



Republic of the Philippines  
Department of Labor and Employment  
National Wages and Productivity Commission  
**REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD**  
**REGION IV-A (CALABARZON)**



**RULES IMPLEMENTING WAGE ORDER NO. IVA – 18**

Pursuant to Section 6, Rule IV of the NWPC Amended Rules of Procedure on Minimum Wage Fixing and Section 11 of Wage Order No. IVA-18, the following rules are hereby issued for the guidance and compliance by all concerned:

**RULE I - GENERAL PROVISIONS**

**SECTION 1. TITLE.** This Rules shall be known as “Rules Implementing Wage Order No. IVA-18”.

**SECTION 2. DEFINITION OF TERMS.** As used in this Rules,

- (a) “**Order**” means Wage Order No. IVA – 18;
- (b) “**Board**” means the Regional Tripartite Wages and Productivity Board of Region IVA;
- (c) “**Commission**” means the National Wages and Productivity Commission;
- (d) “**Department**” means the Department of Labor and Employment;
- (e) “**Region IVA**” or **CALABARZON** covers the Provinces of Cavite, Laguna, Batangas, Rizal, Quezon, and the Cities of Cavite, Tagaytay, Trece Martires, Calamba, San Pablo, Batangas, Lipa, Tanauan, Antipolo and Lucena, per Executive Order 103 issued on 17 May 2002;
- (f) “**Growth Corridor Area**” refers to areas previously classified as Extended Metropolitan Area throughout the region receiving the GCA highest wage rate level; all component cities throughout the region receiving the GCA middle wage rate level; and all 1st class municipalities throughout the region receiving the GCA lowest wage rate level;
- (g) “**Emerging Growth Area**” refers to all 2<sup>nd</sup> class municipalities throughout the region receiving the EGA highest wage rate level; and all 3<sup>rd</sup> class municipalities throughout the region receiving the EGA lowest wage rate level;
- (h) “**Resource-Based Area**” refers to all 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> class municipalities throughout the region receiving the RBA uniform wage rate level;
- (i) “**Non-Agriculture**” refers to establishments and industries other than agriculture and retail or service, regardless of employment size;
- (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 activities performed by a farmer or on 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;
- (k) “**Retail Establishment**” refers to an entity 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. For purposes of this Implementing Rules, retail establishments must be regularly employing not more than 10 workers;



- (l) **"Service Establishment"** refers to an entity principally engaged in the sale of services to individuals for their own or household use and is generally recognized as such. For purposes of this Implementing Rules, service establishments must be regularly employing not more than 10 workers;
- (m) **"Barangay Micro Business Enterprise"** 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 (BMBE's) Act of 2002 as duly amended by Republic Act No. 10644 otherwise known as the Go Negosyo Act of 2014;
- (n) **"Minimum Wage Rates"** refer to the lowest wage rate(s) level(s) per GCA, EGA and RBA, as fixed by the Board, that an employer is obliged to pay his workers;
- (o) **"Calamity"** refers to natural and/or human-induced disasters which must have occurred within six months prior to the effectivity of this Order. However, if based on the assessment by a competent authority, the damage to properties is at least 50% and the period of recovery will exceed one (1) year, the 6-month period may be extended to one (1) year;
- (p) **"Distressed Establishment"** refers to an establishment which meets the criteria enumerated in Section 3A of NWPC Guidelines No. 2, Series of 2007 on Amended Rules on Exemption. Said criteria is treated herein Rule IV Section 2;
- (q) **"Paid-up Capital"** refers to the total amount of shareholder capital that has been paid by shareholders;
- (r) **"Capital Impairment"** refers to the diminution of capital due to accumulated losses;
- (s) **"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;
- (t) **"Full Accounting Period"** refers to a period of twelve (12) months or one year of business operations;
- (u) **"Interim Period"** refers to a financial reporting period shorter than a full financial year (most typically a quarter or half-year);
- (v) **"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;
- (w) **"Total Assets"** refers to things of value owned by the business such as cash, machines, building and land which can be measured or expressed in money terms;
- (x) **"Net Loss"** refers to actual loss suffered by a company including overhead and interest charges deducted;
- (y) **"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;
- (z) **"Stock Corporation"** refers to one organized for profit and issues shares of stock to its members;
- (aa) **"Non-stock, Non-profit Organization"** refers 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;
- (ab) **"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;



- (ac) **"Quasi-Banks"** refers to institutions such as investment houses and financing companies performing quasi-banking functions as defined by the Bangko Sentral ng Pilipinas;
- (ad) **"Conservatorship"** refers to a remedy resorted to by the monetary board in case a bank or quasi-bank is in a state of continuing inability or unwillingness to maintain condition of liquidity deemed adequate to protect the interests of the depositors and creditors. A conservator is appointed to manage the establishment in order to restore its viability;
- (ae) **"Receivership/Liquidation"** refers to a remedy resorted by the Monetary Board in case a bank or quasi-bank is (a) unable to pay its liabilities as they become due in the ordinary course of business; (b) has insufficient realizable assets as determined by the Bangko Sentral ng Pilipinas to meet its liabilities; (c) cannot continue in business without involving probable losses to its depositors or creditors; or (d) has willfully violated a cease and desist order under Sec. 37 that has become final involving acts or transactions which amount to fraud or dissipation of the assets of the institution;
- (af) **"Under Corporate Rehabilitation"** refers to establishments that are placed under a rehabilitation receiver by a court of competent jurisdiction;
- (ag) **"State of Calamity"** refers to a condition involving mass casualty and/or major damages to property, disruption of means of livelihoods, roads and normal way of life of people in the affected areas as a result of the occurrence of natural or human-induced hazard;
- (ah) **"Hazard"** refers to a dangerous phenomenon, substance, human activity or condition that may cause loss of life, injury or other health impacts, property damage, loss of livelihood or services, social and economic disruption, or environmental damage; any potential threat to public safety and/or public health; any phenomenon which has the potential to cause disruption or damage to people, their property, their services or their environment, i.e., their communities. The four classes of hazards are natural, technological, biological and societal hazards;
- (ai) **"Disaster"** refers to a serious disruption of the functioning of a community or a society involving widespread human, material, economic or environmental losses and impacts, which exceeds the ability of the affected community or society to cope using its own resources; an actual threat to public health and safety where the local government and the emergency services are unable to meet the immediate needs of the community; an event in which the local emergency management measures are insufficient to cope with a hazard, whether due to a lack of time, capacity or resources, resulting in unacceptable levels of damage or number of casualties; and
- (aj) **"Exporter"** means any person, natural or juridical, licensed to do business in the Philippines, engaged directly or indirectly in the manufacture or trade of products or services which earn at least fifty percent (50%) of its normal operating revenues from the sale of its products or services abroad for foreign currency. In the case of indirect exporters, the requirement that products or services be sold "abroad for foreign currency" shall not apply as, by the very nature of their business, the sale of their products or services takes place in the Philippines and such indirect exporters are usually paid in Philippine currency.

## RULE II - MINIMUM WAGE RATE

**SECTION 1. WAGE INCREASE.** Effective April 28, 2018, the new wage increases per day range from a high of Twenty-one Pesos and Fifty Centavos (Php21.50) to a low of Fourteen Pesos (Php14.00).

Twenty-one Pesos and Fifty Centavos (Php21.50) wage increase shall cover the Extended Metropolitan Area namely Bacoar and Imus in the Province of Cavite; Binan City, Laguna Technopark and San Pedro City in the province of Laguna; and Cainta and Taytay in the province of Rizal.

Fourteen Pesos up to Sixteen Pesos and Fifty Centavos (Php14.00-Php16.50) wage increases shall cover the rest of the areas situated in the Growth Corridor Area, Emerging Growth Area and Resource-Based Area.

April 12

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There shall be one wage rate for Agriculture per covered area classification which shall be given in three (3) tranches as appearing in the wage matrix together with the basic wage adjustment in this Wage Order.

The remaining tranches (3rd tranche up to 7th tranche) in reference to Wage Order RBIVA-17 shall be given in three (3) tranches, with their new corresponding schedules, ending in December 01, 2020, as appearing in the wage matrix together with the basic wage adjustment in this Wage Order.

