

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-09

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-09, 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. **"ORDER"** means Wage Order No. RTWPB-XI-09, promulgated by this Regional Board pursuant to its wage-fixing authority.
- b. **"COMMISSION"** 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 constitutes the basic wage and the cost of living allowance (COLA);
- g. **"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.
- h. **"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.

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- i. **"ESTABLISHMENT"** refers to an economic unit which 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 separately registered with the 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 an individual separate and distinct establishments.

- j. **"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.

- k. **"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.

- l. **"STOCK CORPORATION"** refers to one organized for profit and issues shares of stock to its members.

- m. **"NON-STOCK, NON-PROFIT CORPORATIONS"** refer 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.

- n. **"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.

- o. **"SINGLE PROPRIETORSHIP"** refers to a business unit owned and controlled by only one person.

- p. **"COOPERATIVE"** refers to a duly registered association of persons who voluntarily join together to form a business establishment which they themselves own, control and patronize and which may fall under any of the following types: credit, consumers, producers, marketing, service or multi-purpose.

- q. **"QUASI-BANKS"** refers to institutions such as investment houses and financing companies performing quasi-banking functions as defined by the Bangko Sentral ng Pilipinas.

- r. **"DISTRESSED ESTABLISHMENT"** refers to an establishment which meets the criteria enumerated in Section 3A of NWPC Guidelines No. 1, series of 1996 and/or Chapter III, Section 2 of this Rules.

- s. **"CAPITAL"** refers to paid-up capital at the end of the last full accounting period, in the case of corporations or total invested capital at the beginning of the period under review, in the case of partnerships and single proprietorships.

- t. **"FULL ACCOUNTING PERIOD"** refers to a period of twelve (12) months or one year of business operations.

- u. **"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.

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- v. **“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

COVERAGE OF COLA

SECTION 1. AMOUNT OF THE COST OF LIVING ALLOWANCE. Effective January 1, 2002, all minimum wage earners in the private sector shall receive a new daily cost of living allowance (COLA) of FIFTEEN PESOS (P15.00) IN ADDITION to the existing COLA of TEN PESOS (P10.00) under Wage Order No. RTWPB-XI-06. Within six months from effectivity of the Order, the Regional Board shall assess the effects of the FIFTEEN PESO-COLA for the purpose of modifying the same should it be deemed necessary. Hence, under the 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	COLA	Basic Wage	COLA
NON-AGRICULTURE	P170.00	P25.00	P168.00	P25.00
AGRICULTURE				
Plantation	160.00	25.00	158.00	25.00
Non-Plantation	139.00	25.00	137.00	25.00
RETAIL/SERVICE				
Employing more than 10 workers	170.00	25.00	168.00	25.00
Employing not more than 10 workers	139.00	25.00	137.00	25.00

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. The minimum wage shall constitute the basic wage and the cost of living allowance (COLA). Not covered in the Order are household or domestic helpers, family drivers, and persons employed in the personal service of another.

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. PAYMENT OF THE COST OF LIVING ALLOWANCE TO COVERED EMPLOYEES.

- a) Covered employees shall be paid the required COLA during the days they are paid the basic wage even if unworked:

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a.1) Regular holidays are considered paid days even if unworked and employees should accordingly be paid their COLA, provided that they reported for work on the last working day or on leave ^{of absence} with pay immediately preceding the holiday.

Workers who work on regular and special holidays shall be entitled to the prescribed COLA under the Order.

a.2) Covered employees are entitled to COLA during paid rest days and leaves with pay.

b) Upon the implementation of the Order, workers who are receiving less than the prescribed minimum wage rates (basic wage and COLA) set forth in this Rules, shall be entitled to the difference.

SECTION 5. APPLICATION TO PRIVATE EDUCATIONAL INSTITUTIONS. Private educational institutions shall be governed by the provisions of R.A. 6728 on wage adjustments, provided that the regional minimum wage rates prescribed under the Order is complied with as soon as they have increased or are granted authority to increase their tuition fees during school year 2001-2002. Otherwise, the prescribed COLA shall be so applicable not later than the opening of the school year beginning 2002.

SECTION 6. APPLICATION TO CONTRACTORS. In the case of contracts for construction projects, and for security, janitorial and similar services, the prescribed 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 pay the prescribed COLA, the construction/service contractor shall be jointly and severally liable with his principal or client.

