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**PUBLIC NOTICE**

NOTICE IS HEREBY GIVEN THAT THE ESTATE OF THE LATE RODOLFO G. TANCHANCO INVOLVING A PARCEL OF LAND COVERED BY TCT NO. S-79835, MUNTINLUPA REGISTRY WITH IMPROVEMENTS THEREON, HAS BEEN EXTRA-JUDICIALLY SETTLED BY THE HEIRS PER DOCUMENT ACKNOWLEDGED BEFORE NOTARY PUBLIC GONZALO B. GARCIA OF CITY OF MANILA, ENTERED IN HIS NOTARIAL REGISTER AS DOC. NO. 214, PAGE NO. 044, BOOK NO. XXXII, SERIES OF 1998.

P.S. May 22, 29, June 5 '98

**WANTED**

SEWER POR RTW CALL: 245-83-82

**NOTICE OF LOSS**

Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
Manila

**DEPARTMENT ORDER NO. 10**  
Series of 1998

**Guidelines on the Imposition of Double Indemnity for Non-Compliance with the Prescribed Increases or Adjustments in Wage Rates**

Pursuant to the rule-making authority of the Secretary of Labor and Employment under Article 5 of the Labor Code, as amended, and Section 13 of Republic Act No. 6727, and to ensure uniformity in the implementation of the provisions of Republic Act No. 8188 entitled, "An Act Increasing the Penalty and Imposing Double Indemnity for Violation of the Prescribed Increases or Adjustments in the Wage Rates. Amending for the Purpose Section Twelve of Republic Act Numbered Sixty-Seven Hundred Twenty Seven. Otherwise Known as the Wage Rationalization Act," this Guidelines is hereby promulgated for the guidance of and compliance by all concerned.

**SECTION 1. Coverage.** — This Guidelines shall apply to any person, corporation, trust, firm, partnership, association, organization, or entity in the capacity of an employer.

**SECTION 2. Definition of Terms.** — As used in this Guidelines, the following terms shall mean:

- a) "Act" refers to Republic Act No. 8188.
- b) "Department" refers to the Department of Labor and Employment.
- c) "Regional Director" refers to the director of the Regional Office of the Department.
- d) "Board" refers to the Regional Tripartite Wages and Productivity Board.
- e) "Employer" refers to any person, corporation Wages and Productivity Board.
- f) "Employee" refers to any individual employed by an employer.
- g) "Wage rates" refer to the lowest basic pay that an employer can pay his workers including cost of living allowances as fixed by the Board, but excludes other wage-related benefits such as overtime pay, bonuses, night shift differential pay, holiday pay, premium pay, 13th month pay, premium pay, leave benefits, among others.
- h) "Wage Order" refers to the order promulgated by the Board pursuant to its wage fixing authority.
- i) "Prescribed increases or adjustments" refer to the amount of increase or adjustment in the wage rate of workers fixed by the Board which the employer is mandated to pay upon effectivity of a wage order.
- j) "Violation" refers to the refusal or failure to pay by an employer of the prescribed increases or adjustments as may be established by the Regional Director.
- k) "Unpaid benefits" refer to the prescribed wage rates which the employer failed to pay upon the effectivity of a wage order, exclusive of other wage-related benefits. "Unpaid benefits" as herein understood shall be the principal basis for computing the double indemnity.
- l) "Double Indemnity" refers to the payment to a concerned employee of the prescribed increases or adjustments in the wage rate which was not paid by an employer in an amount equivalent to twice the unpaid benefits owing to such employee.
- m) "Notice of Inspection Result" refers to the inspection form duly accomplished and issued by the labor standards enforcement officer to the employer or his representative after the completion of the inspection. The notice shall specify the violations discovered, if any, together with the officer's recommendation and computation of the unpaid benefits due each worker, with an advice that the employer shall be liable for double indemnity in case of refusal or failure to correct the violation within five (5) calendar days from receipt of notice.
- n) "Compliance Order" refers to the order issued by the Regional Director, after due notice and hearing conducted by himself or a duly authorized hearing officer finding that a violation has been committed and directing the employer to pay the amount due each worker within ten (10) calendar days from receipt thereof.