There shall be an increase among areas ranging from Fifty Centavos (P0.50) to One Peso and Fifty Centavos (P0.50-P1.50) on April 28, 2018 and Two Pesos (P2.00) to Five Pesos (P5.00) on December 01, 2019, to simplify further the wage matrix in this Wage Order.

The lowest minimum wage rate or the floor wage in Region IVA-CALABARZON Region shall be Three Hundred and Three Pesos (Php303.00).

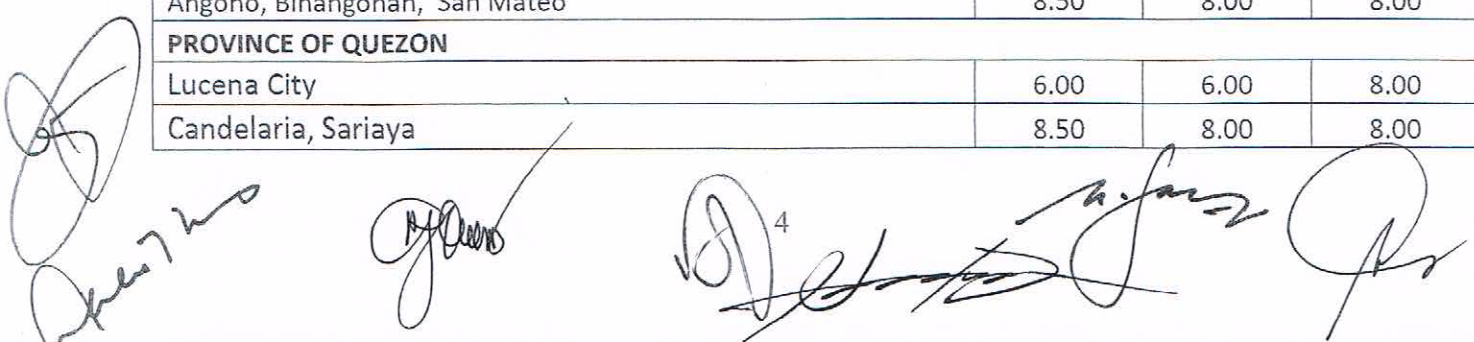
**SECTION 2. NEW DAILY MINIMUM WAGE RATES.** Effective April 28, 2018, the new daily minimum wage rates of covered workers in the private sector in Region IVA-CALABARZON shall be as follows:

Summary:

COVERED AREAS	ADJUSTMENT	NEW MINIMUM WAGE RATE
Areas receiving Php378.50 minimum wage per W.O. No. IVA-17	Php21.50	Php400.00
Areas receiving MW rates between Php356.50 and Php302.50 per W.O. No. IVA-17	Php14.00 to Php16.50	Php317.00 to Php373.00
Areas receiving Php283.00 floor wage per W.O. No. IVA-17	Php20.00	Php303.00

Three-Year Tranche Schedule for Agriculture due to integration of Plantation and Non-Plantation rates:

Covered Areas	3-Year Tranche (in Php)		
	1st Tranche July 01, 2018	2nd Tranche July 01, 2019	3rd Tranche July 01, 2020
<b>PROVINCE OF CAVITE</b>			
Bacoor, Imus	6.00	6.00	8.00
Carmona, Cavite City, City of Dasmariñas, General Trias, Rosario, Tagaytay City, Trece Martires City			
Kawit, Silang, Tanza, Gen. Mariano Alvarez			
<b>PROVINCE OF LAGUNA</b>			
Biñan City, Laguna Techno Park, San Pedro City	6.00	6.00	8.00
Cabuyao, Calamba City, Los Baños, San Pablo City, Santa Rosa City, Sta. Cruz			
<b>PROVINCE OF BATANGAS</b>			
Batangas City, LIMA Technology Center, Lipa City, City of Tanauan	6.00	6.00	8.00
Bauan, San Pascual, Santo Tomas			
Balayan, Calaca, Lemery, Mabini, Nasugbu, Rosario, San Jose	8.50	8.00	8.00
Calatagan	5.00	5.00	5.00
<b>PROVINCE OF RIZAL</b>			
Cainta, Taytay	6.00	6.00	8.00
City of Antipolo			
Rodriguez (Montalban),Tanay			
Angono, Binangonan, San Mateo	8.50	8.00	8.00
<b>PROVINCE OF QUEZON</b>			
Lucena City	6.00	6.00	8.00
Candelaria, Sariaya	8.50	8.00	8.00





Three-Year Tranche Acceleration Schedule for 3<sup>rd</sup> up to 7<sup>th</sup> Tranche Area Reclassification Increase in reference Wage Order RBIVA-17:

AFFECTED AREAS		3-Year Tranche (in Php)		
		1 <sup>st</sup> Tranche	2 <sup>nd</sup> Tranche	3 <sup>rd</sup> Tranche
		December 01, 2018	December 01, 2019	December 01, 2020
<b>Province of Quezon</b>				
1	Atimonan	14.5	14	14
2	Calauag	14.5	14	14
3	Catanauan	14.5	14	14
4	City of Tayabas	15	15	17.5
5	General Nakar	14.5	14	14
6	Gumaca	14.5	14	14
7	Infanta	14.5	14	14
8	Lopez	14.5	14	14
9	Lucban	10	10	9.5
10	Mauban	14.5	14	14
11	Mulanay	14.5	14	14
12	Pagbilao	14.5	14	14
13	Real	14.5	14	14
14	San Francisco (Aurora)	10	10	9.5
15	Tagkawayan	14.5	14	14

Tranche Acceleration Schedule for 3<sup>rd</sup> and 4<sup>th</sup> Tranche Area Reclassification Increase in reference Wage Order RBIVA-17:

AFFECTED AREAS	Accelerated Tranche (in Php)	
	1 <sup>st</sup> Tranche	
	Batch 1 Previously 3 <sup>rd</sup> Tranche in WO 17	Batch 2 Previously 4 <sup>th</sup> Tranche in WO 17
	July 01, 2018	December 01, 2018
<b>Province of Cavite</b>		
Alfonso	10	9
Indang, Naic	10	-
<b>Province of Batangas</b>		
San Juan	10	-
<b>Province of Rizal</b>		
Pililla	10	-
<b>Province of Quezon</b>		
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan	9.5	-
Guinayangan	10	8.5
Polillo	10	8.5
San Narciso	10	8.5
Tiaong	10	-

Below is the detailed wage matrix per area:



FOR PROPER IMPLEMENTATION OF WAGE ORDER RBIVA-18, THE WAGE MATRIX IN THIS IMPLEMENTING RULES REPLACES THE WAGE MATRIX IN THE SAID ORDER PUBLISHED ON APRIL 13, 2018.

Non-Agriculture													
Wage Order No. IVA-17							Wage Order No. IVA-18						
Covered Areas	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA-17)	Existing Minimum Wage	Basic Wage Adjustment	Adjusted Minimum Wage	Simplification Increase	New Minimum Wage	Area Reclassification Increase (2nd Tranche-1st Batch) WO No. IVA-17	Area Reclassification Increase (2nd Tranche-2nd Batch) WO No. IVA-17	Simplification Increase	New Minimum Wage	Area Reclassification Increase (3rd Tranche) WO No. IVA-17	New Minimum Wage
	as of Jan. 1, 2017												
GROWTH CORRIDOR AREA													
Extended Metropolitan Area													
Province of Cavite													
Bacoor, Imus													
Province of Laguna	378.50		378.50	21.50	400.00		400.00				400.00		400.00
Biñan City, Laguna Techno Park, San RedroCity													
Province of Rizal													
Cainta, Taytay													
Component Cities													
Province of Cavite													
Cavite City, City of Dasmariñas, Tagaytay City, Trece Martires City													
Province of Laguna													
Cabuyao City, Calamba City, San Pablo City, Santa Rosa City													
Province of Batangas	356.50		356.50	16.50	373.00		373.00				373.00		373.00
Batangas City, LIMA Technology Center, Lipa City, City of Tanauan													
Province of Rizal													
City of Antipolo													
Province of Quezon													
Lucena City													
City of Tayabas	296.00	13.00	309.00	16.50	325.50		325.50		15.00		340.50	17.50	373.00



