



# Congressional Record

PLENARY PROCEEDINGS OF THE 18<sup>th</sup> CONGRESS, FIRST REGULAR SESSION

## House of Representatives

Vol. 3

Monday, December 16, 2019

No. 32f

### RESUMPTION OF SESSION

*At 3:00 p.m., the session was resumed with Deputy Speaker Mujiv S. Hataman presiding.*

THE DEPUTY SPEAKER (Rep. Hataman). The session is resumed.

The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, I move that we proceed with the Reference of Business.

THE DEPUTY SPEAKER (Rep. Hataman). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

The Secretary General is so directed.

### ADDITIONAL REFERENCE OF BUSINESS

*The Secretary General read the following House Bills and Resolution on First Reading, Messages from the Senate, Communication and Committee Reports, and the Deputy Speaker made the corresponding references:*

### BILLS ON FIRST READING

House Bill No. 5762, entitled:

“AN ACT PROVIDING FOR THE MODERNIZATION OF THE DEPARTMENT OF SCIENCE AND TECHNOLOGY (DOST), APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES”

By Representative Romero  
TO THE COMMITTEE ON SCIENCE AND TECHNOLOGY

House Bill No. 5763, entitled:

“AN ACT PROVIDING FOR MODERNIZATION FUNDING TO THE PHILIPPINE INSTITUTE OF VOLCANOLOGY AND SEISMOLOGY (PHIVOLCS), AND FOR OTHER PURPOSES”

By Representative Romero  
TO THE COMMITTEE ON SCIENCE AND TECHNOLOGY

House Bill No. 5764, entitled:

“AN ACT PROVIDING FOR ADDITIONAL MODERNIZATION FUNDING TO THE PHILIPPINE ATMOSPHERIC, GEOPHYSICAL AND ASTRONOMICAL SERVICES ADMINISTRATION (PAGASA), AND FOR OTHER PURPOSES”

By Representative Romero  
TO THE COMMITTEE ON SCIENCE AND TECHNOLOGY

House Bill No. 5765, entitled:

“AN ACT ESTABLISHING A FIELD OFFICE OF THE COMMISSION ON HIGHER EDUCATION (CHED) IN BATAC CITY, ILOCOS NORTE AND APPROPRIATING FUNDS THEREFOR”

By Representative Barba  
TO THE COMMITTEE ON HIGHER AND TECHNICAL EDUCATION

House Bill No. 5766, entitled:

“AN ACT CONVERTING THE PASSI LAND TRANSPORTATION OFFICE (LTO) EXTENSION OFFICE INTO A REGULAR DISTRICT OFFICE”

By Representative Biron  
TO THE COMMITTEE ON TRANSPORTATION

House Bill No. 5767, entitled:

“AN ACT STRENGTHENING FURTHER THE COMPREHENSIVE AGRARIAN REFORM PROGRAM (CARP), AMENDING FOR THE PURPOSE SECTION 66 OF REPUBLIC ACT NO. 6657, OTHERWISE KNOWN AS ‘THE CARP LAW OF 1988’ ”

By Representative Roman  
TO THE COMMITTEE ON AGRARIAN REFORM

House Bill No. 5768, entitled:

“AN ACT INSTITUTING THE MAGNA CARTA OF DAY CARE WORKERS AND PROVIDING FUNDS THEREFOR”

By Representative Tambunting  
TO THE COMMITTEE ON WELFARE OF CHILDREN

House Bill No. 5769, entitled:

“AN ACT MANDATING THE COMPULSORY TEACHING OF ETHICS SUBJECTS IN PHILIPPINE TERTIARY EDUCATION”

By Representative Mariano-Hernandez  
TO THE COMMITTEE ON HIGHER AND TECHNICAL EDUCATION

House Bill No. 5770, entitled:

“AN ACT DECLARING THE YEAR 2020 AS ‘NATIONAL GOLF TOURISM YEAR’ IN THE ENTIRE COUNTRY”

By Representative Gorriceta  
TO THE COMMITTEE ON TOURISM

House Bill No. 5771, entitled:

“AN ACT PROVIDING FOR THE CONVERSION OF THE PROVINCIAL ROADS FROM DAMOLOG, SOGOD TO BORBON AND TABOGON TO BARANGAY DAKIT, BOGO CITY, CEBU IN THE 5<sup>TH</sup> AND 4<sup>TH</sup> DISTRICTS OF THE PROVINCE OF CEBU INTO NATIONAL ROADS AND APPROPRIATING FUNDS THEREFORE”

By Representatives Salimbangon and Frasco  
TO THE COMMITTEE ON PUBLIC WORKS AND HIGHWAYS

House Bill No. 5772, entitled:

“AN ACT BANNING SINGLE-USE PLASTICS NATIONWIDE AND APPROPRIATING FUNDS THEREFOR”

By Representative Tallado  
TO THE COMMITTEE ON ECOLOGY

House Bill No. 5773, entitled:

