

Republic of the Philippines
 Department of Labor and Employment
 National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD-REGION XI
 Davao City

WAGE ORDER NO. RTWPB-XI-10
 INTEGRATION OF THE TWENTY-FIVE PESO DAILY COST OF LIVING
 ALLOWANCE (COLA) TO THE EXISTING MINIMUM BASIC WAGE

WHEREAS, pursuant to its mandate to make continuing studies of wage rates and to periodically assess the effects of a wage order, the Regional Tripartite Wages and Productivity Board-Region XI (RTWPB-XI) motu proprio initiated a review of the existing minimum wage rates in the light of the current economic conditions;

WHEREAS, the Regional Board conducted public hearings on the issue of integration of the TWENTY-FIVE PESO (P25.00) COLA to the basic minimum wage, in Davao City and Tagum City on December 3, 2003 and December 5, 2003, respectively;

WHEREAS, as a result of the public hearings, studies and deliberations, the Regional Board has determined the need to integrate the daily TWENTY-FIVE PESO COLA to the existing minimum basic wage to alleviate the plight of the workers and employees in the private sector without impairing the viability and sustainability of business in the region;

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

SECTION 1. COLA INTEGRATION. Effective January 1, 2004, the COLA of TEN PESOS (P10.00) per day mandated under Wage Order No. RTWPB-XI-06 and the COLA of FIFTEEN PESOS (P15.00) per day under Wage Order No. RTWPB-XI-09 shall be integrated to the existing minimum basic wage.

The voluntary integration by employers of the mandated COLA granted under Wage Order NO. RTWPB-XI-06 and Wage Order No. RTWPB-XI-09 prior to the issuance of this Wage Order shall be deemed as compliance thereto. In case of partial integration of the mandated COLA, the employer shall complete the balance thereof upon the effectivity of this Wage Order.

SECTION 2. NEW MINIMUM WAGE RATES. Effective January 1, 2004, the daily minimum wage rates in Region-XI shall be as follows:

SECTOR/INDUSTRY	Cities of:Davao, Digos, Island Garden of Samal, Panabo and Tagum	Provinces of:Davao del Norte, Davao del Sur, Davao Oriental, Compostela Valley
	Basic Wage	Basic Wage
NON-AGRICULTURE	P195.00	P193.00
AGRICULTURE		
- Plantation (i.e.. more than 24 hectares or employing at least 20 workers)	185.00	183.00
- Non-Plantation	164.00	162.00
RETAIL/SERVICE		
- Employing more than 10 workers	195.00	193.00
- Employing not more than 10 workers	164.00	162.00

SECTION 3. COVERAGE. The prescribed wage rates under this Wage Order shall apply to all workers and employees in the private sector receiving the minimum wage in Region XI, regardless of position, designation or status of employment and irrespective of the method by which their wages are paid. Not covered in this Wage Order are household or domestic helpers, family drivers, persons employed in the

personal service of another and workers of registered Barangay Micro Business Enterprises who will be hired after the effectivity of this Wage Order.

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

SECTION 5. 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 the prescribed minimum wage rates per eight (8) hours work a day, or a proportion thereof for working less than eight (8) hours.

SECTION 6. WAGES OF SPECIAL GROUPS OF WORKERS. Wages of apprentices and learners shall in no case be less than seventy-five percent (75%) of the applicable minimum wage rates 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 new prescribed wage rates.

SECTION 7. APPLICATION TO PRIVATE EDUCATIONAL INSTITUTIONS. The application of the COLA integration of TWENTY FIVE PESOS in the case of private educational institutions shall be implemented by all schools upon the effectivity of this Wage Order.

SECTION 8. APPLICATION TO CONTRACTORS. In the case of contracts for construction projects, and for security, janitorial and similar services, the integration of the mandated TWENTY-FIVE PESO COLA shall be borne by the principals or clients of the construction/service contractors and the contract shall be deemed amended accordingly. In the event, however, that the principal or client fails to integrate the mandated COLA to the basic wage in accordance with this Wage Order, the construction/service contractor shall be jointly and severally liable with his principal or client.