SECTION 7. 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 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 adjusted minimum wage rates for workers paid by results shall be computed in accordance with the following steps:

- a. Amount of increase in AMW (which is the applicable minimum wage rate) ÷ previous AMW x 100 = % increase;
- b. Existing rate/piece x % increase = Increase in rate/piece.
- c. Existing rate/piece + increase in rate/piece = Adjusted rate/piece.

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 8. 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 Order.

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

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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:

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

where 391.5 days:

302 days = Ordinary Working Days
 18 days = 9 Regular Holidays x 200%
 2.60 days = 1 Regular Holiday falling on last Sunday of August
 x 200% + (30 % of 200%)
 66.3 days = 51 Rest Days x 130%
2.6 days = 2 Special Days x 130%
 391.5 days = Total Equivalent Number of Days

- 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:

302 days = Ordinary Working Days
 51 days = Rest Days
 10 days = Regular Holidays
2 days = Special Days
 365 days = Total Equivalent Number of Days

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

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

where 314.6 days:

302 days = Ordinary Working Days
 10 days = Regular Holidays
2.6 days = 2 Special Days (if worked is equivalent to 2.6 days)) x 130%
 314.6 days = Total Equivalent Number of Days

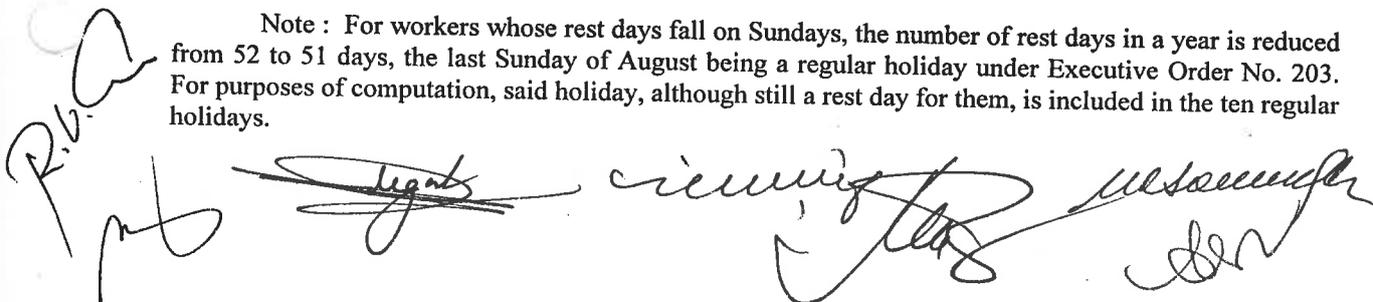
- d. For those who do not work and are not considered paid on Saturdays and Sundays or Rest Days:

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

where 262.6 days:

250 days = Ordinary Working Days
 10 days = Regular Holidays
2.6 days = 2 Special Days (if worked is equivalent to 2.6 days))x 130%
 262.6 days = Total Equivalent Number of Days

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.

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

SECTION 12. APEAL TO THE COMMISSION. Any party aggrieved by the Wage Order may file a verified appeal with the Commission through the 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. 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 13. EFFECT 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 satisfactory to the Commission for payment of the prescribed COLA to employees affected by the Order in the event such Order is affirmed.

Chapter III

EXEMPTIONS

SECTION 1. UPON PROPER APPLICATION. Only the category of distressed establishments may be exempted from the implementation of the FIFTEEN-PESO COLA upon application with and as determined by the RTWPB-XI, in accordance with the applicable rules and regulations issued by the Regional Board and the Commission.

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

(a) For Stock Corporations/Cooperatives

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

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(b) For Single Proprietorships/Partnerships

- (1) Single proprietorships/partnerships operating for at least two (2) years may be granted exemption :
 - (1.a) When the net accumulated losses for the last two (2) full accounting periods and interim period, if any, preceding the effectivity of the Wage Order amounts to 20% or more of the total invested capital at the beginning of the period under review; or
 - (1.b) When an establishment registers capital deficiency i.e., negative net worth as of the last full accounting period and interim period, if any, immediately preceding the effectivity of the Wage Order.
- (2) Single proprietorships/partnerships operating for less than two (2) years may be granted exemption with the net accumulated losses for the period immediately preceding the effectivity of the Wage Order amounts to 20% or more of the total invested capital at the beginning of the period under review.

