



WAGE ORDER NO. RBVI-20

**PROVIDING FOR THE NEW MINIMUM WAGE RATES
 IN WESTERN VISAYAS**

WHEREAS, the Regional Tripartite Wages and Productivity Board - Regional Board VI, Western Visayas (otherwise referred to as the Board) is mandated under R.A. 6727 (The Wage Rationalization Act), to periodically assess the wage rates and conduct continuing studies in the determination of the minimum wage rates applicable in the Region;

WHEREAS, the last minimum wage adjustment took effect August 12, 2010, covered by Wage Order No. RBVI-18;

WHEREAS, due to supervening conditions, Wage Order No. RBVI-19 was issued on July 19, 2011 granting an ECOLA of PhP12.00 for a duration of three months;

WHEREAS, before the expiration of Wage Order No. RBVI-19, the Board conducted continuing review of the wage situation. In its Board meeting on August 22, 2011 the economic indicators used in minimum wage fixing were reviewed, on September 5, 2011, officials from the National Statistics Office (NSO) were invited to discuss poverty statistics; on September 22, 2011, prices of manufactured and processed products were reviewed; and on October 10, 2011, the Board agreed to hold a Public Consultation on Wage Issues on November 8, 2011 in Bacolod City;

WHEREAS, on November 29, 2011, the Trade Union of Filipino Workers (TUFW) filed a Petition for Wage Increase of PhP97.00 per day for all Workers in the Private Sector, the Board agreed to hold a Public Consultation to discuss the petition on January 25, 2012 in Iloilo City, and conducted a public hearing on March 19, 2012 in Iloilo City;

WHEREAS, in response to the petition and after consultations, public hearing and deliberations, the Board agreed to increase the daily minimum wage by PhP12.00 effective fifteen (15) days after its publication in a newspaper of general circulation in the Region.

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

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Section 1. AMOUNT OF MINIMUM WAGE INCREASE. – Upon effectivity of this Wage Order, a basic wage increase of **PhP12.00 per day shall be granted** to all minimum wage earners in the Region.

Sector/Industry	Current Daily Minimum Wage	Amount of Increase	New Daily Wage Rate
1. Non-Agriculture/Industrial/ Commercial			
Employing more than 10 workers	PhP265.00	PhP12.00	PhP277.00
Employing 10 workers and below	PhP223.00	PhP12.00	PhP235.00
2. Agriculture			
Plantation	PhP233.00	PhP12.00	PhP245.00
Non-Plantation	PhP223.00	PhP12.00	PhP235.00

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

This Wage Order shall not cover household or domestic helpers, persons in the personal service of another including family drivers, and workers of duly registered Barangay Micro Business Enterprises (BMBEs) with Certificates of Authority pursuant to Republic Act 9178.

Section 3. APPLICATION TO CONTRACTORS. The contracts for construction projects, security, janitorial and similar services, shall be deemed amended accordingly to include the cost for the grant of the wage increase as provided for in this Order.

In the event, however, that the contractor fails to pay the prescribed wage increase, the principal or client will be jointly and severally liable.

Section 4. APPLICATION TO PRIVATE EDUCATIONAL INSTITUTIONS. In case of private educational institutions, the share of covered workers and employees in the increase in tuition fees for School Year 2012-2013 shall be considered as compliance with the wage increase prescribed herein, provided that any shortfall in the amount of the wage increase set forth herein shall be paid starting School Year 2013-2014.

Private educational institutions which have not increased their tuition fees for the School Year 2012-2013 may defer compliance with this wage increase until the beginning of School Year 2013-2014.

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Section 5. WORKERS PAID BY RESULT. All covered workers paid by result, including those who are paid on piecework, "takay", "pakyaw" or task basis, shall be entitled to receive the prescribed wage increase per eight (8) hours work a day, or a proportion thereof for working less than eight (8) hours.

Section 6. EXEMPTIONS. No exemptions shall be allowed.

Section 7. APPEAL TO THE COMMISSION. Any party aggrieved by this Wage Order may file an appeal to the Commission, through the Board, in three (3) printed copies, not later than ten (10) days from the publication of this Wage Order.

Section 8. EFFECTS ON EXISTING WAGE STRUCTURE. Where the application of the increase prescribed in this Order results in distortions in the wage structure within the establishment, it shall be corrected in accordance with the procedure provided for under Article 124 of Presidential Decree No. 442, as amended, otherwise known as the Labor Code of the Philippines.