Non-Agriculture

Wage Order No. IVA-18

Wage Order No. IVA-17

Covered Areas	Wage Order No. IVA-17		28-Apr-18		01-Jul-18		01-Dec-18		01-Dec-19		01-Dec-20	
	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA-17)	Existing Minimum Wage	Basic Wage Adjustment	Adjusted Minimum Wage	Simplification Increase	New Minimum Wage	Area Reclassification Increase (2nd Tranche-1st Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (1st Tranche-1st Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Area Reclassification Increase (2nd Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (3rd Tranche) Tranche Acceleration WO No. IVA-17
<b>First Class Municipalities</b>												
<b>Province of Cavite</b>												
Carmona, General Trias, Rosario	356.50		356.50	16.50	373.00		373.00			373.00		373.00
Kawit, Silang, Tanza, Gen. Mariano Alvarez	351.50		351.50	16.50	368.00		368.00			368.00	5.00	373.00
Indang, Naic	331.50	10.00	341.50	16.50	358.00		368.00		10.00	368.00	5.00	373.00
Alfonso	322.50	10.00	332.50	16.50	349.00		359.00	9.00	10.00	368.00	5.00	373.00
<b>Province of Laguna</b>												
Los Baños, Sta. Cruz	356.50		356.50	16.50	373.00		373.00			373.00		373.00
<b>Province of Batangas</b>												
Bauan, San Pascual, Santo Tomas	351.50		351.50	16.50	368.00		368.00			368.00	5.00	373.00
Balayan, Calaca, Lemery, Mabini, Nasugbu, Rosario, San Jose	342.50	9.00										373.00
San Juan	331.50	10.00	341.50	16.50	358.00		368.00		10.00	368.00	5.00	373.00
<b>Province of Rizal</b>												
Rodriguez (Montalban), Tanay	351.50		351.50	16.50	368.00		368.00			368.00	5.00	373.00
Angono, Binangonan, San Mateo	342.50	9.00										373.00
Pililla	331.50	10.00	341.50	16.50	358.00		368.00		10.00	368.00	5.00	373.00
<b>Province of Quezon</b>												
Candelaria, Sariaya	342.50	9.00	351.50	16.50	368.00		368.00			368.00	5.00	373.00
Tiaong	331.50	10.00	341.50	16.50	358.00		368.00		10.00	368.00	5.00	373.00
Atimonan, Calauag, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Tagkawayan	296.00	13.00	309.00	16.50	325.50		325.50			340.00	5.00	373.00

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Non-Agriculture																	
Covered Areas	Wage Order No. IVA-17				Wage Order No. IVA-18												
	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA-17)	Existing Minimum Wage	Basic Wage Adjust ment	Adjusted Minimum Wage	Simplific ation Increase	New Minimum Wage	Area Reclassification Increase (1st Tranche-1st Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Area Reclassification Increase (2nd Tranche-1st Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (1st Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Simplific ation Increase	Area Reclassification Increase (2nd Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Area Reclassification Increase (3rd Tranche) Tranche Acceleration WO No. IVA-17	New Minimum Wage
	as of Jan. 1, 2017		01-Jul-17		28-Apr-18		01-Jul-18		01-Dec-18		01-Dec-19		01-Dec-20				
EMERGING GROWTH AREA																	
Second & Third Class Municipalities																	
Province of Cavite																	
Maragondon, Noveleta	317.50		317.50	15.50	333.00		333.00		333.00			333.00			333.00		333.00
Province of Laguna																	
Bay, Calauan, Nagcarlan, Siniloan	318.50	10.00	328.50	15.50	344.00		344.00		344.00			344.00	3.00		347.00		347.00
Alaminos, Cavinti, Kalayaan, Lumban, Pagsanjan, Pila	317.50		317.50	15.50	333.00		333.00		333.00			333.00			333.00		333.00
Province of Batangas																	
Calatagan	328.50		328.50	15.50	344.00		344.00		344.00			344.00	3.00		347.00		347.00
Ibaan, Malvar, Padre Garcia	318.50	10.00	328.50	15.50	344.00		344.00		344.00			344.00			347.00		347.00
Taysan	323.50		323.50	15.50	339.00		339.00		339.00			339.00			339.00		339.00
Laurel, Lian, Lobo, Taal, Talisay, Tuy	317.50		317.50	15.50	333.00		333.00		333.00			333.00			333.00		333.00
Province of Rizal																	
Morong	318.50	10.00	328.50	15.50	344.00		344.00		344.00			344.00	3.00		347.00		347.00
Terega	323.50		323.50	15.50	339.00		339.00		339.00			339.00			339.00		339.00
Cardona	317.50		317.50	15.50	333.00		333.00		333.00			333.00			333.00		333.00
Province of Quezon																	
Lubnan, San Francisco (Aurora)	293.00	10.00	303.00	14.50	317.50		317.50	10.00	327.50	10.00	9.50	337.50			347.00		347.00
Guinayangan, Polilio, San Narciso	293.00	10.00	303.00	14.50	317.50		317.50	8.50	327.50	8.50		336.00			336.00		336.00







Non-Agriculture																
Wage Order No. IVA-17		Wage Order No. IVA-18														
Covered Areas	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA- 17)	Existing Minimum Wage	Basic Wage Adjust ment	Adjusted Minimum Wage	Simplific ation Increase	New Minimum Wage	Area Reclassification Increase (1st Tranche-1st Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Area Reclassification Increase (2nd Tranche-1st Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (1st Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Simplific ation Increase	Area Reclassification Increase (2nd Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (3rd Tranche) Tranche Acceleration WO No. IVA-17	New Minimum Wage
	as of Jan. 1, 2017		01-Jul-17		28-Apr-18		01-Jul-18		01-Dec-18		01-Dec-19				01-Dec-20	
RESOURCE BASED AREA																
Fourth, Fifth & Sixth Class Municipalities																
Province of Cavite																
Ternate	311.50		311.50	14.50	326.00	1.00	327.00		327.00			327.00				327.00
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez	302.50		302.50	14.50	317.00		317.00		317.00			317.00				317.00
Province of Laguna																
Paete, Pakil	311.50		311.50	14.50	326.00	1.00	327.00		327.00			327.00				327.00
Famy, Liliw, Luisiana, Mabitas, Magdalena, Majayjay, Pangil, Rizal, Santa Maria, Victoria	302.50		302.50	14.50	317.00		317.00		317.00			317.00				317.00
Province of Batangas																
Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy	302.50		302.50	14.50	317.00		317.00		317.00			317.00				317.00
Province of Rizal																
Barás, Jala-Jala	302.50		302.50	14.50	317.00		317.00		317.00			317.00				317.00
Province of Quezon																
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan	293.00	10.00	303.00	14.50	317.50		317.50	9.50	327.00			327.00				327.00