“AN ACT BANNING THE MANUFACTURE, IMPORTATION, SALE, AND USE OF SINGLE-USE PLASTIC PRODUCTS, PROVIDING FUNDS THEREFOR, AND FOR OTHER PURPOSE”

By Representative Abante  
TO THE COMMITTEE ON ECOLOGY

House Bill No. 5774, entitled:

“AN ACT SEPARATING THE CITY OF GENERAL SANTOS FROM THE FIRST LEGISLATIVE DISTRICT OF THE PROVINCE OF SOUTH COTABATO TO CONSTITUTE THE LONE LEGISLATIVE DISTRICT OF GENERAL SANTOS CITY, AMENDING FOR THE

PURPOSE REPUBLIC ACT NO. 11243, ENTITLED ‘AN ACT REAPPORTIONING THE FIRST LEGISLATIVE DISTRICT OF THE PROVINCE OF SOUTH COTABATO THEREBY CREATING THE LONE LEGISLATIVE DISTRICT OF GENERAL SANTOS CITY’ ”

By Representative Bañas-Nogralles  
TO THE COMMITTEE ON LOCAL GOVERNMENT

House Bill No. 5775, entitled:

“AN ACT PROVIDING FOR A TWO (2)-DAY SPECIAL EMERGENCY LEAVE FOR ALL WORKERS IN THE PUBLIC AND PRIVATE SECTOR DIRECTLY AFFECTED BY NATURAL CALAMITIES OR DISASTERS”

By Representative Salceda  
TO THE COMMITTEE ON CIVIL SERVICE AND PROFESSIONAL REGULATION AND THE COMMITTEE ON LABOR AND EMPLOYMENT

House Bill No. 5776, entitled:

“AN ACT ENABLING THE PEOPLE'S CONSTITUTIONAL RIGHT OF ACCESS TO INFORMATION”

By Representative Vargas  
TO THE COMMITTEE ON PUBLIC INFORMATION

House Bill No. 5778, entitled:

“AN ACT STRENGTHENING THE GAMES AND AMUSEMENTS BOARD AND FOR OTHER PURPOSES”

By Representative Tambunting  
TO THE COMMITTEE ON GAMES AND AMUSEMENTS

House Bill No. 5779, entitled:

“AN ACT DECLARING THE NATIONAL SHRINE OF MARY, HELPOF CHRISTIANS, LOCATED IN BARANGAY DON BOSCO, PARAÑAQUE CITY, A TOURIST DESTINATION, PROVIDING FOR ITS DEVELOPMENT AND APPROPRIATING FUNDS THEREFOR”

By Representative Tambunting  
TO THE COMMITTEE ON TOURISM

House Bill No. 5780, entitled:

“AN ACT DECLARING THE TIME BETWEEN TEN IN THE EVENING AND FIVE IN THE MORNING AS UNSAFE HOURS, PROHIBITING THE LOITERING,

ROAMING AROUND, SLEEPING OR MEANDERING OF CHILDREN IN PUBLIC PLACES DURING THESE HOURS, PRESCRIBING PENALTIES FOR VIOLATIONS COMMITTED BY THEIR PARENTS OR GUARDIANS, AND APPROPRIATING FUNDS THEREFOR”

By Representative Tambunting  
TO THE COMMITTEE ON WELFARE OF CHILDREN

RESOLUTION

House Resolution No. 595, entitled:

“A RESOLUTION HONORING AND COMMENDING THE HEROISM AND BRAVERY OF POLICE SENIOR MASTER SERGEANT JASON MAGNO WHO SACRIFICED HIS LIFE WHILE IN THE LINE OF DUTY TO SAVE THE LIVES OF INNOCENT INDIVIDUALS, LIVING UP TO HIS SWORN DUTY TO SERVE AND PROTECT THE COMMUNITY”

By Representatives Unabia and Uy (Juliette)  
TO THE COMMITTEE ON PUBLIC ORDER AND SAFETY

MESSAGES FROM THE SENATE

Message dated December 9, 2019, informing the House of Representatives that the Senate on even date passed Senate Bill No. 643, entitled:

“AN ACT GRANTING NIGHT SHIFT DIFFERENTIAL PAY TO THE GOVERNMENT EMPLOYEES INCLUDING THOSE IN GOVERNMENT-OWNED OR -CONTROLLED CORPORATIONS AND APPROPRIATING FUNDS THEREFOR”

in which it requests the concurrence of the House of Representatives.

TO THE COMMITTEE ON APPROPRIATIONS

Message dated December 9, 2019, informing the House of Representatives that the Senate on even date passed Senate Bill No. 1077, entitled:

“AN ACT CREATING A NATIONAL TRANSPORTATION SAFETY BOARD, PRESCRIBING ITS POWERS AND FUNCTIONS, AND APPROPRIATING FUNDS THEREOF”

in which it requests the concurrence of the House of Representatives.