Section 9. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with this Order shall be filed with the Regional Office of the Department of Labor and Employment and shall be the subject of enforcement proceedings under Articles 128 and 129 of the Labor Code, as amended.

Section 10. PRODUCTIVITY AND OTHER PERFORMANCE INCENTIVE PROGRAMS. In order to sustain rising levels of wages and enhance competitiveness, labor and management as partners are encouraged to adopt productivity improvement schemes that will improve the quality of life of workers and in turn enable them to produce more and earn more, such as time and motion studies, good housekeeping, quality circles, labor and management cooperation as well as implement gain-sharing and other performance incentive programs.

Section 11. NON-DIMINUTION OF BENEFITS. Nothing in this Order shall be construed to reduce any existing wage rates, allowances and benefits of any form under existing laws, decrees, issuances, executive orders and/or under any contract or agreement between the workers and employers.

Section 12. PROHIBITION AGAINST INJUNCTION. No preliminary or permanent injunction, or temporary restraining order may be issued by any court, tribunal or other entity against any proceedings before the Board.

Section 13. FREEDOM TO BARGAIN. This Order shall not be construed to prevent workers from bargaining for better wages with their respective employers.

Section 14. REPORT ON WAGE STRUCTURE. Any person, company, corporation, partnership or any entity engaged in business shall submit a verified report on their wage structure to the Board not later than **January 31, 2013** and every year thereafter in accordance with the form prescribed by the National Wages and Productivity Commission.

Section 15. PENAL PROVISION. Any employer who refuses or fails to comply with the basic wage increase prescribed in this Order shall be subject to the penalties specified under RA 6727, as amended by R.A. No. 8188.

Section 16. REPEALING CLAUSE. All orders, issuances, rules and regulations or parts thereof inconsistent with the provisions of this Order are hereby repealed, amended or modified accordingly.

Section 17. SEPARABILITY CLAUSE. If any provision or part of this Order is declared unconstitutional, or in conflict with existing law, the other provisions or parts hereof shall remain valid.

Section 18. IMPLEMENTING RULES. The Board shall submit to the Commission the necessary Rules and Regulations to implement this Order for the approval of the Secretary of Labor and Employment not later than ten (10) days from the publication of the Wage Order.

Section 19. EFFECTIVITY. This Order shall take effect fifteen (15) days after its publication in a newspaper of general circulation in the Region.

APPROVED. Malay, Aklan, Philippines, March 26, 2012.



JOHN PETER Z. MILLAN
EMPLOYERS' REPRESENTATIVE



WENNIE G. SANCHO
WORKERS' REPRESENTATIVE



LUIS R. ESTRELLA
EMPLOYERS' REPRESENTATIVE



HERNANE P. BRAZA
WORKERS' REPRESENTATIVE



DOMINIC P. ABAD
REGIONAL DIRECTOR, DTI
VICE CHAIRPERSON



RO-ANN A. BACAL
REGIONAL DIRECTOR, NEDA
VICE CHAIRPERSON



PONCIANO M. LIGUTOM, CESO III
REGIONAL DIRECTOR, DOLE
CHAIRPERSON



RULES IMPLEMENTING WAGE ORDER NO. RBVI-20

RULE I GENERAL PROVISIONS

Pursuant to Section 6, Rule IV of the National Wages and Productivity Commission Guidelines No. 01, Series of 2007 (Amended Rules of Procedure on Minimum Wage Fixing) and Section 24 of Wage Order No. RBVI-20, the following Rules are hereby issued for the guidance and compliance by all concerned:

Section 1. TITLE. This shall be known as "The Rules Implementing Wage Order No. RBVI-20".

Section 2. DEFINITION OF TERMS. As used in these Rules:

- a) *Order* means Wage Order No. RBVI-20.
- b) *Department* means the Department of Labor and Employment.
- c) *Commission* means the National Wages and Productivity Commission.
- d) *Board* means the Regional Tripartite Wages and Productivity Board VI.
- e) *Regional Office* refers to the regional office of the Department of Labor and Employment in Western Visayas.
- f) *Region VI* covers the Provinces of Aklan, Antique, Capiz, Guimaras, Iloilo and Negros Occidental including their respective component cities and the highly urbanized Cities of Bacolod and Iloilo.
- 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 farm products.
- h) *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 individual and distinct establishments.