SECTION 9. APPEAL TO THE COMMISSION. Any party aggrieved by this Wage Order may file a verified appeal with the National Wages and Productivity Commission (NWPC) through the Regional Board within ten (10) calendar days from the publication thereof.

SECTION 10. EFFECT OF FILING OF APPEAL. The filing of the appeal does not operate to stay the Wage Order unless the party appealing such Wage Order shall file with the NWPC an undertaking with a surety or sureties satisfactory to the NWPC for payment of the corresponding increase in the basic wage as a result of the integration of the mandated TWENTY-FIVE PESO COLA to employees affected by the Wage Order in the event that the same is affirmed.

SECTION 11. EFFECTS ON EXISTING WAGE STRUCTURE. Where the application of the TWENTY-FIVE PESO COLA integration as mandated under this Wage Order results in distortion of the wage structure within an establishment, the same shall be corrected in accordance with the procedure provided for under Article 124 of the Labor Code of the Philippines, as amended.

SECTION 12. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with this Wage Order shall be filed with the Regional Office of the Department of Labor and Employment (DOLE) and shall be the subject of enforcement proceedings under Article 128 of the Labor Code, as amended, without prejudice to criminal prosecution which may be undertaken against those who fail to comply.

SECTION 13. 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 or agreement between the workers and employers.

SECTION 14. PENAL PROVISION. Any person, corporation, trust or firm, partnership, association or entity which refuses or fails to integrate the mandated TWENTY-FIVE PESO COLA in accordance with this Wage Order shall be subject to the penal provisions under RA 6727, as amended by RA 8188.

SECTION 15. PROHIBITION AGAINST INJUNCTION. No preliminary or permanent injunction or temporary restraining order may be issued by any court, tribunal or other entity against this Wage Order or any proceedings before the Regional Board.

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

SECTION 17. 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, 2004 and every year thereafter in accordance with Section 3 of R.A. 6727 in relation to Art. 124 of the Labor Code, as amended and in the form as prescribed by the NWPC.

SECTION 18. REPEALING CLAUSE. All laws, orders, issuances, rules and regulations, or parts thereof inconsistent with the provisions of this Wage Order are hereby repealed, amended or modified accordingly.

SECTION 19. SEPARABILITY CLAUSE. If for any reason, any section or provision of this Wage Order is declared unconstitutional or illegal, the other provisions or parts hereof shall remain valid.

SECTION 20. IMPLEMENTING RULES AND REGULATIONS. The Regional Board shall prepare the necessary rules to implement this Wage Order subject to the approval of the Secretary of Labor and Employment.

SECTION 21. EFFECTIVITY. This Wage Order shall take effect on January 1, 2004.

Approved, December 15, 2003, Davao City, Philippines.