TO THE COMMITTEE ON GOVERNMENT REORGANIZATION

Message dated December 9, 2019, informing the House of Representatives that the Senate on even date passed Senate Bill No. 1155, entitled:

“AN ACT FIXING THE VALIDITY PERIOD OF THE LICENSE TO OWN AND POSSESS, PERMIT TO CARRY OUTSIDE OF RESIDENCE OR PLACE OF BUSINESS AND REGISTRATION OF FIREARMS, AMENDING FOR THE PURPOSE SECTIONS 7 AND 19 OF REPUBLIC ACT NO. 10591, OTHERWISE KNOWN AS THE ‘COMPREHENSIVE FIREARMS AND AMMUNITION REGULATION ACT’ ”

in which it requests the concurrence of the House of Representatives.

TO THE COMMITTEE ON PUBLIC ORDER AND SAFETY

COMMUNICATION

Letter dated 26 November 2019 of Wendel E. Avisado, Secretary, Department of Budget and Management, transmitting the consolidated Statement of Appropriations, Allotments, Obligations, Disbursements and Balances (SAAODB) of the national government agencies as of the quarter ending September 30, 2019.

TO THE COMMITTEE ON APPROPRIATIONS

COMMITTEE REPORTS

Report of the Committee on Information and Communications Technology (Committee Report No. 131), re H.B. No. 5793, entitled:

“AN ACT REQUIRING THE REGISTRATION OF SUBSCRIBER IDENTITY MODULE CARDS”

recommending its approval in substitution of House Bills Numbered 298, 453, 658, 743, 1056, 1773, 2312, 2411, 2747, 3033, 3152, 3629, 3732, 5350 and 5606

Sponsors: Representatives Yap (Victor) and Rodriguez

TO THE COMMITTEE ON RULES

Report of the Committee on Cooperatives Development (Committee Report No. 132), re H.R. No. 423, entitled:

“RESOLUTION COMMENDING BAAO PARISH MULTI-PURPOSE COOPERATIVE FOR ITS EXEMPLARY PERFORMANCE AND LASTING COMMITMENT AS A PARTNER FOR ECONOMIC GROWTH AND SUSTAINABLE DEVELOPMENT IN THE COUNTRYSIDE”

recommending its adoption without amendment  
Sponsors: Representatives Canama, Ong (Jose),  
Ebcas and Ty (Diego)  
TO THE COMMITTEE ON RULES

Report of the Committee on Cooperatives Development  
(Committee Report No. 133), re H.B. No. 5422,  
entitled:

“AN ACT DECLARING THE MONTH OF  
OCTOBER OF EVERY YEAR AS THE  
‘NATIONAL COOPERATIVE MONTH’ IN  
THE ENTIRE COUNTRY”

recommending its approval without amendment  
Sponsors: Representatives Canama, Ong (Jose),  
Ebcas and Ty (Diego)  
TO THE COMMITTEE ON RULES

Report of the Committee on Cooperatives Development  
(Committee Report No. 134), re H.R. No. 425,  
entitled:

“RESOLUTION COMMENDING BARBAZA  
MULTI-PURPOSE COOPERATIVE FOR  
ITS OUTSTANDING ACHIEVEMENTS  
AND LEADERSHIP AS A COOPERATIVE  
AND FOR ITS SIGNIFICANT ROLE AND  
CONTRIBUTION TO COOPERATIVE  
DEVELOPMENT”

recommending its adoption without amendment  
Sponsors: Representatives Canama, Ong (Jose),  
Ebcas and Ty (Diego)  
TO THE COMMITTEE ON RULES

Report of the Committee on Cooperatives Development  
(Committee Report No. 135), re H.R. No. 424,  
entitled:

“RESOLUTION COMMENDING THE MINDANAO  
ALLIANCE OF SELF-HELP SOCIETIES-  
SOUTHERN PHILIPPINES EDUCATIONAL  
COOPERATIVE CENTER (MASS-SPECC)  
COOPERATIVE DEVELOPMENT CENTER  
FOR SPEARHEADING ECONOMIC  
PROGRESS AND ALLEVIATING POVERTY  
IN MINDANAO”

recommending its adoption without amendment  
Sponsors: Representatives Canama, Ong (Jose),  
Ebcas and Ty (Diego)  
TO THE COMMITTEE ON RULES

Report of the Committee on Cooperatives Development  
(Committee Report No. 136), re H.R. No. 510,  
entitled:

“RESOLUTION COMMENDING STA.  
CRUZ SAVINGS AND DEVELOPMENT  
COOPERATIVE FOR ITS REMARKABLE  
CONTRIBUTION TOWARDS  
SUSTAINABLE DEVELOPMENT

AND INCLUSIVE GROWTH IN THE  
COUNTRYSIDE”

recommending its adoption without amendment  
Sponsors: Representatives Canama, Ong (Jose),  
Ebcas and Ty (Diego)  
TO THE COMMITTEE ON RULES

THE DEPUTY SPEAKER (Rep. Hataman). The  
Majority Leader is recognized.