- i) ***Distressed Establishments*** refer to establishments which meet the criteria enumerated in Section 3A of the National Wages and Productivity Commission (NWPC) Guidelines No. 02, Series of 2007, otherwise known as the "Amended Rules on Exemption from Compliance with the Prescribed Wage Increases/Cost of Living Allowances Granted By the Regional Tripartite Wages and Productivity Boards".
- j) ***Barangay Micro Business Enterprise (BMBE)*** refers to any business entity or enterprise granted a Certificate of Authority under Republic Act No. 9178, otherwise known as the Barangay Micro Business Enterprises Act of 2002.
- k) ***Capital*** refers to the 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.
- l) ***Capital Impairment*** refers to the diminution of capital due to accumulated losses.
- m) ***Stockholders' Equity*** refers to the residual interest in the assets of an entity that remains after deducting its liabilities. It is total assets minus total liabilities. It is the same as equity and net worth.
- n) ***Full Accounting Period*** refers to a period of twelve (12) months of business operations.
- o) ***Interim Period*** refers to a financial reporting period shorter than a full financial year (most typically a quarter or half-year).
- p) ***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.
- q) ***Total Assets*** refer to things of value owned by the business such as cash, machines, building and land which can be measured or expressed in money terms.
- r) ***Net Loss*** refers to actual loss suffered by a company after deducting expenditures including overhead and interest charges from revenues.
- s) ***Financial Statement*** refers to a written report which quantitatively describes the financial health of a company. This includes the following: balance sheet, income statement, statement of changes in equity, cash flow statement and notes to financial statement.
- t) ***Stock Corporation*** refers to a corporation, duly registered with Securities and Exchange Commission (SEC), organized for profit and issues shares of stock to its members.
- u) ***Non-stock, Non-profit Organization*** refers to an organization, duly registered with Securities and Exchange Commission, organized principally for public purposes such as charitable, educational, cultural or similar purposes, and does not issue shares of stock to its members.

- v) *Partnership* refers to an association, duly registered with Securities and Exchange Commission (SEC), 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.
- w) *Single Proprietorship* refers to a business unit, duly registered with Department of Trade and Industries (DTI), owned and controlled by only one person.
- x) *Cooperative* refers to a duly registered association of persons with the Cooperative Development Authority (CDA) 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.
- y) *Wage Distortion* as defined under Article 124 of Presidential Decree No. 442, as amended, otherwise known as the Labor Code of the Philippines, as amended, refers to a situation where an increase in the 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.
- z) *New Business Enterprise* as defined is an establishment including non-profit institutions newly-registered with the appropriate government agency such as Securities and Exchange Commission (SEC), Department of Trade and Industry (DTI), Cooperative Development Authority (CDA) and Mayor's office within two (2) years from effectivity of the Wage Order.

**RULE II
NEW MINIMUM WAGE RATES**

Section 1. NEW MINIMUM WAGE RATES. a) Upon effectivity of this Wage Order, the new minimum wage rates in the Region are as follows:

Sector/Industry	Current Minimum Wage Rates	Amount of Increase	New Daily Minimum Wage Rates
I - Non-Agriculture/Industrial/Commercial			
Employing more than 10 workers	PhP265.00	PhP12.00	PhP277.00
Employing 10 or less workers	PhP223.00	PhP12.00	PhP235.00
II - Agriculture			
Plantation	PhP233.00	PhP12.00	PhP245.00
Non-Plantation	PhP223.00	PhP12.00	PhP235.00

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

This Wage Order shall not cover household or domestic helpers; persons in the personal service of another, including family drivers, and workers of duly registered Barangay Micro Business Enterprises (BMBEs) with Certificates of Authority pursuant to Republic Act 9178.

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

Section 4. APPLICATION TO PRIVATE EDUCATIONAL INSTITUTIONS. In the case of private educational institutions, the share of covered workers and employees in the increase in tuition fees for School Year 2012-2013 shall be considered as compliance with the increase prescribed herein. However, payment of any shortfall in the wage increase set forth herein shall be covered starting School Year 2013-2014.

Private educational institutions, which have not increased their tuition fees for School Year 2012-2013, may defer compliance with the provisions of this Wage Order until the beginning of School Year 2013-2014.

In any case, all private educational institutions shall implement the increase prescribed herein starting School Year 2013-2014 whether they increase their tuition fees or not.

Section 5. APPLICATION TO CONTRACTORS. In case of contracts for construction projects, security, janitorial and other similar services, the increase in the minimum wage prescribed herein shall be borne by the principal or client of the contractor and the contract shall be deemed amended accordingly as mandated by the Labor Code.

