to the provisions of Section 12 of RA 6727, as amended by RA 8188, any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase in the Order shall be punished by a fine of not less than Twenty-Five Thousand Pesos (P25,000.00) nor more than One Hundred Thousand Pesos (P100,000.00) or imprisonment of not less than two (2) years nor more than four (4) years or both such fine and imprisonment at the discretion of the court. Provided, that any person convicted under the Order shall not be entitled to the benefits provided for under the Probation Law.

The employer concerned shall be ordered to pay an amount equivalent to double the unpaid benefits owing to the employees. Provided, that payment of indemnity shall not absolve the employer from the criminal liability imposable under RA 6727.

If the violation is committed by a corporation, trust or firms, partnership, association or any entity, the penalty of imprisonment shall be imposed upon the entity's responsible officers, including but not limited to the president, vice-president, chief executive officer, general manager, managing director or partner.

Section 5. Prohibition Against Injunction. No preliminary or permanent injunction or temporary restraining order may be issued by any court, tribunal or other entity against any proceedings before the Board as provided for under Article 126 of the Labor Code, as amended.

Section 6. Freedom to Bargain. The Order shall not be construed to prevent workers in particular firms or enterprises of industries from bargaining for higher wages and flexible working arrangements with their respective employers.

Section 7. Reporting Requirements. Any person, company, corporation, partnership or any entity engaged in business shall submit a verified itemized listing of their labor component to the Board not later than January 31, 2019 and every year thereafter in accordance with Section 3 of RA 6727 in relation to Article 124 of the Labor Code, as amended.

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Section 8. Repealing Clause. All orders, issuances, rules and regulations on wage, or parts thereof inconsistent with the provisions of the Wage Order and this Rules are hereby repealed, amended or modified accordingly.

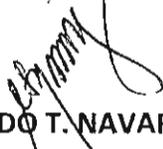
Section 9. Separability Clause. If any provision or part of the Order and this Rules, or the application thereof to any person or circumstance is held invalid or unconstitutional, the remainder of the Order and this Rules or the application of such provision or part thereof to other persons or circumstances shall not be affected thereby.

Section 10. Effectivity of Rules. This Rules shall take effect upon the effectivity of the Wage Order.

Done this 20th day of August 2018 in Legazpi City, Philippines.


MARCELO S. TAN
Member, Employers' Representative


LOPITO R. MENDOZA
Member, Workers' Representative


EDGARDO T. NAVARROZA
Member, Employers' Representative

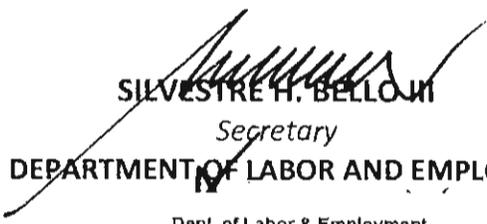
(vacant)
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Regional Director, NEDA V
Vice-Chairperson


ATTY. ALVIN M. VILLAMOR
Regional Director, DOLE V
Chairperson

APPROVED this 18th day of SEPTEMBER, 2018 in the City of Manila, Philippines.


SILVESTRE H. BELLO III
Secretary
DEPARTMENT OF LABOR AND EMPLOYMENT
Dept. of Labor & Employment
Office of the Secretary

