

Republic of the Philippines
 Department of Labor and Employment
 National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
 Region XII, Cotabato City

WAGE ORDER NO. CMR-07

PRESCRIBING FOR NEW MINIMUM WAGE
 FOR WORKERS IN THE PRIVATE SECTOR

WHEREAS, Wage Order No. CMR-06, issued by the Regional Tripartite Wages and Productivity Board (Regional Board) on December 16, 1997, shall expire on July 8, 1998;

WHEREAS, the foregoing Wage Order, which granted a six-month Provisional Emergency Relief Allowance to buffer the minimum wage earners from the effects of unstable economic situation, provides for the reconvening of the Regional Board to issue an appropriate Wage Order prior to its expiration date;

WHEREAS, as part of its continuing assessment on the currency and financial turmoil that still plaguing the country, the Regional Board reaffirms the need to adjust the purchasing power of minimum wages to enable workers cope with the rising standard of living;

WHEREAS, consistent with its newly-adopted Policy Framework on Minimum Wage Fixing, which prescribed a progressive adjustment process for a regional daily minimum wage, the Regional Board decides to grant new minimum wages for workers in the private sector which shall be reviewed within six months therefrom.

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-Region XII now issues this Wage Order:

Section 1. New Minimum Wage. The daily minimum wages of all workers and employees in the private sector, which shall be reviewed within six-months to determine their suitability or for any amendment or wage adjustment, shall be prescribed according to the following matrix:

Matrix A. Minimum Wages Per Day of Workers in the Private Sector; By City.

| Effectivity Date and Sector/Industry | Cotabato City | Iligan City | Marawi City |
|--------------------------------------|---------------|-------------|-------------|
| July 9, 1998 | | | |
| Non-Agriculture | P 135.00 | P 135.00 | P 135.00 |
| Agriculture | 112.00 | 116.00 | 116.00 |
| Retail/Service | | | |
| Employing More Than Ten | 127.00 | 129.00 | 126.00 |
| Employing Not More Than Ten | 101.00 | 101.00 | 101.00 |
| October 9, 1998 | | | |
| Non-Agriculture | P 135.00 | P 135.00 | P 135.00 |
| Agriculture | 118.00 | 121.00 | 121.00 |
| Retail/Service | | | |
| Employing More Than Ten | 131.00 | 132.00 | 131.00 |
| Employing Not More Than Ten | 118.00 | 118.00 | 118.00 |

Matrix B. Minimum Wages Per Day of Workers in the Private Sector: By Province.

| Effectivity Date and Sector/Industry | Cotabato Province ¹ | Lanao del Norte Province |
|--------------------------------------|--------------------------------|--------------------------|
| July 9, 1998 | | |
| Non-Agriculture | P 135.00 | P 135.00 |
| Agriculture | 110.00 | 115.00 |
| Retail/Service | | |
| Employing More Than Ten | 125.00 | 126.00 |
| Employing Not More Than Ten | 101.00 | 101.00 |
| October 9, 1998 | | |
| Non-Agriculture | P 135.00 | P 135.00 |
| Agriculture | 116.00 | 121.00 |
| Retail/Service | | |
| Employing More Than Ten | 130.00 | 131.00 |
| Employing Not More Than Ten | 118.00 | 118.00 |

Section 2. Coverage. Except for household or domestic helpers, the applicable daily minimum wage shall apply to all covered workers in the private sector, regardless of their position, designation or status, and irrespective of the method by which their wages are paid, including apprentices, learners, and handicapped workers.

Section 3. Basis of Minimum Wage. The applicable daily minimum wage shall be based on the normal working hours, which shall not exceed eight hours work a day.

Section 4. Wage Distortion. Where the application of the applicable daily minimum wage results in wage distortion, such distortion shall be discouraged through mutual agreements by the employer and its workers/employees or their representative unions. Disputes that may arise as a result of this Wage Order and its implementing Rules shall be resolved in accordance with Article 124 of the Labor Code, as amended. The pending status of a dispute arising from a wage distortion shall not, in any way, delay the adoption of the applicable daily minimum wage.

The Regional Board may, from time to time, issue an advisory on appropriate distortion formulae from which the parties may, at their own discretion, agree to adopt to resolve the wage distortion. Those said distortion formulae, however, are neither compulsory nor mandatory in nature.