(c) For Non-Stock, Non-Profit Organizations :

- (1) Non-stock, non-profit organizations operating for at least two (2) years may be granted exemption:
 - (1.a) When the net accumulated losses for the last two (2) full accounting periods and interim period, if any, immediately preceding the effectivity of the Wage Order amounts to 20% or more of the fund balance/members' contribution at the beginning of the period under review; or
 - (1.b) 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 Wage Order.
- (2) Non-stock non-profit organizations operating for less than two (2) years may be granted exemption when the net accumulated losses for the period immediately preceding the effectivity of the Wage Order amounts to 20% or more of the fund balance/members' contribution at the beginning of the period under review.

(d) For Banks and Quasi-Banks

- (1) Under receivership/liquidation. When there is a certification from Bangko Sentral ng Pilipinas that it is under receivership or liquidation as provided in Section 30 or R.A. 7653, otherwise known as the New Central Bank Act.
- (2) Under controllership/conservatorship. A bank or quasi-bank under controllership/conservatorship may apply for exemption as a distressed establishment under Section 3A of NWPC Guidelines No. 01, Series of 1996 or Chapter III, Section 2 of this Rules.

SECTION 3. PROCEDURES ON EXEMPTION.

a. Application for Exemption. Within seventy-five (75) days from publication of this Rules, an application for exemption shall be filed in three (3) legible copies with the Regional 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 the date of filing.

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All applications for exemption which shall be under oath and accompanied by complete supporting documents as enumerated under Section 3.b of Chapter III of this Rules must be filed within the 75-day period of filing. No further extension for filing and submission of the required documents shall be allowed.

b. Documents Required. The following supporting documents shall be submitted together with the application:

- (1) 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.
- (2) For corporations, cooperatives, single proprietorships, partnerships, non-stock, non-profit organizations
 - (2.a) Audited financial statements (together with the Auditor's opinion and the notes thereto) for the last two (2) full accounting periods preceding the effectivity of the Wage Order filed with and stamped "received" by the appropriate government agency.
 - (2.b) Audited interim quarterly financial statements (together with the Auditor's opinion and the notes thereto) for the period immediately preceding the effectivity of the Wage Order.
- (3) For Banks and Quasi-Banks
 - (3.a) Certification from Bangko Sentral ng Pilipinas that it is under receivership/liquidation.

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

c. Opposition. Any worker or, if unionized, the union in the applicant establishments, may file with the Regional Board within fifteen (15) days from receipt of the notice of the filing of the application, an opposition to the application for exemption stating the reasons why the same should not be approved, furnishing the applicant a copy thereof. The fifteen (15) day period shall run only upon receipt of complete supporting documents. The opposition shall be in three (3) legible copies, under oath and accompanied by pertinent documents, if any.

d. Motion for Reconsideration. The aggrieved party may file with the Regional Board a motion for reconsideration of the decision on the application for exemption within ten (10) days from its receipt and shall state the particular grounds upon which the motion is based, copy furnished the other party and the Department.

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

e. Appeal to the Commission.

- (1) Any party aggrieved by the decision of the Regional Board may file an appeal to the Commission, through the board, in two (2) legible copies, not later than ten (10) days from date of receipt of the decision.

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The appeal, with proof of service to the other party, shall be accompanied with a memorandum of appeal which shall state the date appellant received the decision, the grounds relied upon and the arguments in support thereof.

The appeal shall not be deemed perfected if it is filed with any office or entity other than this Regional Board.

- (2) An appeal may be filed on the following grounds:
 - (2.a) Non-conformity with the prescribed guidelines and/or procedures on exemption;
 - (2.b) Prima facie evidence of grave abuse of discretion on the part of the Regional Board;
 - (2.c) Questions of law.
- (3) The appellee may file with the Regional Board his reply or opposition to the appeal within ten (10) days from receipt of the appeal. Failure of the appellee to file his reply or opposition shall be construed as waiver on his part to file the same.
- (4) Within five (5) days upon receipt of the reply or opposition of the appellee or after the expiration of the period to file the same, the entire records of the case which shall be consecutively numbered, shall be transmitted by the Regional Board to the Commission.