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## Plantation

2. 2



Agriculture															
Plantation															
Covered Areas	Wage Order No. IVA-18														
	Wage Order No. IVA-17		Wage Order No. IVA-18												
	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA-17)	Existing Minimum Wage	Basic Wage Adjustment	Adjusted Minimum Wage	Simplification Increase	New Minimum Wage	Area Reclassification Increase (1st Tranche-1st Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (1st Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Simplification Increase	Area Reclassification Increase (2nd Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Area Reclassification Increase (3rd Tranche) Tranche Acceleration WO No. IVA-17	
First Class Municipalities															
Province of Cavite															
Carmona, General Trias, Rosario	331.50		331.50	15.50	347.00		347.00			347.00			347.00		347.00
Kawit, Silang, Tanza, Gen. Mariano Alvarez	326.50		326.50	15.50	342.00		342.00			342.00	5.00		347.00		347.00
Indang, Naic	293.00	10.00	303.00	14.00	317.00	1.00	318.00	10.00		328.00			328.00		328.00
Alfonso	293.00	10.00	303.00	14.00	317.00	1.00	318.00	10.00	9.00	328.00			337.00		337.00
Province of Laguna															
Los Baños, Sta. Cruz	331.50		331.50	15.50	347.00		347.00			347.00			347.00		347.00
Province of Batangas															
Bauan, San Pascual, Santo Tomas	326.50														
Balayan, Calaca, Lemery, Mabini, Nasugbu, Rosario, San Jose	317.50	9.00	326.50	15.50	342.00		342.00			342.00	5.00		347.00		347.00
San Juan	293.00	10.00	303.00	15.00	318.00		318.00	10.00		328.00			328.00		328.00
Province of Rizal															
Rodriguez (Montalban), Tanay	326.50														
Angono, Binangonan, San Mateo	317.50	9.00	326.50	15.50	342.00		342.00			342.00	5.00		347.00		347.00
Piilla	293.00	10.00	303.00	14.00	317.00	1.00	318.00	10.00		328.00			328.00		328.00
Province of Quezon															
Candelaria, Sariaya	317.50	9.00	326.50	15.50	342.00		342.00			342.00	5.00		347.00		347.00
Tiaong	293.00	10.00	303.00	15.00	318.00		318.00	10.00		328.00			328.00		328.00
Atimonan, Calauag, Catanauan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Tagkawayan	296.00	13.00	309.00	15.50	324.50		324.50			324.50		14.50	339.00	14.00	367.00



Agriculture														
Plantation														
Covered Areas	Wage Order No. IVA-18													
	Wage Order No. IVA-17							01-Dec-18						
	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA-17)	Existing Minimum Wage	Basic Wage Adjustment	Adjusted Minimum Wage	Simplification Increase	New Minimum Wage	Area Reclassification Increase (1st Tranche-1st Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (1st Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Simplification Increase	Area Reclassification Increase (2nd Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Area Reclassification Increase (3rd Tranche) Tranche Acceleration WO No. IVA-17
EMERGING GROWTH AREA														
Province of Cavite														
Maragondon	292.00		292.00	11.00	303.00		303.00			303.00			303.00	303.00
Noveleta	283.00		283.00	20.00	303.00									
Province of Laguna														
Bay, Calauan, Nagcarlan, Siniloan	293.00	10.00	303.00	14.00	317.00	1.00	318.00			318.00			318.00	318.00
Alaminos, Cavinti, Kalayaan, Lumban, Pagsanjan, Pila	292.00		292.00	11.00	303.00		303.00			303.00			303.00	303.00
Province of Batangas														
Calatagan	303.50		303.50	14.50	318.00		318.00			318.00			318.00	318.00
Ibaan, Malvar, Padre Garcia	293.00	10.00	303.00	15.00	318.00		318.00							
Taysan	294.00		294.00	9.00	303.00		303.00			303.00			303.00	303.00
Laurel, Lian, Lobo, Taal, Talisay, Tuy	292.00		292.00	11.00	303.00		303.00							
Province of Rizal														
Morong	293.00	10.00	303.00	14.00	317.00	1.00	318.00			318.00			318.00	318.00
Teresa	294.00		294.00	9.00	303.00		303.00							
Cardona	292.00		292.00	11.00	303.00		303.00			303.00			303.00	303.00
Province of Quezon														
Lubnan, San Francisco (Aurora)	293.00	10.00	303.00	14.50	317.50		317.50			317.50	10.00		337.50	347.00
Guinayangan, Polilio, San Narciso	293.00	10.00	303.00	14.50	317.50		317.50	10.00	8.50	327.50			336.00	336.00

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Agriculture													
Plantation													
Wage Order No. IVA-18													
Covered Areas	Wage Order No. IVA-17		Area		Area		Area		Area		Area		New Minimum Wage
	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA-17)	Existing Minimum Wage	Basic Wage Adjustment	Adjusted Minimum Wage	Simplification Increase	New Minimum Wage	Reclassification Increase (2nd Tranche) Acceleration WO No. IVA-17	Reclassification Increase (1st Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	New Minimum Wage	Simplification Increase	Reclassification Increase (2nd Tranche-2nd Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (3rd Tranche) Acceleration WO No. IVA-17
as of Jan. 1, 2017													
28-Apr-18													
01-Jul-18													
01-Dec-18													
01-Dec-19													
01-Dec-20													
RESOURCE BASED AREA													
<b>Province of Cavite</b>													
Ternate													
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez													
<b>Province of Laguna</b>													
Paete, Pakil													
Famy, Liliw, Luisiana, Mabita, Magdalena, Majayjay, Pangil, Rizal, Santa Maria, Victoria													
<b>Province of Batangas</b>													
Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy													
<b>Province of Rizal</b>													
Baras, Jala-Jala													
<b>Province of Quezon</b>													
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampiloc, San Andres, San Antonio, Unisan													
	293.00	10.00	303.00	14.50	317.50		317.50	9.50	327.00	303.00			327.00

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## Non-Plantation

## Non-Plantation

Wage Order No. IVA-18

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Agriculture																						
Non-Plantation																						
Wage Order No. IVA-18																						
Covered Areas	Wage Order No. IVA-17		01-Dec-18																			
	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA-17)	Existing Minimum Wage	Basic Wage Adjustment	Adjusted Minimum Wage	Simplification Increase	New Minimum Wage	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 1st Tranche	Adjusted Minimum Wage	Area Reclassification Increase (1st Tranche Acceleration on WO No. IVA-17)	New Minimum Wage	Area Reclassification Increase (2nd Tranche Acceleration on WO No. IVA-17)	New Minimum Wage	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 2nd Tranche	New Minimum Wage	Simplification Increase	Area Reclassification Increase (2nd Tranche Acceleration on WO No. IVA-17)	New Minimum Wage	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 3rd Tranche	Area Reclassification Increase (3rd Tranche Acceleration on WO No. IVA-17)	New Minimum Wage	
First Class Municipalities																						
Province of Cavite																						
Carmona, General Trias, Rosario	311.50		311.50	15.50	327.00		327.00	6.00	333.00		333.00		333.00	6.00	339.00			339.00	8.00			347.00
Kawit, Silang, Tanza, Gen. Mariano Alvarez	306.50		306.50	15.50	322.00		322.00	6.00	328.00		328.00		328.00	6.00	334.00	5.00		339.00	8.00			347.00
Indang, Naic	293.00	10.00	303.00	14.00	317.00	1.00	318.00		318.00	10.00	328.00		328.00		328.00			328.00				328.00
Alfonso	293.00	10.00	303.00	14.00	317.00	1.00	318.00		318.00	10.00	328.00	9.00			337.00			337.00				337.00
Province of Laguna																						
Los Baños, Sta. Cruz	311.50		311.50	15.50	327.00		327.00	6.00	333.00		333.00		333.00	6.00	339.00			339.00	8.00			347.00
Province of Batangas																						
Bauan, San Pascual, Santo Tomas	306.50		306.50	15.50	322.00		322.00	6.00	328.00		328.00		328.00	6.00	334.00	5.00		339.00	8.00			347.00
Balayan, Calaca, Lemery, Mabini, Nasugbu, Rosario, San Jose	293.00	9.00	302.00	15.50	317.50		317.50	8.50	326.00		326.00		326.00	8.00	334.00	5.00		339.00	8.00			347.00
San Juan	293.00	10.00	303.00	15.00	318.00		318.00		318.00	10.00	328.00		328.00		328.00			328.00				328.00
Province of Rizal																						
Rodriguez (Montalban), Tanay	306.50		306.50	15.50	322.00		322.00	6.00	328.00		328.00		328.00	6.00	334.00	5.00		339.00	8.00			347.00
Angono, Binangonan, San Mateo	293.00	9.00	302.00	15.50	317.50		317.50	8.50	326.00		326.00		326.00	8.00	334.00	5.00		339.00	8.00			347.00
Piliila	293.00	10.00	303.00	14.00	317.00	1.00	318.00		318.00	10.00	328.00		328.00		328.00			328.00				328.00
Province of Quezon																						
Candelaria, Sariaya	293.00	9.00	302.00	15.50	317.50		317.50	8.50	326.00		326.00		326.00	8.00	334.00	5.00		339.00	8.00			347.00
Tiaong	293.00	10.00	303.00	15.00	318.00		318.00		318.00	10.00	328.00		328.00		328.00			328.00				328.00
Atimonan, Calauag, Catanduan, General Nakar, Gumaca, Infanta, Lopez, Mauban, Mulanay, Pagbilao, Real, Tagkawayan	296.00	13.00	309.00	15.50	324.50		324.50		324.50		324.50	14.50	339.00		339.00		14.00	353.00			14.00	367.00