Section 5. Workers Paid by Results. All workers paid by results, including those who are paid on piecework, "*takay*", "*pakyaw*", or task basis, shall receive not less than the applicable daily minimum wage per eight hours work a day or a proportion thereof for working less than eight hours.

Section 6. Application to Contractors. In the case of contracts for construction projects and for security, janitorial and similar services, the applicable daily minimum wage for covered workers shall be borne by the principals or clients of the contractor/agent and the contract shall be amended accordingly. In all cases, the principal and the contractor shall be jointly and severally liable for the compliance with the applicable daily minimum wage.

Section 7. Mobile Workers. The applicable daily minimum wage shall apply to workers who by the nature of their work have to travel from one city or province to another if the domicile or head office of the employer is in Region XII.

Section 8. Branch Workers. The applicable daily minimum wage of workers working in branches or agencies of establishments are those applicable in the place where they are stationed.

¹ Includes Kidapawan City.

Section 9. Transfer of Personnel. The transfer of personnel from one province or city to another within the region, or to areas outside Region XII, shall not be a valid ground for the reduction of wages being enjoyed by the workers before the transfer. The workers transferred to Region XII from another parts of the country or overseas are entitled to receive the applicable daily minimum wage.

Section 10. 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, issuance, executive orders, and/or under any contract of agreement between the workers and employers.

Section 11. Payment of Wages. The applicable daily minimum wage shall be paid in cash on the customary paydays.

Section 12. Conduct of Inspection. Pursuant to Section 9 of R.A. 6727, the Department of Labor and Employment (DOLE) shall conduct inspections on the payroll and other financial records kept by the private enterprise to determine, among others, whether the workers and employees are paid the appropriate wage rates as prescribed in this Wage Order.

In unionized companies, the authorized DOLE inspectors shall always be accompanied by the president or any responsible officer of the recognized bargaining unit of any interested union in the conduct of the inspection. In non-unionized companies, establishments or businesses, the inspection shall be carried out in the presence of a worker representing the workers in the said company. The workers' representative shall have the right to submit his own findings to the DOLE and to testify on the same if he cannot concur with the findings of the DOLE inspector.

The recognized individuals accompanying the conduct of inspection as well as the DOLE may also furnish copies of their findings to the Regional Board or maybe enlisted to submit such findings in aid of the Regional Board's wage fixing functions.

Section 13. Complaints for Non-Compliance. Complaints for non-compliance with the applicable daily minimum wage may be filed with the Regional Office of the Department of Labor and Employment. Such complaint 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 14. Penal Provisions. Any employer or private enterprise, which refuses or fails to pay any of the applicable daily minimum wage made in accordance with this Wage Order, shall be subject to the penalties prescribed under R.A. 6727, as amended by R.A. 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 any proceedings before the Regional Board, pursuant to Section 3 of R.A. 6727.

Section 16. Implementing Rules. The Regional Board shall prepare the necessary Rules to implement this Wage Order, subject to review of the National Wages and Productivity Commission and approval of the Secretary of Labor and Employment.

Section 17. Separability Clause. If, for any reason, any section or provision of this Wage Order is declared unconstitutional or illegal, the other provisions or parts shall remain valid.

Section 18. Effectivity. This Wage Order shall take effect on July 9, 1998.

APPROVED, March 25, 1998, Cotabato City, Philippines.

(SGD) SIMPLICIO H. VILLARTA, JR.
Member
Workers' Representative

(SGD) JUAN A. QUINTOS, JR.
Member
Employers' Representative

(SGD) WALIASA D. ARSA
Member
Workers' Representative

(SGD) ALBERTO P. SOLIS
Member
Employers' Representative

(SGD) MA. LOURDES D. LIM
NEDA Director
Vice-Chairman

(SGD) IBRAHIM K. GUIAMADEL
DTI Director
Vice-Chairman

(SGD) MELENCIO Q. BALANAG
DOLE Director
Chairman

Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
Region XII, Cotabato City

WAGE ORDER NO. CMR-07-A

AMENDING SECTION SIX (6) OF WAGE ORDER NO. CMR-07
AND PROVIDING SECTION 5-A THERETO

WHEREAS, the Regional Tripartite Wages and Productivity Board (Regional Board) No. XII issued on March 25, 1998 Wage Order No. CMR-07 which took effect on July 9, 1998;

WHEREAS, the Regional Board submitted the new Wage Order and its Implementing Rules to the National Wages and Productivity Commission for review and approval;

WHEREAS, the Commission found out that Section Six (6) of Wage Order No. CMR-07 should be revised to conform with RA 6727 and an important provision on Wages of Special Group of Workers should be included as per RA 6727;

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 (Regional Board) of Region XII now issues this amendatory Wage Order.