**SECTION 3. Issuance of a Compliance Order.** In cases where the Secretary of Labor and Employment or the Regional Director has acquired jurisdiction over a violation as defined herein pursuant to the visitatorial and enforcement powers vested upon him by Article 128 (b) of the Labor Code, as amended, he shall have the power to issue a compliance order to give effect to the provisions of the Act. Such order shall be subject to the following principles:

- a) In case of routine inspection where a violation has been established after due notice and hearing where appropriate, the Regional Director shall, after seven (7) calendar days from the employer's receipt of the notice of inspection result, issue a compliance order.
- b) In case of complaint inspection, the Regional Director shall call for summary investigation and after due notice and hearing shall, where appropriate, issue a compliance order.
- c) The compliance order shall direct the employer to pay the amount due each worker within ten (10) days from receipt thereof and to submit proof of compliance. The order shall specify the amount due each worker and shall include the computation on which the order was based.
- d) Upon the finality of the compliance order, the Regional Director shall cause the issuance of a writ of execution for its enforcement.
- e) No compliance order shall be issued during the tendency of an application for exemption from a wage order duly filed with the appropriate Board.

**SECTION 4. Double indemnity; When to Start Period of Computation.**

FRIDAY, MAY 29, 1998

FOR

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Republic of the Philippines  
**Department of Science and Technology**  
**PHILIPPINE COUNCIL FOR AQUATIC AND FISHERIES RESEARCH & DEVELOPMENT**  
Los Baños, Laguna Philippines

Tel. Nos. 5361574, 5361566, 5361582, 5365577

**INVITATION TO PREQUALIFY AND BIDDING**

The Department of Science and Technology/Philippine Council for Aquatic and Fisheries Research and Development (DOST/PCAMRD-PCB) Development - Prequalification, Bids and Award Committee (DOST/PCAMRD-PCB Development - Prequalification, Bids and Award Committee) is invited to participate in the forthcoming public bidding for the Proposed PCAMRD-PCB Building at Los Baños, Laguna. Only those prequalified by the DOST/PCAMRD-PCB shall be allowed to bid. All interested parties may secure the bidding documents on the following dates:

PREQUALIFICATION:	
Issuance of Pre-C Forms	June 1-3, 1998, PCAMRD-DOST, Finance and Admin. Div. c/o Tony Cruz
Submission of Pre-C Forms	June 15, 1998 until 4:00 p.m., PCAMRD-DOST, Finance and Admin. Division c/o Tony Cruz
Issuance of Bid Documents	July 7-8, 1998, PCAMRD-DOST, Finance and Admin. Division
Pre-Bid Conference #1	July 29, 1998, PCAMRD-DOST, Los Baños, Laguna, 1:00 p.m.
Pre-Bid Conference #2	August 19, 1998, DOST CO, DOST Exec. Lounges, 10:00 a.m.
Submission & Opening of Bids	September 4, 1998, DOST Executive Lounge, 10:00 a.m.

The DOST/PCAMRD-PCB reserves the right to reject any or all bids without any formality, and make an award to the bidder whose proposal is most advantageous. In case of a failure of bidding, a re-bidding shall automatically be rescheduled after the announcement of a failure of bid at the same time and place as the first bid. Only those authorized representative of bidders should attend the pre-bid conference.

**BUY PLDI STOCK**  
522-3310, 522-48, 525-0478

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**PROVINCIAL MAIDS -  
SCREENED W/ CLEAR & REF**  
801-1031 • 805-5271 • 805-5062

Best Maids 9124706/913-39-24

TRUS (I-D) MAIDS • 804-1600

MAIDS 0075700 • 8420497

Honest Maids • 8051433

Hardworking Maids • 832-3582

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79835, MUNTINLUPA  
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MENTS THEREON, HAS  
BEEN EXTRA-JUDICIALLY  
SETTLED BY THE HEIRS  
PER DOCUMENT ACKNOW-  
LEDGED BEFORE NOTARY  
PUBLIC GONZALO B.  
GARCIA OF CITY OF  
MANILA, ENTERED IN HIS  
NOTARIAL REGISTER AS  
DOC. NO. 214, PAGE NO.  
044, BOOK NO. XXXII,  
SERIES OF 1998.