Agriculture																				
Non-Plantation																				
Wage Order No. IVA-18																				
Covered Areas	Wage Order No. IVA-17		01-Jul-17				28-Apr-18		01-Jul-18		01-Dec-18		01-Jul-19		01-Dec-19		01-Jul-20		01-Dec-20	
	Minimum Wage	Area Reclassification Increase (2nd Tranche WO No. IVA-17)	Existing Minimum Wage	Basic Wage Adjustment	Adjusted Minimum Wage	Simplification Increase	New Minimum Wage	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 1st Tranche	Adjusted Minimum Wage	Area Reclassification Increase (1st Tranche Acceleration WO No. IVA-17)	New Minimum Wage	Area Reclassification Increase (2nd Tranche Acceleration WO No. IVA-17)	New Minimum Wage	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 2nd Tranche	New Minimum Wage	Area Reclassification Increase (2nd Tranche Acceleration WO No. IVA-17)	New Minimum Wage	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 3rd Tranche	New Minimum Wage	Area Reclassification Increase (3rd Tranche Acceleration WO No. IVA-17)
EMERGING GROWTH AREA																				
Province of Cavite																				
Maragondon	292.00		292.00	11.00	303.00		303.00		303.00		303.00		303.00		303.00		303.00		303.00	303.00
Noveleta	283.00		283.00	20.00	303.00		303.00		303.00		303.00		303.00		303.00		303.00		303.00	303.00
Province of Laguna																				
Bay, Calauan, Nagcarlan, Siniloan	293.00	10.00	303.00	14.00	317.00	1.00	318.00		318.00		318.00		318.00		318.00		318.00		318.00	318.00
Alaminos, Cavinti, Kalayaan, Lumban, Pagsanjan, Pila	292.00		292.00	11.00	303.00		303.00		303.00		303.00		303.00		303.00		303.00		303.00	303.00
Province of Batangas																				
Calatagan	283.00		283.00	20.00	303.00		303.00	5.00	308.00		308.00		308.00	5.00	313.00		313.00	5.00	318.00	318.00
Ibaan, Malvar, Padre Garcia	293.00	10.00	303.00	15.00	318.00		318.00		318.00		318.00		318.00		318.00		318.00		318.00	318.00
Taysan	294.00		294.00	9.00	303.00		303.00		303.00		303.00		303.00		303.00		303.00		303.00	303.00
Laurel, Lian, Lobo, Taal, Talisay, Tuy	292.00		292.00	11.00	303.00		303.00		303.00		303.00		303.00		303.00		303.00		303.00	303.00
Province of Rizal																				
Morong	293.00	10.00	303.00	14.00	317.00	1.00	318.00		318.00		318.00		318.00		318.00		318.00		318.00	318.00
Teresa	294.00		294.00	9.00	303.00		303.00		303.00		303.00		303.00		303.00		303.00		303.00	303.00
Cardona	292.00		292.00	11.00	303.00		303.00		303.00		303.00		303.00		303.00		303.00		303.00	303.00
Province of Quezon																				
Lucban, San Francisco (Aurora)	293.00	10.00	303.00	14.50	317.50		317.50		317.50		317.50	10.00	327.50		337.50	10.00	337.50		337.50	347.00
Guinayangan, Polilio, San Narciso	293.00	10.00	303.00	14.50	317.50		317.50		317.50	8.50	327.50		336.00		336.00		336.00		336.00	336.00



## Non-Plantation

## Non-Plantation

Wage Order No. IVA-18

Covered Areas	Minimum Wage as of Jan. 1, 2017	Existing Minimum Wage	Basic Wage Adjustment	Adjusted Minimum Wage	Simplification Increase	New Minimum Wage	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 1st Tranche	Area Reclassification Increase (1st Tranche Acceleration WO No. IVA-17)	New Minimum Wage	Area Reclassification Increase (2nd Tranche Acceleration WO No. IVA-17)	Area Reclassification Increase (1st Batch) Tranche Acceleration WO No. IVA-17	Area Reclassification Increase (2nd Batch) Tranche Acceleration WO No. IVA-17	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 2nd Tranche	New Minimum Wage	Simplification Increase	Area Reclassification Increase (2nd Tranche Acceleration WO No. IVA-17)	Basic Wage Adjustment due to Integration of Agri-Plant and Non-Plant Rates - 3rd Tranche	New Minimum Wage	Area Reclassification Increase (3rd Tranche Acceleration WO No. IVA-17)
RESOURCE BASED AREA																			
<b>Province of Cavite</b>																			
Ternate																			
Amadeo, Gen. Emilio Aguinaldo, Magallanes, Mendez																			
<b>Province of Laguna</b>																			
Paete, Pakil																			
Famy, Liliw, Luisiana, Mabifac, Magdalena, Majayjay, Pangil, Rizal, Santa Maria, Victoria																			
<b>Province of Batangas</b>																			
Agoncillo, Alitagtag, Balete, Cuenca, Mataas na Kahoy, San Luis, San Nicolas, Santa Teresita, Tingloy	283.00	283.00	20.00	303.00	303.00	303.00	303.00	303.00	303.00					303.00	303.00			303.00	303.00
<b>Province of Rizal</b>																			
Baras, Jala-Jala																			
<b>Province of Quezon</b>																			
Agdangan, Alabat, Buenavista, Burdeos, Dolores, General Luna, Jomalig, Macalelon, Padre Burgos, Panukulan, Patnanungan, Perez, Plaridel, Pitogo, Quezon, Sampaloc, San Andres, San Antonio, Unisan	293.00	303.00	14.50	317.50	317.50	317.50	317.50	9.50	327.00					327.00	327.00			327.00	327.00

Unisan

2



Covered Areas	Retail & Service Establishment Employing Not More Than 10 Workers		
	W.O. NO. IVA-17	W.O. NO. IVA-18	
	Existing Minimum Wage	Basic Wage Adjustment	New Minimum Wage
	as of Jan. 1, 2017	28-Apr-18	
<b>Province of Cavite</b> Alfonso, Amadeo, Bacoar, Carmona, Cavite City, City of Dasmariñas, Gen. Emilio Aguinaldo, Gen. Mariano Alvarez, General Trias, Imus, Indang, Kawit, Magallanes, Maragondon, Mendez, Naic, Noveleta, Rosario, Silang, Tagaytay City, Tanza, Ternate, Trece Martires City			
<b>Province of Laguna</b> Alaminos, Bay, Biñan City, Cabuyao City, Calamba City, Calauan, Cavinti, Famy, Kalayaan, Laguna Techno Park, Liliw, Los Baños, Luisiana, Lumban, Mabitan, Magdalen, Majayjay, Nagcarlan, Paete, Pagsanjan, Pakil, Pangil, Pila, Rizal, San Pablo City, San Pedro City, Sta. Cruz, Santa Maria, Santa Rosa City, Siniloan, Victoria			
<b>Province of Batangas</b> Agoncillo, Alitagtag, Balayan, Balete, Batangas City, Bauan, Calaca, Calatagan, Cuenca, Ibaan, Laurel, Lemery, Lian, LIMA Technology Center, Lipa City, Lobo, Mabini, Malvar, Mataas na Kahoy, Nasugbu, Padre Garcia, Rosario, San Jose, San Juan, San Luis, San Nicolas, San Pascual, Santa Teresita, Santo Tomas, Taal, Talisay, City of Tanauan, Taysan, Tingloy, Tuy	283.00	20.00	303.00
<b>Province of Rizal</b> Angono, City of Antipolo, Baras, Binangonan, Cainta, Cardona, Jala-Jala, Morong, Pililla, Rodriguez (Montalban), San Mateo, Tanay, Taytay, Teresa			
<b>Province of Quezon</b> Agdangan, Alabat, Atimonan, Buenavista, Burdeos, Calauag, Candelaria, Catnauan, Dolores, General Luna, General Nakar, Guinayangan, Gumaca, Infanta, Jomalig, Lopez, Lucban, Lucena City, Macalelon, Mauban, Mulanay, Padre Burgos, Pagbilao, Panukulan, Patnanungan, Perez, Pitogo, Plaridel, Polilio, Quezon, Real, Tagkawayan, City of Tayabas, Tiaong, Sampaloc, San Andres, San Antonio, San Francisco (Aurora), San Narciso, Sariaya, Unisan			



All workers covered by this Wage Order receiving wage rates less than the prescribed minimum wage shall be adjusted at least to the new minimum wage rates prescribed herein.