Section 1. Amendment to Section (6). Section 6 of Wage Order No. CMR-07 is hereby amended to read as follows:

“Section 6. Application to Contractors. In the case for construction projects and for security, janitorial and similar services, the applicable daily minimum wage for covered workers shall be borne by the principals or clients of the contractor/agent and the contract shall be deemed amended accordingly. In the event, however, that the principal or clients fails to pay the prescribed wage rates, the construction/service contractor shall be jointly and severally liable with his principal or client.”

Section 2. On the Need to Include Important Provision. Section 5-A is hereby provided as wages for Special Group of Workers.

“Section 5-A. Wages for Special Group of Workers. Wages of apprentices, learners, handicapped workers shall in no case be less than seventy-five percent (75%) of the new minimum wage rates prescribed under this Order.”

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

Section 3. Effectivity. This amendatory Wage Order No. CMR-07-A takes effect retroactive on July 9, 1998, the date of effectivity of Wage Order No. CMR-07.

APPROVED, October 5, 1998, Cotabato City, Philippines.

(SGD) SIMPLICIO H. VILLARTA, JR.
Member
Workers' Representative

(SGD) JUAN A. QUINTOS, JR.
Member
Employers' Representative

(SGD) WALIASA D. ARSA
Member
Workers' Representative

(SGD) ALBERTO P. SOLIS
Member
Employers' Representative

(SGD) MA. LOURDES D. LIM
NEDA Director
Vice-Chairman

(SGD) IBRAHIM K. GUIAMADEL
DTI Director
Vice-Chairman

(SGD) MELENCIO Q. BALANAG
DOLE Director
Chairman

Republic of the Philippines
Department of Labor and Employment
National Wages and Productivity Commission
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD
Region XII, Cotabato City

RULES IMPLEMENTING WAGE ORDER NOS. CMR-07 AND CMR-07-A

Pursuant to Section 5, Rule IV of the NWPC Guidelines No. 001-95, otherwise known as the Revised Rules of Procedure on Minimum Wage Fixing, and Section 16 of Wage Order No. CMR-07, the Regional Tripartite Wages and Productivity Board-Region XII hereby adopts and promulgates the following Rules governing the implementation of Wage Order Nos. CMR-07 and CMR-07-A for guidance and compliance by all concerned:

Rule I-Definition of Terms

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

- a) "Wage Order" means Wage Order Nos. CMR-07 and CMR-07-A;
- b) "CMR" refers to Central Mindanao Region or Region XII;
- c) "Regional Board" means the Regional Tripartite Wages and Productivity Board in Region XII;
- d) "Region XII" refers to a geographical area composed of the cities of Cotabato, Iligan Marawi, and Kidapawan and the provinces of Cotabato and Lanao del Norte;
- e) "Secretary" refers to the Secretary of Labor and Employment;
- f) "Employer" refers to any person, corporation, trust, firm, partnership association or entity acting directly or indirectly in the interest of the employer in relation to an employee;
- g) "Worker" or "Employee" refers to any individual employed by an employer;
- h) "Party" means any legitimate organization of workers or employers with substantial interest in the region, province or industry therein as determined by the Regional Board, and who stands to be directly affected by the Board proceedings, orders, decisions or resolutions;
- i) "Minimum Wage" is the lowest wage rate fixed by the Regional Board that an employer should pay his employees or workers;
- j) "Wage Distortion" means 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;
- k) "Non-Agriculture Enterprise" refers to establishments or industries regardless of employment size other than retail/service establishments, and other agricultural enterprises;
- l) "Establishment" refers to an economic unit which engages in one or predominantly one kind of economic activity at a single fixed location;
- m) "Retail Establishment" refers to one 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.