#### SUSPENSION OF SESSION

REP. PALMA. Mr. Speaker, I move that we suspend  
the session for a few minutes.

THE DEPUTY SPEAKER (Rep. Hataman). The  
session is suspended.

*It was 3:06 p.m.*

#### RESUMPTION OF SESSION

*At 3:25 p.m., the session was resumed with Deputy  
Speaker Ferdinand L. Hernandez presiding.*

THE DEPUTY SPEAKER (Rep. Hernandez). The  
session is resumed.

The Majority Leader is recognized.

REP. TAN (A.P.). Mr. Speaker, I move that we  
acknowledge the presence of the awardees for the  
Search for Outstanding Volunteers 2019, guests of  
Speaker Alan Peter “Compañero” S. Cayetano and Rep.  
Florida “Rida” P. Robes of the Lone District of San  
Jose del Monte City, namely: Dr. Romulo G. Davide,  
the awardee for the Volunteer Lifetime Achievement  
Award Category, from Los Baños, Laguna, under Rep.  
Ruth Mariano-Hernandez of the Second District of  
Laguna. *(Applause)*

THE DEPUTY SPEAKER (Rep. Hernandez).  
Please stand so that your presence will be acknowledged.  
Welcome to the House of Representatives.

The Majority Leader is recognized.

REP. TAN (A.P.). Mr. Speaker, we also have  
Ms. Aliah B. Adam, the awardee for the Individual-  
Youth Category, from Maguing, Lanao del Sur, under  
Rep. Ansaruddin Abdul Malik A. Adiong of the First  
District of Lanao del Sur *(Applause)*; Dr. Zsa-Zsa  
May T. Meneses, the awardee for the Individual-Adult  
Category, from Tuguegarao City, Cagayan, under Rep.  
Joseph “Jojo” L. Lara of the Third District of Cagayan  
*(Applause)*; Mr. Joel S. Dela Costa, the awardee again  
for Individual-Adult Category, from Tanauan City,  
Batangas, under Rep. Ma. Theresa V. Collantes of the

Third District of Batangas (*Applause*); Engr. Cristeta G. Gallano, the awardee for the Individual-Adult Category, again from Brgy. Catalunan Grande, Davao City, under Rep. Paolo Z. Duterte of the First District of Davao City (*Applause*); Soroptimist International of Mandaluyong, the awardee for the Organization Not-for-Profit Category from Mandaluyong City, under Rep. Neptali M. Gonzales II of the Lone District of Mandaluyong City (*Applause*); Brgy. Poblacion, Burgos, Ilocos Norte, the recipient for Special Award for the LGU Category, from Burgos, Ilocos Norte, under Rep. Ria Christina G. Fariñas of the First District of Ilocos Norte (*Applause*); the municipality of La Trinidad, Benguet, recipient of Special Award for the LGU Category, from La Trinidad, Benguet, under Rep. Nestor B. Fongwan of the Lone District of Benguet (*Applause*); the city government of Mandaluyong, as recipient of Special Award for the LGU Category, from Mandaluyong City, under Rep. Neptali M. Gonzalez II of the Lone District of Mandaluyong City (*Applause*); and finally, Mr. Speaker, from the University of La Salette, Inc. High School, recipient of the Organization Not-for-Profit Category, from Santiago City, Isabela, under Rep. Alyssa Sheena P. Tan, CPA, of the Fourth District of Isabela. (*Applause*)

We also have with us Ms. Priscila Ilagan, PhD; Ms. Criselda Domingo; Mr. Bernard Joseph Ariola; Mr. James Alcantara; Mr. Mark Banayat; Ms. Berlyn Balot; Mr. Darwin Graganta; Mrs. Arlene Jane Reyes and her better half, Mr. Siopao Reyes; Mr. Joey Cortez; Ms. Alyza Joyce Alvarez; Ms. Rea Berdadero and Mr. John Paul Cristobal. (*Applause*)

THE DEPUTY SPEAKER (Rep. Hernandez). To the awardees, congratulations! Welcome to the House of Representatives. (*Applause*)

The Majority Leader is recognized.

REP. TAN (A.P.). Mr. Speaker, may we also acknowledge the presence of the guests of Hon. Alfred C. Delos Santos, Representative of ANG PROBINSYANO Party-List. We have with us here Mr. Carl Bjorvang and Mrs. Richelle Bjorvang. We welcome them to the floor, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). Please stand so that your presence will be acknowledged. Welcome to the House of Representatives. (*Applause*)

The Majority Leader is recognized.

#### SUSPENSION OF SESSION

REP. TAN (A.P.). Mr. Speaker, we move to suspend the session.

THE DEPUTY SPEAKER (Rep. Hernandez). The session is suspended.

