

Republika ng Pilipinas
(Republic of the Philippines)
MINISTRI NG EDUKASYON, KULTURA AT ISPORTS
(MINISTRY OF EDUCATION, CULTURE AND SPORTS)
Maynila

December 2, 1983

MECS O R D E R
No. 60, s. 1983

IMPLEMENTATION OF WAGE ORDERS NOS. 2 AND 3

To: Bureau Directors
Regional Directors
Schools Superintendents
Heads of Private Schools, Colleges and Universities

1. The full implementation vis-a-vis private schools, colleges and universities of Wage Orders Nos. 2 and 3 issued by the National Wage Council had been hampered by certain issues related to the proper application of Presidential Decree No. 451 which have yet to be finally resolved. A Special Task Force has accordingly been organized, composed of representatives of the MECS, MOLE, COCOPEA, ACT-P, NATOW, and FAPE to work on the resolution of the issues and to submit recommendations on the proper application of Wage Orders Nos. 2 and 3 as well as other related legal issuances, not later than December 31, 1983.
2. In the meantime, there is an urgent need to alleviate the present economic plight of the school personnel of private schools, colleges and universities while at the same time allowing the institutions to maintain their financial viability.
3. Upon recommendation of the Special Task Force, therefore, the following guidelines are hereby issued regarding the provisional implementation of Wage Orders Nos. 2 and 3, vis-a-vis the private schools, colleges and universities:
 - a. Each institution is allowed to determine the manner of and extent to which Wage Orders Nos. 2 and 3 will be implemented internally, subject to the following conditions:
 - (1) The school community sectors concerned -- administration, academic teaching and non-teaching personnel, non-academic personnel, parents (for elementary and secondary schools) and students (for colleges and universities) -- shall agree in writing on the formula for implementation. In particular, the agreement of the academic and non-acade-

mic personnel shall be signified, without coercion, through secret ballot by a 3/4 vote of the members of each of the groups;

- (2) The agreement in each school shall be considered binding until such time that the proper interpretation of Wage Orders Nos. 2 and 3, P.D. No. 451, and MECS ORDER No. 23, s. 1983 shall have been clarified, and the corresponding implementation guidelines duly issued: Provided, however, that the agreement will not prejudice the claims of school personnel regarding the correct application of P.D. No. 451;
- (3) The agreement in each school shall be made not later than December 31, 1983, and properly communicated to the Ministry of Labor and Employment (MOLE) and the Ministry of Education, Culture and Sports (MECS); and
- (4) The implementing guidelines on Wage Orders Nos. 2 and 3, to be issued in due time by the MECS, upon recommendation of the Special Task Force, shall be considered retroactively binding and effective on any private school that may not have an agreement on or before December 31, 1983.

4. The cooperation and support of all concerned in the school communities toward the effective implementation of this Order is enjoined.

Reference:
None

(SGD.) ONOFRE D. CORPUZ
Minister

Allotment: ~~1-4-~~ (D.O. 1-76)

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