- n) "Service Establishment" refers to one principally engaged in the sale of services to individuals for their own or household use and is generally recognized as such;

Rule II – NEW MINIMUM WAGE

Section 1. New Minimum Wage. The daily minimum wages of all workers and employees in the private sector, which shall be reviewed within six-months from the effectivity of the Wage Order to determine their suitability or for any amendment or wage adjustment, shall be prescribed according to the following matrix:

Matrix A. Minimum Wages Per Day of Workers in the Private Sector; By City.

| Effectivity Date and Sector/Industry | Cotabato City | Iligan City | Marawi City |
|--------------------------------------|---------------|-------------|-------------|
| Effective July 9, 1998 | | | |
| Non-Agriculture | P 135.00 | P 135.00 | P 135.00 |
| Agriculture | 112.00 | 116.00 | 116.00 |
| Retail/Service | | | |
| Employing More Than Ten | 127.00 | 129.00 | 126.00 |
| Employing Not More Than Ten | 101.00 | 101.00 | 101.00 |
| Effective October 9, 1998 | | | |
| Non-Agriculture | P 135.00 | P 135.00 | P 135.00 |
| Agriculture | 118.00 | 121.00 | 121.00 |
| Retail/Service | | | |
| Employing More Than Ten | 131.00 | 132.00 | 131.00 |
| Employing Not More Than Ten | 118.00 | 118.00 | 118.00 |

Matrix B. Minimum Wages Per Day of Workers in the Private Sector: By Province.

| Effectivity Date and Sector/Industry | Cotabato Province ² | Lanao del Norte Province |
|--------------------------------------|--------------------------------|--------------------------|
| Effective July 9, 1998 | | |
| Non-Agriculture | P 135.00 | P 135.00 |
| Agriculture | 110.00 | 115.00 |
| Retail/Service | | |
| Employing More Than Ten | 125.00 | 126.00 |
| Employing Not More Than Ten | 101.00 | 101.00 |
| Effective October 9, 1998 | | |
| Non-Agriculture | P 135.00 | P 135.00 |
| Agriculture | 116.00 | 121.00 |
| Retail/Service | | |
| Employing More Than Ten | 130.00 | 131.00 |

² Includes Kidapawan City.

| | | |
|--------------------------------|--------|--------|
| Employing Not More Than Ten | 118.00 | 118.00 |
|--------------------------------|--------|--------|

Section 2. Coverage. Except for household or domestic helpers, the applicable daily minimum wage shall apply to all covered workers in the private sector, regardless of their position, designation or status, and irrespective of the method by which their wages are paid,.

Section 3. Basis of Minimum Wage. The applicable daily minimum wage shall be based on the normal working hours, which shall not exceed eight hours work a day.

Section 4. Suggested Formula In Determining The Equivalent Monthly 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:

$$\text{Equivalent Monthly Rate (EMR)} = \frac{\text{Applicable Daily Wage Rate (ADR)} \times 391.50^3 \text{ days}}{12}$$

Where 391.50 days:

302 days - Ordinary working days
 18 days - 9 regular holidays x 200%
 2.6 days - 1 regular holiday falling on last Sunday of August x 200% + (30% of 200%)
 66.30 days - 51 rest days x 130%
2.60 days - 2 special days⁴ x 130%
 391.50 days - Total equivalent number of days.

- b) For those who do not work but 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 days⁵
 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 days⁴(if worked) x 130%

³ Includes premium for holidays, special days and rest days.

⁴ November 1 and December 31 under Executive Order No. 203, dated June 30, 1987.

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:

$$\text{EMR} = \frac{\text{ADR} \times 262.6 \text{ days}}{12}$$

Where 262.6 days:

$$\begin{aligned} & 250 \text{ days - Ordinary working days} \\ & 10 \text{ days - Regular holidays} \\ & \frac{2.6 \text{ days}}{12} - 2 \text{ Special days}^4 \text{ (if worked)} \times 130\% \\ & 262.6 \text{ days - Total equivalent number of days} \end{aligned}$$

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 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.

Nothing herein shall be construed as authorizing the reduction of benefits granted under the existing agreements or employer practices/policies.

Section 5. Wage Distortion. Where the application of the applicable daily minimum wage results in wage distortion, such distortion shall be discoursed through mutual agreements by the employer and its workers/employees or their representative unions.

Disputes that may arise as a result of the Wage Order and its implementing Rules shall be resolved in accordance with Article 124 of the Labor Code, as amended.

The pending status of a dispute arising from a wage distortion shall not, in any way, delay the adoption of the applicable daily minimum wage.

The Regional Board may, from time to time, issue an advisory on appropriate distortion formulae from which the parties may, at their own discretion, agree to adopt to resolve the wage distortion. Those said distortion formulae, however, are neither compulsory nor mandatory in nature.