*It was 3:31 p.m.*

#### RESUMPTION OF SESSION

*At 3:37 p.m., the session was resumed.*

THE DEPUTY SPEAKER (Rep. Hernandez). The session is resumed.

The Majority Leader is recognized.

#### CONSIDERATION OF H. RES. NO. 565

REP. PALMA. Mr. Speaker, I move that we consider House Resolution No. 565, contained in Committee Report No. 117, as reported out by the Special Committee on Sustainable Development Goals.

May I ask that the Secretary General be directed to read only the title of the said measure.

I so move, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.\*

The Secretary General is directed to read only the title of the said measure.

*With the permission of the Body, and since copies of the measure have been previously distributed, the Secretary General read only the title thereof without prejudice to inserting its text in the Congressional Record.*

THE SECRETARY GENERAL. House Resolution No. 565, entitled: RESOLUTION ADOPTING THE SUSTAINABLE DEVELOPMENT GOALS (SDGs) AS THE FRAMEWORK OF LEGISLATIVE MEASURES TO BE CRAFTED AND ENACTED IN THE EIGHTEENTH CONGRESS.

THE DEPUTY SPEAKER (Rep. Hernandez). The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, I move that we adopt House Resolution No. 565 under Committee Report No. 117.

I so move, Mr. Speaker.

#### ADOPTION OF H. RES. NO. 565

THE DEPUTY SPEAKER (Rep. Hernandez). Is

\* See MEASURES CONSIDERED (printed separately)

there any objection? (*Silence*) The Chair hears none; the motion is approved.

House Resolution No. 565 is adopted.  
The Majority Leader is recognized.

CONSIDERATION OF H.B. NO. 5673  
ON SECOND READING

REP. PALMA. Mr. Speaker, I move that we consider House Bill No. 5673, contained in Committee Report No. 113, as reported out by the Committees on Health and Appropriations.

May I ask that the Secretary General be directed to read only the title of the measure.

I so move, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.\*

The Secretary General is directed to read House Bill No. 5673.

*With the permission of the Body, and since copies of the measure have been previously distributed, the Secretary General read only the title thereof without prejudice to inserting its text in the Congressional Record.*

THE SECRETARY GENERAL. House Bill No. 5673, entitled: AN ACT AUTHORIZING THE DEPARTMENT OF HEALTH (DOH) TO SET AND APPROVE THE BED CAPACITY AND SERVICE CAPABILITY OF ALL DOH-RETAINED HOSPITALS.

THE DEPUTY SPEAKER (Rep. Hernandez). The Majority Leader is recognized.

PERIOD OF SPONSORSHIP AND DEBATE

REP. PALMA. Mr. Speaker, I move that we open the period of sponsorship and debate.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

REP. PALMA. Mr. Speaker, to sponsor the measure, I move that we recognize Hon. Elpidio F. Barzaga Jr. of the Fourth District of Cavite.

I so move, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

Rep. Elpidio F. Barzaga Jr. is hereby recognized.

REP. BARZAGA. Mr. Speaker, on behalf of the Committee on Health, it is my distinct honor to sponsor the approval on Second Reading of Committee Report pertaining to various House Bills No. 1365, 1492, 1502, 1902, 2004, 3002 and 4651. And I would like to have the Explanatory Note of all these bills to be my sponsorship speech. In addition, Mr. Speaker, and my dear colleagues, this Bill allows the Department of Health to determine the increase in bed capacity and improve its service capability.

Under the present set-up, before the Department of Health can increase the bed capacity of any government hospital, it is necessary that there be a corresponding legislation approved by the House, approved by the Senate, and approved also by the President. Based on the statistics in 2017, out of 1,161 licensed hospitals, 405 belong to the government and based on the hospital bed ratio, the actual bed ratio in 2017 is one for every 1,142 patients; and although the national target is only 80 to 85 percent occupancy, the actual occupancy rate is 121 percent. And because of this situation, the Department of Health cannot increase the bed capacity of any government hospital until and unless there is the corresponding legislation and this situation is the one being sought to be remedied by these Bills, Mr. Speaker.

REP. PALMA. Mr. Speaker, we join the honorable author and request that the Explanatory Note be considered as the sponsorship speech.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

REP. PALMA. Mr. Speaker, there being no Member who wishes to interpellate on or speak against the measure, I move that we close the period of sponsorship and debate.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, I move that we open the period of amendments.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

The Majority Leader is recognized.

\* See MEASURES CONSIDERED (printed separately)

REP. PALMA. Mr. Speaker, there being no Committee amendments and there being no individual Member who wishes to introduce any amendment, I move that we close the period of amendments.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, I move that we approve on Second Reading House Bill No. 5673, contained in Committee Report No. 113, as reported out by the Committees on Health and Appropriations.

I so move, Mr. Speaker.

#### VIVA VOCE VOTING

THE DEPUTY SPEAKER (Rep. Hernandez). There is a motion for the approval of House Bill No. 5673 on Second Reading.

