

**Section 11. APPEAL TO THE COMMISSION.** Any party aggrieved by this Wage Order may file a verified appeal with the Commission, through the Board, in three (3) printed copies, not later than ten (10) calendar days from the publication of this Order.

**Section 12. 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 (DOLE) having jurisdiction over the workplace and shall be subject to mandatory thirty (30) days 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 13. 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 or employer practices or policies.

**Section 14. PENAL PROVISION.** Any person, corporation, trust or firm, partnership, association or entity which refuses or fails to pay the prescribed wage increase/allowance/rates in accordance with this Order shall be subject to the penal provisions under R.A. 6727, as amended by RA 8188.

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

**Section 16. FREEDOM TO BARGAIN.** This Order shall not be construed to prevent workers in particular firms or enterprises of industries from bargaining for higher wages with their respective employers.

**Section 17. REPORTING REQUIREMENT.** Any person, company, corporation, partnership or any entity engaged in business shall submit a verified itemized listing of their labor component to the Board not later than January 31, 2018 and every year thereafter in accordance with section 3 of RA 6727 in relation to Article 124 of the Labor Code of the Philippines, as amended, and in the form prescribed by the Commission.

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issuances, rules and regulations or parts thereof inconsistent with the provisions of this Wage Order are hereby repealed, amended or modified accordingly.

**Section 19. SEPARABILITY CLAUSE.** If, for any reason, any section or provision of this Order is declared unconstitutional, or in conflict with existing law, the other provisions or parts thereof shall remain valid.

**Section 20. IMPLEMENTING RULES.** The Board shall submit to the Commission the necessary Rules and Regulations to implement this Wage Order subject to the approval of the Secretary of Labor and Employment, not later than ten (10) days from publication of this Wage Order.


**Section 21. ADVISORY ON PRODUCTIVITY-BASED PAY.** Based on the Two-Tiered Wage System, the Board shall issue the corresponding advisories on productivity-based pay which shall serve as guidelines for private sector on the range of productivity bonuses and incentives that an enterprise may provide based on agreement between the workers and the management.

The DOLE Regional Office shall monitor the implementation of the agreed productivity-based pay.

**Section 22. EFFECTIVITY.** This Order shall take effect fifteen (15) days after its publication in a newspaper of general circulation in the Region.

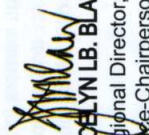
APPROVED: 25 April 2017, Legazpi City, Philippines.

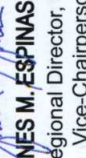
  
**MARCELO S. TAN**  
Employer's Representative

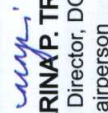
  
**RONALDO C. AFABLE**  
Worker's Representative

  
**EDGARDO T. NAVARROSA**  
Employer's Representative

(vacant)  
Worker's Representative

  
**ENGR. JOCELYN L.B. BLANCO, CESOS II**  
Regional Director, DTI  
Vice-Chairperson

  
**AGNES M. ESPINAS, CESE**  
Regional Director, NEDA  
Vice-Chairperson

  
**ATTY. MA. KARINA P. TRAYVILLA**  
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**Effectivity date: June 2, 2017**  
(Published on May 18, 2017 @ Bicol Mail Newspaper)

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Republic of the Philippines  
Department of Labor and Employment  
National Wages and Productivity Commission  
REGIONAL TRIPARTITE WAGES AND PRODUCTIVITY BOARD  
Region V

# Wage Order

NO. RBV-18