(SGD.) JORGE G. ALEGARBES
Labor Representative
Member

(SGD.) RULFO V. ASIS
Management Representative
Member

(SGD.) VIRGINIA T. CAMUS
Labor Representative
Member

(SGD.) BIENVENIDO D. CARIAGA
Management Representative
Member

(SGD.) MERLY M. CRUZ
DTI-XI, Regional Director
Vice-Chairman

(SGD.) AURORA R. PELAYO
NEDA-XI, Regional Director
Vice-Chairman

(SGD) ROMEO N. CAGAS
DOLE-XI, OIC-Regional Director
Chairman

Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD-REGION XI
Davao City

RULES IMPLEMENTING WAGE ORDER NO. RTWPB-XI-10

Pursuant to Section 5, Rule IV of the NWPC Revised Rules of Procedure on Minimum Wage Fixing and Section 20 of Wage Order No. RTWPB-XI-10, the following 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. "WAGE ORDER" means Wage Order No. RTWPB-XI-10, promulgated by this Regional Board pursuant to its wage-fixing authority.
- b. "NWPC" means the NATIONAL WAGES AND PRODUCTIVITY COMMISSION.
- c. "REGIONAL BOARD" means the Regional Tripartite Wages and Productivity Board of Region XI.
- d. "REGION XI" covers the Cities of Davao, Digos, Island Garden of Samal, Tagum, Panabo, and the Provinces of Davao del Sur, Davao del Norte, Davao Oriental, and Compostela Valley.
- e. "DEPARTMENT" refers to the Department of Labor and Employment, Region XI.
- f. "REGIONAL MINIMUM WAGE" is the lowest wage rate fixed by law/wage order that an employer should pay his workers which consists of the new minimum basic wage upon the effectivity of the Wage Order.
- g. "COLA" is the cost of living allowances granted to workers pursuant to Wage Order no. RTWPB-XI-06 and Wage Order No. RTWPB-XI-09 in the amount of TEN PESOS (P10.00) per day and FIFTEEN PESOS (P15.00) per day, respectively, which has been integrated into the minimum basic wage under Wage Order No. RTWPB-XI-10.
- h. "BASIC WAGE" means all the 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 payments, premium payments, 13th month pay or other monetary benefits.
- i. "REGISTERED BARANGAY MICRO BUSINESS ENTERPRISES (BMBEs)" BMBEs registered with the local government unit where the enterprise is located and have been issued a Certificate of Authority to be entitled to the benefits and privileges under R.A. 9178 (The BMBE Law).
- 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 activity performed by a farmer or on a 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 farms products.
- k. "PLANTATION AGRICULTURAL WORKERS" are those agricultural workers employed in any plantation or agricultural establishment with an area of more than twenty-four (24) hectares in a locality or which employs at least twenty (20) workers. All other agricultural workers not included in the definition of plantation agricultural workers are considered non-plantation agricultural workers.
- l. "RETAIL ESTABLISHMENT" is one open to the general consuming public, principally engaged in the sale of goods to end users for personal or household use.

A retail establishment that engages in wholesale activities loses its retail character.

- m. "SERVICE ESTABLISHMENT" is one principally engaged in the sale of services to individuals for their own or household use and is generally recognized as such.
- n. "WAGE DISTORTION" refers to a situation where an increase in prescribed wage rates 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.

Chapter II
COLA INTEGRATION

SECTION 1. AMOUNT AND EFFECTIVITY OF COLA INTEGRATION. Effective January 1, 2004, the COLA of TEN PESOS (P10.00) per day mandated under Wage order No. RTWPB-XI-06 and the COLA of FIFTEEN PESOS (P15.00) per day under Wage Order No. RTWPB-XI-09 shall be integrated to the existing minimum basic wage.

The voluntary integration by employers of the mandated COLA granted under Wage Order NO. RTWPB-XI-06 and Wage Order No. RTWPB-XI-09 prior to the issuance of the Wage Order shall be deemed as compliance thereto. In case of partial integration of the mandated COLA, the employer shall complete the balance thereof upon the effectivity of the Wage Order.

Hence, under the Wage Order, the daily regional minimum wage rates shall be as follows:

SECTOR/INDUSTRY	Cities of: Davao, Digos, Island Garden of Samal, Panabo and Tagum	Provinces of: Davao del Norte, Davao del Sur, Davao Oriental, Compostela Valley
	Basic Wage	Basic Wage
NON-AGRICULTURE	P195.00	P193.00
AGRICULTURE		
- Plantation (i.e.. more than 24 hectares or employing at least 20 workers)	185.00	183.00
- Non-Plantation	164.00	162.00
RETAIL/SERVICE		
- Employing more than 10 workers	195.00	193.00
- Employing not more than 10 workers	164.00	162.00

SECTION 2. COVERAGE. The prescribed wage rates under the Order shall apply to all workers and employees in the private sector receiving the minimum wage in Region XI regardless of position, designation or status of employment and irrespective of the method by which their wages are paid. Not covered in the Wage Order are household or domestic helpers, family drivers, persons employed in the personal service of another and workers of registered Barangay Micro Business Enterprises who will be hired after the effectivity of the Wage Order.

SECTION 3. BASIS OF MINIMUM WAGE RATES. The minimum wage rates prescribed herein shall be for the normal working hours, which shall not exceed eight (8) hours work a day.

SECTION 4. APPLICATION TO PRIVATE EDUCATIONAL INSTITUTIONS. The application of the COLA integration of TWENTY FIVE PESOS per day in the case of private educational institutions shall be implemented by all schools upon the effectivity of the Wage Order.