As many as are in favor, please say *Aye*.

SEVERAL MEMBERS. *Aye*.

THE DEPUTY SPEAKER (Rep. Hernandez). As many as are against, please say *Nay*.

FEW MEMBERS. *Nay*.

#### APPROVAL OF H.B. NO. 5673 ON SECOND READING

THE DEPUTY SPEAKER (Rep. Hernandez). The *ayes* have it; the motion is approved.

House Bill No. 5673 is hereby approved on Second Reading.

The Majority Leader is recognized.

#### SUSPENSION OF SESSION

REP. PALMA. Mr. Speaker, I move that we suspend the session.

THE DEPUTY SPEAKER (Rep. Hernandez). The session is suspended.

*It was 3:43 p.m.*

#### RESUMPTION OF SESSION

*At 3:50 p.m., the session was resumed.*

THE DEPUTY SPEAKER (Rep. Hernandez). The session is resumed.

The Majority Leader is recognized.

#### ROLL CALL

REP. PALMA. Mr. Speaker, I move that we call the roll of the honorable Members.

I so move, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

The Secretary General will please call the roll.

*The Secretary General called the roll, and the result is reflected in Journal No. 32, dated December 16, 2019.\**

THE SECRETARY GENERAL. Mr. Speaker, the roll call shows that 208 Members responded to the call.

THE DEPUTY SPEAKER (Rep. Hernandez). With 208 Members present, the Chair declares the presence of a quorum.

The Majority Leader is recognized.

REP. TAN (A.P.). Mr. Speaker, may we acknowledge the presence in the gallery of the guests of the honorable Rep. Bayani F. Fernando from the First District of Marikina. They are the students, teachers and parents from the Marikina Science High School Grade 9, Class Reliability, headed by Mrs. Emelinda Molina, Mrs. Jean Jaralve and Ms. Rafaela Gupit.

THE DEPUTY SPEAKER (Rep. Hernandez). The guests of Hon. Bayani Fernando will please rise so that your presence will be acknowledged. Welcome to the House of Representatives. (*Applause*)

THE DEPUTY SPEAKER (Rep. Hernandez). Mr. Speaker, may we also acknowledge the presence of the guests of Hon. Jose L. Atienza Jr., Representative of BUHAY Party-List. We have with us the officers and members of the Sanggunian of Barangays League of the Philippines, led by its Founding Chairman and President, Kgd. Nelvin Blaza from the Sixth District of Manila. (*Applause*)

THE DEPUTY SPEAKER (Rep. Hernandez). The guests of Hon. Jose Atienza will please rise so that your presence will be acknowledged. Welcome to the House of Representatives.

The Majority Leader is recognized.

\* See ANNEX (printed separately)

NOMINAL VOTING ON H.B. NO. 5509  
ON THIRD READING

REP. PALMA. Mr. Speaker, I move that we vote on Third Reading on House Bill No. 5509 and direct the Secretary General to read the title of the measure, and call the roll for nominal voting.

I so move.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

*Thereupon, the Secretary General read the title of the measure, printed copies of which were distributed to the Members on December 4, 2019, pursuant to Section 58, Rule X of the House Rules.*

THE SECRETARY GENERAL. House Bill No. 5509, entitled: AN ACT LOWERING THE OPTIONAL RETIREMENT AGE OF GOVERNMENT WORKERS FROM SIXTY (60) TO FIFTY-SIX (56) YEARS, AMENDING FOR THE PURPOSE SECTION 13-A OF REPUBLIC ACT NO. 8291, OTHERWISE KNOWN AS “THE GOVERNMENT SERVICE INSURANCE SYSTEM ACT OF 1997.”

*The Chair directed the Secretary General to call the roll for nominal voting. Thereafter, pursuant to the Rules of the House, a second roll call was made. The result of the voting on Third Reading\* on the aforesaid measure is reflected in Journal No. 32, dated December 16, 2019.*

APPROVAL OF H.B. NO. 5509  
ON THIRD READING

THE DEPUTY SPEAKER (Rep. Hernandez). With 192 affirmative votes, no negative vote and no abstention, House Bill No. 5509 is hereby approved on Third Reading. Congratulations!

The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, I move that we take up the Additional Reference of Business, and may we request that the Secretary General be directed to read the same.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

The Secretary General is directed to read the Additional Reference of Business.