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 6. WORKERS PAID BY RESULT. All workers paid by result, including those who are 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 (8) hours work a day, or a proportion thereof for working less than the normal working hours.

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

a. Amount of Increase in AMW*
----- = % Increase
Previous AMW

b. Existing rate per piece x % of increase = increase in rate/piece

c. Existing rate/piece + increase in rate/piece = adjusted rate/piece

*Where AMW is the Applicable Minimum Wage rate.

The wage rate of workers who are paid by result shall continue to be established in accordance with Article 101 of the Labor Code of the Philippines, as amended, and its implementing rules and regulations.

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

All recognized learnership and apprenticeship agreements entered into before the effectivity of the Order shall be considered automatically modified in so far as their wage clauses are concerned to reflect the adjustments prescribed under the same Order.

All qualified handicapped workers shall receive the full amount of the minimum wage rate prescribed herein pursuant to Republic Act No. 7277, otherwise known as the Magna Carta for Disabled Persons.

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 estimated equivalent monthly rates of monthly-paid and daily-paid employees:

For monthly-paid employees:

Factor 365 days in a year is used in determining the equivalent annual and monthly salary of monthly-paid employees. To compute their Estimated Equivalent Monthly Rate (EEMR), the procedure is as follows:

$$(Applicable\ Daily\ Rate \times 365\ days) / 12 = EEMR$$

Where 365 days / year = 298 ordinary working days
52 rest days
12 regular holidays
3 special days

365 total equivalent number of days in a year

For daily-paid employees:

The following factors and formula may be used in computing the EEMR of different groups of daily-paid employees for purposes of entitlement to minimum wages and allied benefits under existing laws.

1. For those who are required to work every day, including Sundays or rest days, special days and regular days

(Applicable Daily Rate x 393.50 days) / 12 = EEMR

Where 393.50 days / year = 298 ordinary working days
24 12 regular holidays x 200%
67.60 52 rest days x 130%
3.90 3 special days x 30%
393.50 total equivalent number of days in a year

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

(Applicable Daily Rate x 313 days) / 12 = EEMR

Where 313 days / year = 298 ordinary working days
12 regular holidays
3 special days
313 total equivalent number of days in a year

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

(Applicable Daily Rate x 261 days) / 12 = EEMR

Where 261 days / year = 246 ordinary working days
12 regular holidays
3 special days
261 total equivalent number of days in a year

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

The minimum wage rates of workers working in branches or agencies of establishments 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 other Regions with higher wage rates shall be entitled to the minimum wage rates applicable therein.

Section 11. APPEAL TO THE COMMISSION. Any party aggrieved by this Wage Order may file an appeal to the Commission within ten (10) calendar days from the publication of the Order. Pursuant to Section 5, Chapter III of the Rules Implementing R.A. 6727, 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 12. EFFECT OF APPEAL. The filing of the appeal does not operate to stay the Order unless the party appealing such Order shall file with the Commission an undertaking with a surety or sureties satisfactory to the Commission for payment to employees affected by the Order of the corresponding increase, in the event that such Order is affirmed.

**RULE III
EXEMPTIONS**

Section 1. EXEMPTIONS. No exemptions shall be allowed.

**RULE IV
SPECIAL PROVISIONS**

Section 1. EFFECT ON EXISTING WAGE STRUCTURE. In accordance with Article 124 of the Labor Code, should any dispute arise as a result of wage distortion, the employer and the union shall negotiate to correct the distortions through the grievance procedure under their collective bargaining agreement; and, if it remains unresolved, through voluntary arbitration. Unless otherwise agreed by the parties in writing, such dispute shall be decided by the voluntary arbitrator or panel of voluntary arbitrators within ten (10) calendar days from the time said dispute shall have been referred to 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. Pursuant to existing rules, any dispute arising there from shall be settled through the National Conciliation and Mediation Board; and, if it remains unresolved after ten (10) calendar days of conciliation, the same shall be referred to the appropriate branch of the National Labor 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 any dispute arising from a wage distortion shall not in any way delay the applicability of the increase prescribed in the Order.

Section 2. COMPLAINTS FOR NON-COMPLIANCE. Complaints for non-compliance with the Order shall be filed with the Regional Office of the Department and shall be the subject of enforcement proceedings under Articles 128 and 129 of the Labor Code, as amended.