Section 6. Wages for Special Group of Workers. Wages of apprentices, learners, handicapped workers shall in no case be less than seventy-five percent (75%) of the new minimum wage rates prescribed under this Order."

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

Section 7. Workers Paid by Results. All workers paid by results, including those who are paid on piecework, "takay", "pakyaw", or task basis, shall receive not less than the applicable daily minimum wage per eight hours work a day or a proportion thereof for working less than eight hours.

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

1. Amount of adjustments in ADMW*
----- X 100% = % increase
Previous ADMW*
2. Existing rate/piece X % increase = Increase in rate/piece;

3. Existing rate/piece + Increase in rate/piece = Adjusted rate/piece.
* Applicable Daily Minimum Wage

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. Application to Contractors. In the case of contracts for construction projects and for security, janitorial and similar services, the prescribed wage increases 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 wage rates, the construction/service contractor shall be jointly and severally liable with his principal or client.

Section 9. Mobile Workers. The applicable daily minimum wage shall apply to workers who by the nature of their work have to travel from one city or province to another if the domicile or head office of the employer is in Region XII.

Section 10. Branch Workers. The applicable daily minimum wage of workers working in branches or agencies of establishments are those applicable in the place where they are stationed.

Section 11. Transfer of Personnel. The transfer of personnel from one province or city to another within the region, or to areas outside Region XII, shall not be a valid ground for the reduction of wages being enjoyed by the workers before the transfer.

Workers transferred to Region XII shall be entitled to receive the same rate prior to their transfer or receive the daily minimum wage rate applicable therein, whichever is higher.

Rule III – Requirements for Compliance

Section 1. Non-Diminution of Benefits. Nothing in the Wage Order shall be construed to reduce any existing wage rates, allowances, and benefits of any form under existing laws, decrees, issuance, executive orders, and/or under any contract of agreement between the workers and employers.

Section 2. Payment of Wages. The applicable daily minimum wage shall be paid in cash on the customary paydays.

Section 3. Conduct of Inspection. Pursuant to Section 9 of R.A. 6727, the Department of Labor and Employment (DOLE) shall conduct inspections on the payroll and other financial records kept by the private enterprise to determine, among others, whether the workers and employees are paid the appropriate wage rates as prescribed in the Wage Order.

In unionized companies, the authorized DOLE inspectors shall always be accompanied by the president or any responsible officer of the recognized bargaining unit of any interested union in the conduct of the inspection.

In non-unionized companies, establishments or businesses, the inspection shall be carried out in the presence of a worker representing the workers in the said company. The workers' representative shall have the right to submit his own findings to the DOLE and to testify on the same if he cannot concur with the findings of the DOLE inspector.

The recognized individuals accompanying the conduct of inspection as well as the DOLE may also furnish copies of their findings to the Regional Board or maybe enlisted to submit such findings in aid of the Regional Board's wage fixing functions.

Rule IV – Penal and Final Provisions

Section 1. Complaints for Non-Compliance. Complaints for non-compliance with the applicable

daily minimum wage may be filed with the Regional Office of the Department of Labor and Employment. Such complaint 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 2. Penal Provisions. Any employer or private enterprise, which refuses or fails to pay any of the applicable daily minimum wage made in accordance with the Wage Order, shall be subject to the penalties prescribed under R.A. 6727, as amended by R.A. 8188.

Section 3. 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 Regional Board, pursuant to Section 3 of R.A. 6727.

Section 4. Separability Clause. If, for any reason, any section or provision of the Wage Order is declared unconstitutional or illegal, the other provisions or parts shall remain valid.

Section 5. Effectivity. This Rules shall take effect on July 9, 1998.

APPROVED, March 25, 1998, Cotabato City, Philippines.

(SGD) SIMPLICIO H. VILLARTA, JR.
Member
Workers' Representative

(SGD) JUAN A. QUINTOS, JR.
Member
Employers' Representative

(SGD) WALIASA D. ARSA
Member
Workers' Representative

(SGD) ALBERTO P. SOLIS
Member
Employers' Representative

(SGD) MA. LOURDES D. LIM
NEDA Director
Vice-Chairman

(SGD) IBRAHIM K. GUIAMADEL
DTI Director
Vice-Chairman

(SGD) MELENCIO Q. BALANAG
DOLE Director
Chairman

APPROVED this 30th day of September 1998.

(SGD) BIENVENIDO E. LAGUESMA
Secretary