ADDITIONAL REFERENCE OF BUSINESS

*The Secretary General read the Committee Report and the Deputy Speaker made the corresponding reference:*

COMMITTEE REPORT

Report of the Committee on Appropriations (Committee Report No. 137), re H.B. No. 5712, entitled:

“AN ACT MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL AND AUTHORIZING THE GRANT OF ADDITIONAL BENEFITS, AND FOR OTHER PURPOSES”

recommending its approval without amendment in consolidation with House Bills Numbered 6, 196, 219, 247, 460, 496, 509, 643, 661, 754, 781, 877, 887, 908, 930, 957, 959, 1020, 1054, 1086, 1268, 1272, 1279, 1296, 1314, 1410, 1475, 1499, 1500, 1559, 1740, 1767, 1895, 1919, 1942, 1968, 1992, 2022, 2027, 2028, 2029, 2035, 2137, 2226, 2452, 2470, 2475, 2477, 2509, 2548, 2581, 2703, 2854, 2889, 2922, 2988, 2994, 3015, 3096, 3160, 3252, 3271, 3278, 3346, 3410, 3435, 3436, 3478, 3479, 3535, 3539, 3607, 3655, 3676, 3923, 3955, 3956, 4049, 4134, 4149, 4186, 4325, 4334, 4353, 4451, 4478, 4498, 4500, 4547, 4563, 4589, 4657, 4968, 4987, 5033, 5076, 5096, 5133, 5140, 5239, 5486, 5500, 5573 and 5709

Sponsors: Representatives Ungab, Cayetano (Alan Peter), Duterte and Romualdez (Ferdinand)  
TO THE COMMITTEE ON RULES

THE DEPUTY SPEAKER (Rep. Hernandez). The Majority Leader is recognized.

CONSIDERATION OF H.B. NO. 5712  
ON SECOND READING

REP. PALMA. Mr. Speaker, I move that we consider House Bill No. 5712, contained in Committee Report No. 137, as reported out by the Committee on Appropriations.

May I ask that the Secretary General be directed to read only the title of the measure.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.\*\*

The Secretary General is directed to read only the title of the measure.

\*\* See MEASURES CONSIDERED (printed separately)

\* See ANNEX (printed separately)



*With the permission of the Body, and since copies of the measure have been previously distributed, the Secretary General read only the title thereof without prejudice to inserting its text in the Congressional Record.*

THE SECRETARY GENERAL. House Bill No. 5712, entitled: AN ACT MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL AND AUTHORIZING THE GRANT OF ADDITIONAL BENEFITS, AND FOR OTHER PURPOSES.

THE DEPUTY SPEAKER (Rep. Hernandez). The Majority Leader is recognized.

#### PERIOD OF SPONSORSHIP AND DEBATE

REP. PALMA. Mr. Speaker, I move that we open the period of sponsorship and debate. May we recognize the distinguished Chairman of the Committee on Appropriations, Hon. Isidro T. Ungab, to begin his sponsorship of the measure.

THE DEPUTY SPEAKER (Rep. Hernandez). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

The Hon. Isidro Ungab is hereby recognized to sponsor the measure.

#### SPONSORSHIP SPEECH OF REP. UNGAB

REP. UNGAB. Mr. Speaker, my esteemed colleagues, ladies and gentlemen, good afternoon.

It is my distinct honor and privilege to sponsor House Bill No. 5712, entitled: AN ACT MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL AND AUTHORIZING THE GRANT OF ADDITIONAL BENEFITS, AND FOR OTHER PURPOSES, or the Salary Standardization Law for 2019, as contained in Committee Report No. 137.

Consistent with the pronouncement of Pres. Rodrigo Roa Duterte in his most recent State of the Nation Address, the proposed salary adjustment will cover all civilian personnel, including teachers and nurses.

The proposed Bill took into the consideration the results of the study on compensation and benefits in the public sector which the Department of Budget and Management, and the Governance Commission for GOCCs conducted, together with the private consulting firm. The said study aimed to determine the competitiveness of the government pay in relation to the private sector, and develop the compensation strategy to bring government pay closer to existing market rates,

thereby attract and retain competent and dedicated employees in the civil service.

Under this Bill, the proposed basic minimum salary or Salary Grade 1 will be raised from P11,068 to P13,000 to remain competitive with the minimum daily wage in the National Capital Region. The salaries of government personnel will be raised to a level closer to market rates, while giving priority to the rank and file consisting of sub-professional and professional categories.

The over-all weighted average increases upon full implementation in Fiscal Year 2023 will be 33.24 percent. For positions allocated to Salary Grades 11 to 13 or Teachers I, II and III, the increases in salary will be 30.1 percent, 27.1 percent and 24.1 percent respectively, upon full implementation.

As part of the incentives under the total compensation framework, the mid-year bonus equivalent to one-month salary as of May 15 of a given year, shall be granted to those who have rendered at least four months of satisfactory service and are still in the service as of same date, to be given not earlier than May 15 of every year.

The proposed salary increase shall be implemented over a four-year period, from Fiscal Year 2020 to Fiscal Year 2023. The first tranche salary schedule shall be implemented beginning January 1, 2020. For the Fiscal Year 2020, the amount of P34.2 billion is allocated in the General Appropriations Act under the MPBF or the Miscellaneous Personnel Benefits Fund.

Thank you, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, to interpellate our good Sponsor, may we recognize the Hon. France L. Castro from the ACT-TEACHERS Party-List.