SECTION 5. APPLICATION TO CONTRACTORS. In the case of contracts for construction projects, and for security, janitorial and similar services, the integration of the mandated TWENTY-FIVE COLA shall be borne by the principals or clients of the construction/service contractors and the contract shall be deemed amended accordingly. In the event, however, that the principal or client fails to integrate the mandated COLA to the basic wage in accordance with the Wage Order, the construction/service contractor shall be jointly and severally liable with his principal or client.

SECTION 6. WORKERS PAID BY RESULTS. All workers paid by results, including those paid on piecework, "takay", "pakyaw", or task basis, shall receive not less than the applicable minimum wage rates prescribed under the Wage Order for the normal working hours which shall not exceed eight hours work a day, or a proportion thereof for work of less than the normal working hours. The wage rates of workers who are paid by results shall continue to be established in accordance with Article 101 of the Labor Code, as amended and its implementing regulations.

SECTION 7. WAGES OF SPECIAL GROUP OF WORKERS. Wages of apprentices and learners shall in no case be less than seventy-five percent (75%) of the applicable minimum wage rates prescribed in the Wage Order.

All recognized learnership and apprenticeship agreements entered into before the effectivity of the Wage Order shall be considered automatically modified insofar as their wage clauses are concerned to reflect the new prescribed minimum wage rates.

SECTION 8. 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:

$$\begin{array}{l} \text{Equivalent} \\ \text{Monthly} \\ \text{Rate (EMR)} \end{array} = \frac{\text{Applicable Daily Wage Rate (ADR)} \times 391.5 \text{ days}}{12}$$

where 391.5 days:

$$\begin{array}{l} 302 \text{ days} = \text{Ordinary Working Days} \\ 18 \text{ days} = 9 \text{ Regular Holidays} \times 200\% \\ 2.60 \text{ days} = 1 \text{ Regular Holiday falling on last Sunday of August} \\ \quad \quad \quad \times 200\% + (30\% \text{ of } 200\%) \\ 66.3 \text{ days} = 51 \text{ Rest Days} \times 130\% \\ 2.6 \text{ days} = 2 \text{ Special Days} \times 130\% \\ 391.5 \text{ days} = \text{Total Equivalent Number of Days} \end{array}$$

b. For those who do not work but are considered paid on rest days, special days and regular holidays:

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

where 365 days:

$$\begin{array}{l} 302 \text{ days} = \text{Ordinary Working Days} \\ 51 \text{ days} = \text{Rest Days} \\ 10 \text{ days} = \text{Regular Holidays} \\ 2 \text{ days} = \text{Special Days} \\ 365 \text{ days} = \text{Total Equivalent Number of Days} \end{array}$$

c. For those who do not work and are not considered paid on Sundays or Rest days:

$$\text{EMR} = \frac{\text{ADR} \times 314.6 \text{ days}}{12}$$

where 314.6 days:

$$\begin{array}{l} 302 \text{ days} = \text{Ordinary Working Days} \\ 10 \text{ days} = \text{Regular Holidays} \\ 2.6 \text{ days} = 2 \text{ Special Days (if worked is equivalent to 2.6 days)} \times 130\% \\ 314.6 \text{ days} = \text{Total Equivalent Number of Days} \end{array}$$

d. For those who do not work and are not considered paid on Saturdays and Sundays or Rest Days:

$$\text{EMR} = \frac{\text{ADR} \times 262.60 \text{ days}}{12}$$

where 262.6 days:

$$\begin{array}{l} 250 \text{ days} = \text{Ordinary Working Days} \\ 10 \text{ days} = \text{Regular Holidays} \\ 2.6 \text{ days} = 2 \text{ Special Days (if worked is equivalent to 2.6 days)} \times 130\% \\ 262.6 \text{ days} = \text{Total Equivalent Number of Days} \end{array}$$

Note : For workers whose rest days fall on Sundays, the number of rest days in a year is reduced from 52 to 51 days, the last Sunday of August being a regular holiday under Executive Order No. 203. For purposes of computation, said holiday, although still a rest day for them, is included in the ten regular holidays.

For workers whose rest days do not fall on Sundays, the number of rest days is 52 days, as there are 52 weeks in a year.

SECTION 9. MOBILE AND BRANCH WORKERS. The minimum wage rates of workers, who by nature of their work have to travel, shall be those applicable in the domicile or head office of the employer.

