

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
Regional Office No. IX
Zamboanga City

WAGE ORDER NO. RIX-04-A
PROVIDING FOR AN EXTENSION OF EMERGENCY
LIVING ALLOWANCE SUPPLEMENTING WAGE ORDER NO. RIX-04

WHEREAS, the emergency living allowance provided under Wage Order No. RIX-04 will expire on April 03, 1996, and considering that the Board still needs time to fully evaluate and analyze the economic conditions of the region due to the increases in the prices of basic commodities due to the EVAT, oil price increases and the rice crisis in the Philippines;

NOW, THEREFORE, by virtue of the power and authority vested under Republic Act No. 6727, otherwise known as the Wage Rationalization Act of 1989, the Regional Tripartite Wages and Productivity Board of Western Mindanao Region (Region IX), hereby issues this Supplement to Wage Order RIX-04.

Section 1. AMOUNT OF ELA AND COVERAGE.

Upon effectivity of this Supplemental Wage Order, all employers in the private sector in Western Mindanao Region (Region IX) shall pay their workers and employees, who are receiving a daily wage of not more than ONE HUNDRED FIFTY PESOS (P150.00) an emergency living allowance at the rate of THREE HUNDRED FIFTY PESOS (P350.00) for another month from April 04, 1996 to May 04, 1996.

Section 2. This Supplemental Wage Order shall be governed by all provisions under Wage Order No. RIX-04.

Section 3. EFFECTIVITY. This Supplemental Wage Order shall take effect fifteen (15) days after its publication in at least one (1) newspaper of general circulation in the region and shall be implemented fifteen (15) days after the publication of the duly approved Supplemental Implementing Rules and Regulations.

APPROVED: 11 March 1996, Zamboanga City.

(Absent)
JOSE J. SUAN
Worker Representative

(SGD) ARSENIO L. GONZALEZ, JR.
Employer Representative

(SGD) WILFREDO A. MAGALLANES, SR.
Worker Representative

(VACANT)
Employer Representative

(SGD) RAFAEL G. EVANGELISTA, JR.
MANZUR
Vice-Chairman

(SGD) NAZRULLAH B.
Vice-Chairman

(SGD) LOURDES M. TRASMONTE
Chairman

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
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RULES IMPLEMENTING SUPPLEMENTAL WAGE ORDER NO. RIX-04-A

Pursuant to Section 5, Rule IV of the NWPC, Rules of Procedure on Minimum Wage Fixing and the authority granted to the Regional Tripartite Wages and Productivity Board under Republic Act No. 6727, otherwise known as Wage Rationalization Act of 1989, the following supplemental rules are hereby issued for the guidance and compliance by all concerned:

CHAPTER I - DEFINITION OF TERMS

Section 1. Definition of Terms. - As used in this Rules.

- a) "Act" means Republic Act No. 6727;
- b) "Supplemental Order" means Wage Order No. RIX-04-A;
- c) "Board" refers to the Regional Tripartite Wages and Productivity Board of Region IX;
- d) "Region IX" covers the Provinces of Zamboanga del Sur, Zamboanga del Norte and Basilan and includes the cities of Pagadian, Dipolog, Dapitan and Zamboanga;
- e) "Department" refers to the Department of Labor and Employment;
- f) "Basic Wage" means all remuneration 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 allowances, profit sharing investments, premium payments, 13th month pay and other monetary benefits, which are not considered as parts of or integrated into the regular salary of the workers on the date the Wage Order became effective;
- g) "Distressed Establishment" refers to an establishment which meets the criteria enumerated in Section 3 (3) of the NWPC Revised Guidelines on Exemption;
- h) "Retail/service establishment regularly employing not more than ten (10) workers" refers to an establishment employing not more than ten (10) workers regardless of status, except the owner, for at least six (6) months in any calendar year.
- i) "Retail establishment" is one principally engaged in the sale of goods to end-users for personal use or household use;
- j) "Service establishment" is one principally engaged in the sale of service to individuals for their own or household use and is generally recognized as such.

CHAPTER II - SUPPLEMENTAL PROVISION

Section 1. All the provisions of the Rules Implementing Wage Order No. RIX-04 shall remain valid and subsisting, except for the following section which is supplemented, to read as follows:

Section 2. Amount and Duration of Allowance. Effective February 3, 1996 to April 3, 1996, the emergency living allowance of the covered workers in the private sector shall be THREE HUNDRED FIFTY PESOS (P350.00) a month.

The ELA shall be extended for another month and shall be effective from April 04, 1996 to May 04, 1996.

Section 3. Effectivity. This Rules as approved by the Secretary of Labor and Employment shall take effect fifteen (15) days after its publication in at least one (1) newspaper of general circulation in the region.

Done in the City of Zamboanga, Philippines, this 11th day of March, 1996.

(Absent)

(SGD) JOSE J. SUAN
Worker Representative

(SGD) ARSENIO L. GONZALES, JR
Employer Representative

(SGD) WILFREDO A. MAGALLANES, SR.
Worker Representative

(VACANT)
Employer Representative

(SGD) RAFAEL G. EVANGELISTA, JR.
Vice-Chairman

(SGD) NAZRULLAH B. MANSUR
Vice-Chairman

(SGD) LOURDES M. TRASMONTA
Chairman

APPROVED this 2nd day of April 1996.

(SGD) LEONARDO A. QUISUMBING
Secretary of Labor and NWPC Chairman