P.S. May 22, 29, June 5 '98

**WANTED**

SEWER FOR RTW CALL: 245-  
83-82

**NOTICE OF LOSS**

Notice is hereby given  
of the LOSS of Stock  
Certificate of the Metro  
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in the name of KANJI  
NAKAMITSU

More  
Classified  
Ads on  
page 18

but excludes other wage-related benefits such as overtime pay, bonuses, night shift differential pay, holiday pay, premium pay, 13th month pay, premium pay, leave benefits, among others.

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b) In case of complaint inspection, the Regional Director shall call for summary investigation and after due notice and hearing shall, where appropriate, issue a compliance order.

c) The compliance order shall direct the employer to pay the amount due each worker within ten (10) days from receipt thereof and to submit proof of compliance. The order shall specify the amount due each worker and shall include the computation on which the order was based.

d) Upon the finality of the compliance order, the Regional Director shall cause the issuance of a writ of execution for its enforcement.

e) No compliance order shall be issued during the tendency of an application for exemption from a wage order duly filed with the appropriate Board.

**SECTION 4. Double Indemnity; When to Start Period of Computation.**

a) The computation for double indemnity as herein defined shall start from the effectivity of the prescribed increases or adjustments as indicated in the wage order.

b) The basis for the computation of double indemnity shall be limited to the unpaid benefits as defined herein.


c) Where there is partial compliance with the prescribed increase or adjustment, the basis for computing double indemnity shall be the balance of unpaid benefits reckoned from the effectivity of the wage order.

**SECTION 5. Supersession Clause.** — All rules, regulations, issuances, or parts thereof which are inconsistent with this Guidelines are deemed superseded or modified accordingly.

**SECTION 6. Separability Clause.** — If any provision or portion of this Guidelines is declared void or unconstitutional, the remaining portions or provisions hereof shall continue to be valid and effective.

**SECTION 7. Effectivity.** — This Guidelines shall take effect fifteen (15) days after its complete publication in at least one (1) newspaper of general circulation.

04 May 1998.

  
CRESENCIANO B. TRAJANO  
Secretary

DISSIMINATED BY THE AS-RECORDS ON 5/20/98

P.S. May 29, 1998

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RESEARCH & DEVELOPMENT**  
Los Baños, Laguna

Tel. Nos. 5361574, 5361566, 5361567

**INVITATION TO PREQUALIFY**

The Department of Science and Technology/Philippine Development — Prequalification, Bids and Award Committee  
pine Construction Companies duly licensed and registered in the forthcoming public bidding for the Proposed PCAMR  
Only those prequalified by the DOST/PCAMRO-PBAC  
All interested parties may secure the bidding document

**PREQUALIFICATION:**  
Issuance of Pre-C Forms June 1-3, 1998, PCAMR  
Finance and Admin. Div.  
Submission of Pre-C Forms June 15, 1998 until 4:00  
PCAMRO-DOST, Finance  
Admin. Division 06 To  
July 7-8, 1998, PCAMR  
Finance and Admin. Div.  
Pre-Bid Conference #1 July 29, 1998, PCAMR  
Los Baños, Laguna, 10:00  
Pre-Bid Conference #2 August 19, 1998, DOST  
DOST Exec. Lounge, 10:00  
Submission & Opening of Bids September 4, 1998, DOST  
Lounge, 10:00 a.m.

The DOST/PCAMRO-PBAC reserves the right to reject  
waive any formality, and make an award to the bidder whose  
offer is the lowest and most advantageous.  
In case of a failure of bidding, a re-bidding shall automatic  
after the announcement of a failure of bid at the same time.  
Only those authorized representative of bidders should  
attend the bidding.

(Sgd.) FOR  
Executive Director  
P.S. May 29, 20, 1998

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