**SECTION 3. COVERED WORKERS AND EMPLOYEES.** The minimum wage rates prescribed under this Order shall apply to all minimum wage workers and employees in private establishments in Region IV-A regardless of their position, designation or status of employment and payment method by which their wages are paid.

This Wage Order shall not cover household workers, persons employed in the personal service of another and workers of Barangay Micro Business Enterprises (BMBEs) with Certificates of Authority, pursuant to R.A. 9178 as duly amended by Republic Act No. 10644 otherwise known as the Go Negosyo Act of 2014.

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

### **RULE III – APPLICATION TO SPECIFIC TYPES OF WORKERS**

**SECTION 1. APPLICATION TO WORKERS PAID BY RESULTS.** All workers paid by result, including those who are paid on piece work, takay, pakyaw or task basis, shall receive the minimum wage 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 and are entitled to the productivity based pay as may be determined and agreed upon by the establishment's Productivity Improvement and Incentives Committee.

**SECTION 2. APPLICATION TO WORKERS OF CONTRACTORS OR SUBCONTRACTORS.** All workers of legitimate contractor or subcontractor in the construction and other industries are entitled to the prescribed minimum wage, and productivity based pay as may be determined and agreed upon by the establishment's Productivity Improvement and Incentives Committee. The prescribed wage rates and productivity based pay of covered workers shall be borne by the principal or "user enterprise" and the service agreement or contract shall be deemed amended accordingly. In the event, however, that the principal fails to pay the prescribed wages, the contractor or sub-contractor shall be jointly and severally liable with the principal or "user enterprise".

**SECTION 3. APPLICATION TO MOBILE, BRANCH AND TRANSFERRED PERSONNEL.** For those workers working in branches or agencies of establishments in or outside the region, the minimum wage rates shall be those applicable in the place where they are stationed or based. 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. In the case of mobile worker/employee, the home base rate shall apply. The transfer of personnel from a high rate city/municipality to a lower rate city/municipality shall not be a valid ground for the reduction of the wage rates being enjoyed by the workers prior to such transfer.

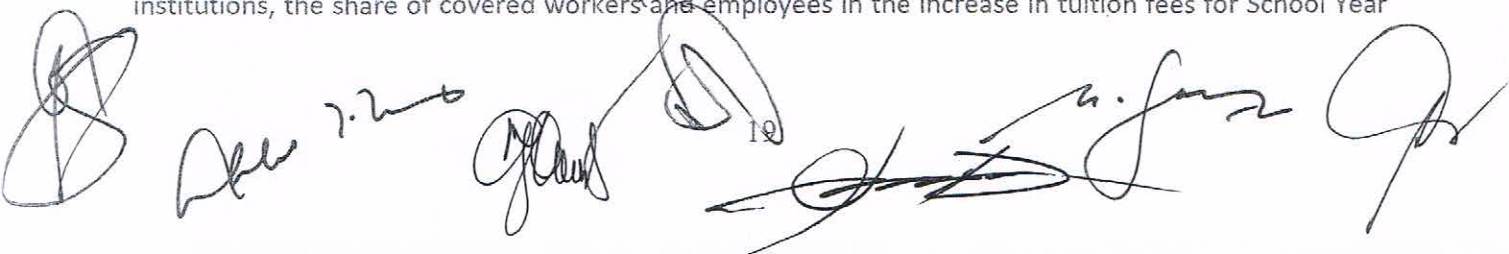
**SECTION 4. APPLICATION TO SEASONAL OR TEMPORARY WORKERS.** Seasonal, reliever, week-ender, temporary workers directly hired by the principal or engaged by a contractor or subcontractor shall receive the prescribed minimum wage and productivity based pay as may be determined by the establishment's Productivity Improvement and Incentives Committee.

**SECTION 5. APPLICATION TO SPECIAL GROUPS OF WORKERS.** Wages of apprentices and learners shall in no case be less than seventy-five percent (75%) of the minimum wage prescribed in this Order.

All recognized learnership and apprenticeship agreements entered into before the effectivity of this Order shall be considered automatically modified insofar as their wage clauses are concerned to reflect the provisions of Wage Order No. IVA-18.

All qualified handicapped workers shall receive the full amount of the minimum wage prescribed in this Order pursuant to R.A. 7277, otherwise known as the Magna Carta for Disabled Persons.

**SECTION 6. 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

The bottom of the page features several handwritten signatures and initials in black ink. From left to right, there is a large, stylized signature, followed by the initials 'R. 2-20', and then several other signatures, including one that appears to be 'G. 19' and another that looks like 'A. 19'. The signatures are written over the bottom of the text area.



2018-2019 shall be considered as compliance with the wage rates prescribed herein. However, payment of any shortfall in the wage increase set forth herein shall be covered starting School Year 2019-2020.

Private educational institutions which have not increased their tuition fees for School Year 2018-2019 may defer compliance with the wage rates prescribed herein until the beginning of School Year 2019-2020.

In any case, all private educational institutions shall implement the wage rates prescribed herein starting school year 2019-2020.

#### **RULE IV – WAGE ADMINISTRATION**

**SECTION 1. EXEMPTIONS.** Upon application with and as determined by the Board based on documentation and other requirements in accordance with applicable rules and regulations issued by NWPC, the following may be exempted from the application of this Wage Order:

- a) Establishments adversely affected by calamities such as natural and/or human-induced disaster per NWPC Resolution No. 1, Series of 2014.
- b) Distressed Establishments.

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

**A. Establishments Adversely Affected by Calamities such as Natural and/or Human-Induced Disasters**

- 1. The establishment must be located in an area declared by a competent authority as under a state of calamity.
- 2. The calamity must have occurred within six (6) months prior to the effectivity of the Wage Order. However, if based on the assessment by a competent authority, the damage to properties is at least 50% and the period of recovery will exceed one (1) year, the 6-month period may be extended to one (1) year.
- 3. Losses suffered by the establishment as a result of the calamity that exceed the insurance coverage should amount to 20% or more of the stockholders' equity as of the last full accounting period in the case of corporations and cooperatives and total invested capital in the case of partnership and single proprietorships and fund balance/members' contribution in the case of non-stock non-profit organization.

Only losses or damage to properties directly resulting from the calamity and not incurred as a result of normal business operations shall be considered.

Where necessary, the Board or its duly authorized representative shall conduct an ocular inspection of the establishment or engage the services of experts to validate the extent of damages suffered.

**B. Distressed Establishments**

**1. For Corporations/ Cooperatives**

**a. Full Exemption**

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



b. Partial Exemption

- b.1. When the deficit as of the last full accounting period immediately preceding the effectivity of the Order amounts to at least 10% but less than 20% of the paid-up capital for the same period.

c. Conditional Exemption

- c.1. When the actual net loss as of the interim period immediately preceding the effectivity of the Order amounts to at least 25% of total assets.

For this purpose, *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.