Section 3. PRODUCTIVITY AND OTHER PERFORMANCE INCENTIVE PROGRAMS. In order to sustain rising levels of wages and enhance competitiveness, labor and management as partners are encouraged to adopt productivity improvement schemes that will improve the quality of life of workers and in turn enable them to produce more and earn more, such as time and motion studies, good housekeeping, quality circles, labor and management cooperation as well as implement gain-sharing and other performance incentive programs.

Section 4. CONDUCT OF INSPECTION BY THE DEPARTMENT. In accordance with existing rules, the Department shall conduct inspections of establishments, as often as necessary, to determine whether the workers are paid the prescribed wage rates and other benefits granted by law or any Wage Order. In the conduct of inspection in unionized/organized establishments, Department inspectors shall always be accompanied by the president or other responsible officer of the recognized collective bargaining unit or of any interested union. In the case of non-unionized/non-organized establishments, a worker representing his fellow employees in the establishment will accompany the 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 labor inspector.

Section 5. NON-DIMINUTION OF BENEFITS. Nothing in this Order shall be construed to eliminate or in any way diminish, or as authorizing the reduction of any existing wage rates, allowances, benefits and supplements of any form under existing laws, decrees, issuances, executive orders, and/or under any contract or agreement between the workers and employers, or employer practices or policies, being enjoyed at the time of the promulgation of this Order.

Section 6. PROHIBITION AGAINST INJUNCTION. No preliminary or permanent injunction or temporary restraining order may be issued by any court, tribunal or other entity against any proceeding before the Board as provided for under Article 126 of the Labor Code, as amended.

Section 7. 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 8. PENAL PROVISION. Pursuant to the provisions of Section 12 of Republic Act No. 6727, as amended by Republic Act No. 8188, any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay the prescribed increase in the Order shall be punished by a fine not less than Twenty-Five Thousand (PhP25,000.00) Pesos nor more than One Hundred Thousand (PhP100,000.00) Pesos 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 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 the aforementioned 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.

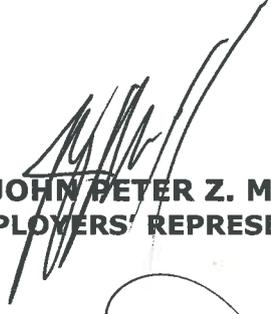
Section 9. REPORTING REQUIREMENT. Any person, company, corporation, partnership or any entity engaged in business shall submit a verified itemized listing of their labor component to the Board not later than January 31, 2013 and every year thereafter in accordance with the form prescribed by the Commission.

Section 10. REPEALING CLAUSE. All orders, issuances, rules and regulations or parts thereof inconsistent with the provisions of this Rules are hereby repealed, amended or modified accordingly.

Section 11. SEPARABILITY CLAUSE. If any provision or part of these Implementing Rules is declared unconstitutional, or in contrast with existing laws, the other provisions or parts thereof shall remain valid.

Section 12. EFFECTIVITY. These Rules shall take effect on _____.

Done in the City of Kabankalan for Iloilo City, Philippines, May 14, 2012.



JOHN PETER Z. MILLAN
EMPLOYERS' REPRESENTATIVE



WENNIE G. SANCHO
WORKERS' REPRESENTATIVE



LUIS R. ESTRELLA
EMPLOYERS' REPRESENTATIVE



HERNANE P. BRAZA
WORKERS' REPRESENTATIVE



DOMINIC P. ABAD
REGIONAL DIRECTOR, DTI
VICE CHAIRPERSON



RO-ANN A. BACAL
REGIONAL DIRECTOR, NEDA
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PONCIANO M. LIGUTOM, CESO III
REGIONAL DIRECTOR, DOLE
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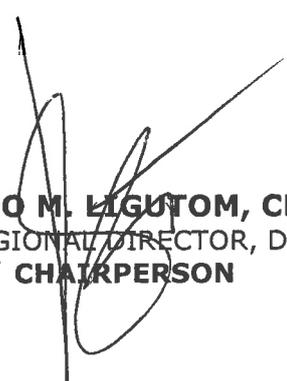
HERNANE P. BRAZA
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DOMINIC P. ABAD
REGIONAL DIRECTOR, DTI
VICE CHAIRPERSON



RO-ANN A. BACAL
REGIONAL DIRECTOR, NEDA
VICE CHAIRPERSON



PONCIANO M. LIGUTOM, CESO III
REGIONAL DIRECTOR, DOLE
CHAIRPERSON

Approved this 1st day of June 2012.



ROSALINDA DIMAPILIS-BALDOZ
Secretary
Department of Labor and Employment