SECTION 4. APPLICATIONS FOR BRANCHES/DIVISIONS. Where the subject applicant, be it a corporation, partnership or single proprietorship requests for exemption for a particular branch/division not separately registered and licensed, the consolidated audited financial statements of the establishment shall be used as the basis for determining the distressed condition.

SECTION 5. ACTION ON APPLICATION FOR EXEMPTION. Upon receipt of an application with complete documents, the Regional Board shall take the following steps :

- a. Notify the Department having jurisdiction over the workplace of the pendency of the application requesting that action on any complaint for non-compliance with the Order be deferred pending resolution of the application by the Regional Board.
- b. Request the Department to conduct ocular inspection, if necessary, of establishments applying for exemption to verify number of workers, nature of business and other relevant information.
- c. Act and decide on the application for exemption with complete documents, as much as practicable, within forty-five (45) days from the date of filing. In case of contested application, the Regional Board may conduct conciliation or call hearings thereon.
- d. Transmit the decision of the Regional Board to the applicant establishment, the workers or president of the union, if any, and the Commission, for their information; and the Department, for their implementation/enforcement.

The Regional Board may create a Special Committee with one representative from each sector to expedite processing of applications for exemption.

SECTION 6. EXTENT AND DURATION OF EXEMPTION.

- a. A full exemption of one (1) year shall be granted to distressed establishments that meet the applicable criteria for exemption under Chapter III of this Rules.

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However, a partial exemption of 50% with respect to the amount or period of exemption shall be granted in the case of distressed establishments as follows:

- (1) For corporations/cooperatives. When deficit as of the last full accounting period or interim period, if any, immediately preceding the effectivity of the Wage Order amounts to less than 20% of the paid-up capital of the same period.
- (2) For single proprietorships/partnerships. When the net accumulated losses for the period under review amounts to at least 15% but less than 20% of the total invested capital at the beginning of the period under review.
- (3) Non-stock Non-profit organizations. When the net accumulated losses for the period under review preceding the effectivity of the Wage Order amounts to at least 15% but less than 20% of the fund balance/members' contribution at the beginning of the period under review.

b. Any exemption granted under this Rules shall not extend beyond one (1) year from the effectivity of the Wage Order.

c. 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 7. EFFECT OF FILING OF 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 8. EFFECT OF DISAPPROVED APPLICATION FOR EXEMPTION. In the event that the application for exemption is not approved, covered workers shall be paid the mandated COLA as provided for under the Wage Order retroactive to the date of effectivity of the Wage Order plus simple interest of one percent (1%) per month.

Chapter IV

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 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 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 applicability of the COLA prescribed in the Order.

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SECTION 2. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with the 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 3. 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 to testify on the same if he does not concur with the findings of the Department Inspector.

SECTION 4. NON-DIMINUTION OF BENEFITS. Nothing in the 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. 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 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. 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 minimum wage rates under 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 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.

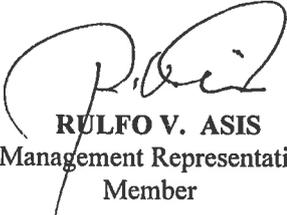
SECTION 8. REPEALING CLAUSE. All laws, orders, issuances, rules and regulations on wages, or parts thereof inconsistent with the provision of the Wage Order and this Rules are hereby repealed, amended or modified accordingly.

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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. This Rules shall take effect January 1, 2002.

Done in the City of Davao, Philippines, this 11th day of January 2002.


RULFO V. ASIS
Management Representative
Member

I dissent because the amount is below the living wage.


JORGE G. ALEGARBES
Labor Representative
Member


BIENVENIDO D. CARIAGA
Management Representative
Member

I dissent because the amount is below the living wage.

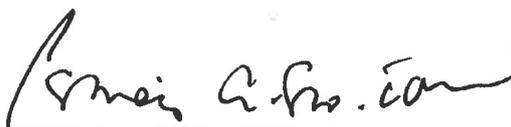

VIRGINIA T. CAMUS
Labor Representative
Member


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


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


MANUEL C. ROLDAN, CESO IV
DOLE-XI, Regional Director
Board Chairman

Approved this 13th day of February 2002, subject to the notation below:


PATRICIA A. STO. TOMAS
Secretary
Department of Labor and Employment

**NOTATION TO THE RULES IMPLEMENTING
WAGE ORDER NO. RTWPB-XI-09**

Reporting requirement should be included in the Rules.