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

SECTION 10. 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 the other regions with higher wage rates shall be entitled to the minimum wage rate applicable therein.

SECTION 11. APPEAL TO THE COMMISSION. Any party aggrieved by the Wage Order may file a verified appeal with the NWPC through the Board within ten (10) calendar days from the publication of the Wage Order. The NWPC 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 12. EFFECT OF FILING OF APPEAL. The filing of the appeal does not operate to stay the Wage Order unless the party appealing such Wage Order shall file with the NWPC an undertaking with a surety or sureties satisfactory to the NWPC for payment of the corresponding increase in the basic wage as a result of the integration of the mandated TWENTY-FIVE PESO COLA to employees affected by the Wage Order in the event that the same is affirmed.

Chapter 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 distortion 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 dispute shall be decided by the voluntary arbitrator or panel of voluntary arbitrators within ten (10) calendar days from the time said dispute was referred by voluntary arbitration.

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 there from 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 be referred to the appropriate branch of the National Labor Relations 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 a wage distortion shall not in any way delay the integration of the TWENTY-FIVE PESO COLA as mandated under the Wage Order.

SECTION 2. CONDUCT OF INSPECTION BY THE DEPARTMENT. The Department shall conduct inspection of establishments, as often as necessary, to determine whether workers are paid the prescribed wage rates and other benefits granted by law or any Wage Order. In the conduct of inspection in unionized companies, the Department inspectors shall always be accompanied by the President or other responsible officer of the recognized bargaining unit or of any interested union. In the case of non-unionized establishments, a representative chosen by the workers in the said company shall accompany the Department Inspector.

The workers' representative shall have the right to submit his own findings to the Department and to testify on the same if he does not concur with the findings of the Department Inspector.

SECTION 3. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with the Wage Order shall be filed with the Regional Office of the Department of Labor and Employment (DOLE) having jurisdiction over the workplace and shall be the subject of enforcement proceedings under Article 128 and 129 of the Labor Code, as amended.

SECTION 4. NON-DIMINUTION OF BENEFITS. Nothing in the Wage Order and in this Rules 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 5. 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 integrate the mandated TWENTY-FIVE PESO COLA in accordance with the Wage 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 Wage 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 imposed under this Act.

If the violation is committed by a corporation, trust or firm, partnership, association or any other 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 6. PROHIBITION AGAINST INJUNCTION. No preliminary injunction or temporary restraining order may be issued by any court, tribunal or other entity against the Wage Order or any proceedings before the Regional Board.

SECTION 7. FREEDOM TO BARGAIN. The Wage 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 8. 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, 2004 and every year thereafter in accordance with Section 3 of R.A. 6727 in relation to Art. 124 of the Labor Code, as amended and in the form as prescribed by the NWPC.

SECTION 9. REPEALING CLAUSE. All laws, orders, issuances, rules and regulations on wages, or parts thereof inconsistent with the provision of the Wage Order and this Rules are hereby repealed, amended or modified accordingly.

SECTION 10. SEPARABILITY CLAUSE. If any provision or part of the Wage Order and this Rules, or the application thereof to any person or circumstance is held invalid or unconstitutional, the remainder of the Wage Order and this Rules or the application of such provision or part thereof to other persons or circumstances shall not be affected thereby.

SECTION 11. EFFECTIVITY. This Rules shall take effect on January 1, 2004.

Done in the City of Davao, Philippines, this 15th day of December 2003.

(SGD.) JORGE G. ALEGARBES
Labor Representative
Member

(SGD.) RULFO V. ASIS
Management Representative
Member

(SGD.) VIRGINIA T. CAMUS
Labor Representative
Member

(SGD.) BIENVENIDO D. CARIAGA
Management Representative
Member

(SGD.) MERLY M. CRUZ
DTI-XI, Regional Director
Vice-Chairman

(SGD.) AURORA R. PELAYO
NEDA-XI, Regional Director
Vice-Chairman

(SGD) ROMEO N. CAGAS
DOLE-XI, OIC-Regional Director
Chairman

Approved this 28th day of January 2004,

(SGD.) PATRICIA A. STO. TOMAS
Secretary and NWPC Chairman