2. For Single Proprietorships/Partnerships

a. Full Exemption:

- a.1. When the accumulated net losses for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to 20% or more of the total invested capital at the beginning of the period under review; or  
a.2. When an establishment registers capital deficiency i.e., negative net worth as of the last full accounting period immediately preceding the effectivity of the Order.

b. Partial Exemption:

- b.1. When the accumulated net losses for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to at least 10% but less than 20% of the total invested capital at the beginning of the period under review.

c. Conditional Exemption

- c.1. When the actual net loss as of the interim period immediately preceding the effectivity of the Order amounts to at least 25% of total assets.

3. For Non-stock, Non-profit Organizations

a. Full Exemption:

- a.1. When the accumulated net losses for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to 20% or more of the fund balance/members' contribution at the beginning of the period; or  
a.2. 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 Order.

b. Partial Exemption:

- b.1. When the accumulated net losses for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to at least 10% but not more than 20% of the fund balance/members' contribution at the beginning of the period.

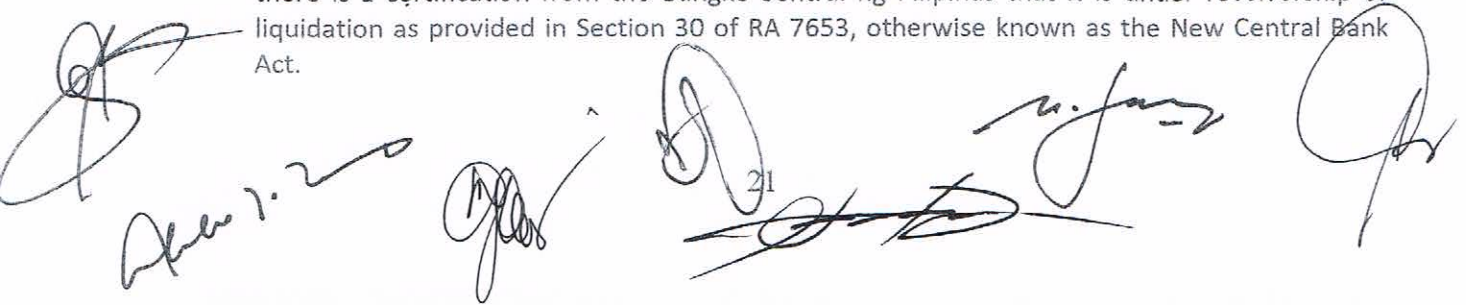
c. Conditional Exemption:

- c.1. When the actual net loss as of the interim period immediately preceding the effectivity of the Order amounts to at least 25% of total assets.

4. For Banks and Quasi-banks

a. Under receivership/liquidation

Exemption may be granted to a bank or quasi-bank under receivership or liquidation when there is a certification from the Bangko Sentral ng Pilipinas that it is under receivership or liquidation as provided in Section 30 of RA 7653, otherwise known as the New Central Bank Act.

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b. Under controllership/conservatorship

A bank or quasi-bank under controllership/ conservatorship may apply for exemption as a distressed establishment under Section 3 A of this Guidelines.

5. Establishments Under Corporate Rehabilitation

Exemption may be granted to corporations, partnerships and associations under corporate rehabilitation when there is an order from a court of competent jurisdiction that it is under rehabilitation as provided in Section 6 Rule IV of the Interim Rules of Procedure on Corporate Rehabilitation (2000).

**SECTION 3. DOCUMENTS REQUIRED.** The following supporting documents shall be submitted together with the application:

For All Categories of Exemption

Proof of notice of filing of the application shall be furnished 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.

A. For Establishments Adversely Affected by Calamities such as Natural and/or Human-Induced Disasters

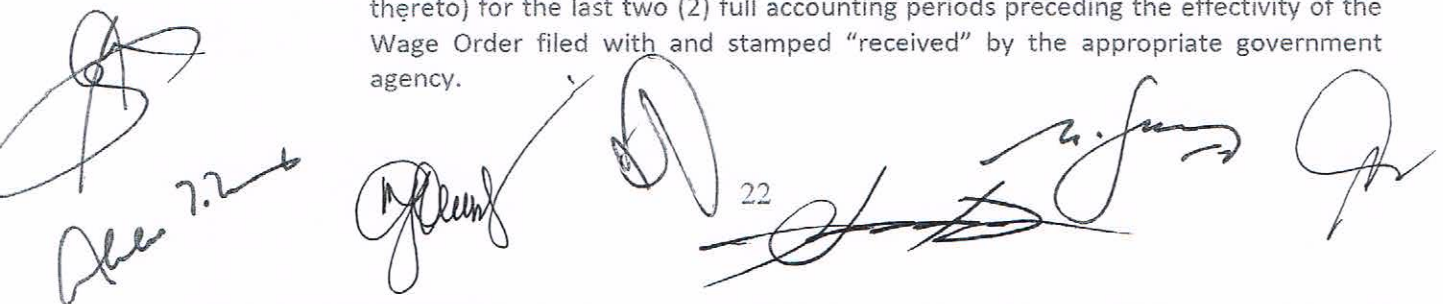
1. Affidavit from the General Manager or Chief Executive Officer of the establishment regarding the following:
  - a. Date and type of calamity;
  - b. Amount of losses/damages suffered as a direct result of the calamity;
  - c. List of properties damaged/lost together with estimated valuation;
  - d. For properties that are not insured, a statement that the same are not covered by insurance.
2. Copies of insurance policy contracts covering the properties damaged, if any.
3. Adjuster's report for insured properties.
4. Audited financial statement for the last full accounting period preceding the effectivity of the Order stamped received by the appropriate government agency.

In case of severe damage to properties caused by the calamity, a Certification by the Barangay and pictures of the damaged property/ies may be submitted in lieu of the audited financial statements.

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

B. For Distressed Establishments

1. For corporations, cooperatives, single proprietorships, partnerships, non-stock, non-profit organizations.
  - a. Full or Partial Exemption
    - a.1. 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.

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b. Conditional Exemption

b.1. Audited financial statement (together with the Auditor's opinion and the notes thereto) for the last full accounting period and interim quarterly financial statement/s for the period immediately preceding the effectivity of the Order.

b.2. To confirm the grant of conditional exemption, audited financial statements for the last full accounting period, stamped received by the appropriate government agency, to be submitted within 30 days from the lapse of the one-year exemption period.

2. For Banks and Quasi-banks

Certification from Bangko Sentral ng Pilipinas that it is under receivership/liquidation.

3. For Establishment Under Corporate Rehabilitation

Order from a court of competent jurisdiction that the establishment is under rehabilitation.

#### SECTION 4. PROCEDURES ON EXEMPTION

##### A. For Filing of Exemption

1. An application, in three (3) legible copies may be filed with the appropriate 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 as the date of filing.

Application for exemption filed with the DOLE regional or provincial offices are considered filed with the appropriate Board in the region.

2. Application for all categories shall be filed not later than 75 days from publication of the approved Implementing Rules of the Order, provided that all the required documents in support of the application must be filed within the said 75-day period and no further extension of filing and submission of required documents shall be allowed.
3. In case of applications of establishments adversely affected by calamities where the calamity occurred after the expiration of the period for the filing of an application for exemption, the Board may reopen the same. Applicants shall also submit a certification that a general assembly to explain to its workers and employees its intent to file an application, has been conducted prior to the filing of the application and undertaking to conduct another general assembly informing its workers and employees of the decision of the Board on its application.

##### B. For Filing of Opposition

Any worker or, if unionized, the union in the applicant establishment, may file with the appropriate 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 opposition shall be in three (3) legible copies, under oath and accompanied by pertinent documents, if any.

##### C. For Filing of Motion for Reconsideration.

An aggrieved party may file with the Board a motion for reconsideration of the decision on the application for exemption within ten (10) days from receipt of the decision, stating the particular grounds upon which the motion is based, copy furnished the other party and the Regional Office of the Department.

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



#### D. For Filing of Appeal to the Commission

1. Appeal - Any party aggrieved by the decision of the 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.

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 the Board.

2. Grounds for Appeal - An appeal may be filed on the following grounds:

- a. Non-conformity with the prescribed guidelines and/or procedures on exemption;
- b. Prima facie evidence of grave abuse of discretion on the part of the Board; or
- c. Questions of law.

3. Opposition - The appellee may file with the 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. Transmittal of records - 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 Board to the Commission.

#### SECTION 5. EXTENT AND DURATION OF EXEMPTION.

- A. Full exemption of (1) year from effectivity of the Order shall be granted to all categories of establishments that meet the applicable criteria for exemption under this Rules.
- B. Partial exemption of 50% from effectivity of the Order with respect to the amount or period of exemption shall be granted only in the case of distressed establishments under this Rules.
- C. Conditional exemption of one (1) year from effectivity of the Order shall be granted only in the case of distressed establishments under this Rules. The conditional exemption shall be confirmed, as follows;

##### c.1. For Corporations

When deficit as of the last full accounting period amount to 20% or more of the paid-up capital for the same period;

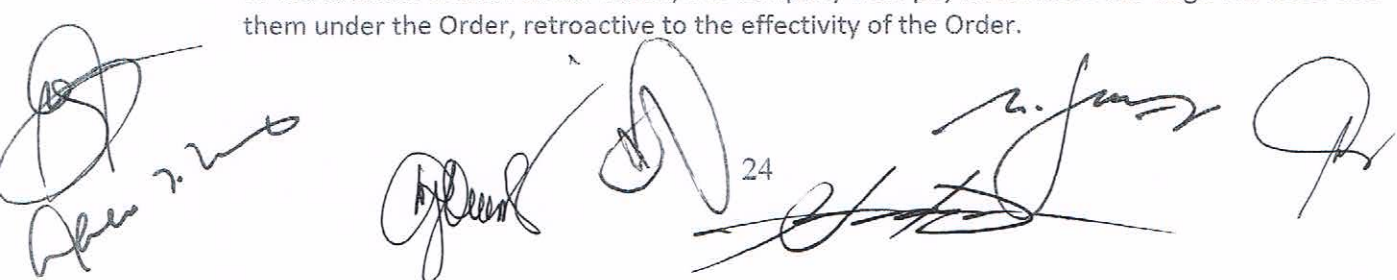
##### c.2. For single Proprietorship and Partnership

When net loss for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to 20% or more of the total invested capital at the beginning of the period under review;

##### c.3. For Non- Stock, Non-Profit Organizations

When net loss for the last two (2) full accounting periods immediately preceding the effectivity of the Order amounts to 20% or more of the fund balance/members' contribution at the beginning of the period.

In the absence of such actual losses, the company shall pay its workers the wage increases due them under the Order, retroactive to the effectivity of the Order.



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**SECTION 6. APPLICATION FOR PROJECTS/BRANCHES/DIVISIONS.** Where the exemption being sought is for a particular project/branch/division not separately registered and licensed, the consolidated audited financial statements of the establishment shall be used as basis for determining its distressed condition.

**SECTION 7. DISTRESSED PRINCIPAL.** 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 8. EFFECT OF FILING 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 9. EFFECT OF DISAPPROVED APPLICATION FOR EXEMPTION.** In the event that the application for exemption is not approved, covered workers shall be paid the mandated wage increase as provided for under the Order retroactive to the date of effectivity of the Order plus simple interest of one percent (1%) per month.

#### **RULE V – APPEAL**

**SECTION 1. APPEAL ON THE WAGE ORDER.** Any party aggrieved by the Order may file a verified appeal with the Commission through the Regional 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. A memorandum of appeal which shall state the grounds relied upon, and the arguments in support of the appeal shall accompany the appeal.

**SECTION 2. GROUNDS FOR APPEAL.** An appeal may be filed on the following grounds:

- a. Non-conformity with the prescribed guidelines/procedures;
- b. Questions of law;
- c. Grave abuse of discretion.

**SECTION 3. EFFECTS 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 satisfactorily to the Commission for payment of the corresponding wage adjustment to employees affected by the Order, in the event such Order is affirmed.

#### **RULE VI – SPECIAL PROVISIONS**

**SECTION 1. PRODUCTIVITY AND OTHER PERFORMANCE INCENTIVE.** In order to sustain rising levels of wages and enhance competitiveness, labor and management, as partners, are encouraged to adopt productivity improvement schemes such as time and motion studies, good housekeeping, quality circles, labor and management cooperation and implement gain-sharing and other performance incentive schemes in order to improve the quality of life of workers and in turn enable them to perform better and contribute to enterprise growth.

Pursuant to the Two-Tiered Wage System, the Board issued an Advisory attached to the W.O. No. RBIVA-16 for reference.

**SECTION 2. EFFECTS ON EXISTING WAGE STRUCTURE.** Where the application of the wage increase prescribed under this Order results in distortion in the wage structure within the establishments, it shall be left to the parties concerned to address the issue in accordance with the procedure under Article 124 of the Labor Code, as amended.

**SECTION 3. COMPLAINTS FOR NON-COMPLIANCE.** Complaints for non-compliance with this Order shall be filed with the Department of Labor and Employment- Regional Office-IVA (DOLE-RO IVA) or to any DOLE-Provincial Field Office in the Region, and shall be the subject to the conciliation and mediation process under Single Entry Approach (SEnA). However, if settlement fails, the case becomes subject of enforcement proceedings under Article 128 and 129 of the Labor Code, as amended.

**SECTION 4. FREEDOM TO BARGAIN.** This Order shall not be construed to prevent workers in particular enterprises from bargaining for higher wages with their respective employers.



**SECTION 5. 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 of agreement between the workers and employers.

**SECTION 6. PENAL PROVISIONS.** Pursuant to the provisions of Section 12 of Republic Act of 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 increases in the Order shall be punished by a fine not less than twenty-five thousand pesos (Php25,000.00) nor more than one hundred thousand pesos (Php100,000.00) 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 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 7. REPORTING REQUIREMENT.** All business establishments shall submit a verified report on their wage structure to the Board not later than January 31 of each year and every year thereafter in accordance with the form prescribed by the National Wages and Productivity Commission.

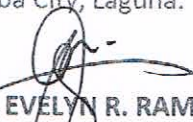
**SECTION 8. PROHIBITION AGAINST INJUNCTION.** No preliminary or permanent injunction or temporary restraining order maybe issued by any court, tribunal or any entity against the Board, this Wage Order or any proceedings before the Regional Board.


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

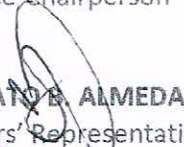
**SECTION 10. SEPARABILITY CLAUSE.** If for any reason, any section or provision of this Implementing Rules is declared unconstitutional or invalid, the other provisions or parts shall remain valid.

**SECTION 12. EFFECTIVITY.** This Rules shall take effect on April 28, 2018.

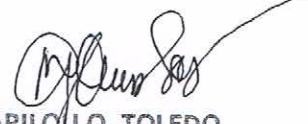
Approved this 3<sup>rd</sup> day of May, 2018 in Calamba City, Laguna.

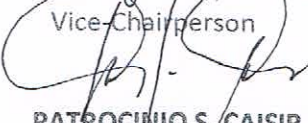
  
**ATTY. EVELYN R. RAMOS**  
Regional Director, DOLE -IVA  
Chairperson

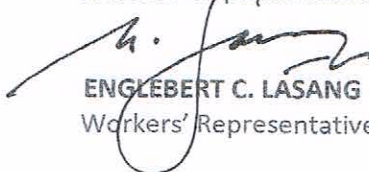
  
**LUIS G. BANUA**  
Regional Director, NEDA -IVA  
Vice-Chairperson

  
**RENATO B. ALMEDA**  
Employers' Representative

  
**DELIA T. UY**  
Employers' Representative

  
**MARILOU Q. TOLEDO**  
Regional Director, DTI-IVA  
Vice-Chairperson

  
**PATROCINIO S. CAISIP**  
Workers' Representative

  
**ENGLEBERT C. LASANG**  
Workers' Representative

Approved this 4th day of June 2018, in the City of Manila, Philippines.

  
**SILVESTRE H. BELLO III**

Secretary  
Department of Labor and Employment

Dept. of Labor & Employment  
Office of the Secretary



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