I so move, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). The Hon. France Castro is hereby recognized.

REP. CASTRO (F.L.). Thank you, Mr. Speaker.

Ang Kinatawang ito ay matagal na pong nag-a-advocate na sana ay magkaroon ng substantial at disenteng salary increase para sa ating government employees, lalung-lalo na po sa kaguruan. Nakita natin dito, Mr. Speaker, at sinabi po ng ating Sponsor na consistent ito sa gusto ni President Duterte na taasan ang suweldo ng teachers natin. Pero mayroon po siyang pangako sa teachers natin na more than P30,000 ang salary increase.

Mr. Speaker, tanong ko lang po sa ating butihing Sponsor, dito sa proposed salary grade or salary scale para sa ating teachers, Mr. Speaker, ang Teacher I to

Teacher III ay binubuo po ng mayorya ng mga kaguruan sa ating Departamento.

Kung titingnan po natin, Mr. Speaker, sa Salary Grade 11, Step 1, sa susunod na taon ay P22,316; second tranche, P23,877; third tranche, P25,439; at sa panghuling tranche, P27,000. Kung ikukumpara po natin, Mr. Speaker, sa salary ng ating military and uniformed personnel, at dahil nga mayroon ding desisyon ang Supreme Court kaugnay ng suweldo ng nurses na magiging P30,000, makikita natin na masyado pong kulelat kumbaga ang teachers natin sa P27,000 after four years. Puwede po bang malaman, Mr. Speaker, sa ating butihing Sponsor ang justification? Kasi ang hinihiling po natin para magkaroon ng tama, disente at nakabubuhay na suweldo ay P30,000.

Apat na taon na nga, Mr. Speaker, from 2020 hanggang 2023. Pagdating ng 2023, P27,000 lang, kapos ito sa kahilingan ng mga kaguruan natin. Ano po ang justification dito, Mr. Speaker?

REP. UNGAB. Mr. Speaker, ang mga suweldo po ng teachers natin from Teacher I, Teacher II at Teacher III ay allocated to Salary Grades 11, 12 and 13, respectively. The overall increases will be as follows:

For Teacher I, which is Salary Grade 11, the increase is from P20,754 to P27,000 in 2023, or an increase of 30.1 percent;

For Teacher II, Salary Grade 12, ang suweldo for Fiscal Year 2019 is P22,938 and on Fiscal Year 2023, it will become P29,165, or an increase of 27.1 percent; and

For Teacher III, Salary Grade 13, with the present rate of P25,232, by Fiscal Year 2023, magiging P31,320, or an increase of 24.1 percent.

For Teacher I or Salary Grade 11, the overall increase is equivalent to P6,246 or an annual increase of P1,561 per month, where the full compensation will increase by P87,444. The resulting market position for the pay of Teacher I will be 165 percent versus the teachers in the private sector.

Compared to the position of the policeman, like PO1 or a patrolman, the Teacher I position is P27,000 per month under the SSL 5 in tranche 4, plus the P2,000 for PERA. Compared to the salary of Patrolman or PO1, it is P29,668 or a difference of P2,000, more or less sa basic, pero ang Teacher I may PERA.

Mr. Speaker, there is no distortion since the nature of duties and responsibilities of civilian personnel are very much different from those of that of military and uniformed personnel. These jobs are therefore, not comparable, iyon po ang explanation, Mr. Speaker. And also, just to add, what is the market position of government pay?

The current pay in government is 75 percent of market rates on the average based on the general industry rate. The per customized survey, Teacher I or

Salary Grade 11 is at 127 percent of the market rate. Per customized survey, Nurse I or Salary Grade 11 is at 135 percent of the market rate. The proposed SSL 5 will bring government pay to 96 percent of the market rate on the average. The proposed SSL 5 will bring Teacher I to 165 percent of the market on the average.

Mr. Speaker, iyon pong ating SSL 5 is very much advantageous not only to the core of government employees, but also to the teachers most especially, Mr. Speaker.

REP. CASTRO (F.L.). Okay, Mr. Speaker.

So, muli na naman, iyong salary ng teacher ay kino-compare doon sa salary ng mga private school teacher. Pero alam naman po natin na iyong salary ng mga private school teacher ay matagal nang dapat ay itaas din at dapat ay at par din doon sa salary ng ating mga public school teacher. Kaya nga po kapag nagtataas ng suweldo sa mga public school teacher, sinasabi lagi na laging naiwan iyong mga nasa private. Dapat maiano din, mai-level din ang salary ng mga private school teacher doon po sa salary ng mga public school teacher, kasi ano po ba iyong pinagbabatayan natin ng salary ng government employees at saka ng workers? Isa pong mahalagang pagbatayan dapat, Mr. Speaker, ay iyong cost of living.

So, according po doon sa studies natin including the IBON Foundation, a family of five po dapat ay kumita ng P1,100 plus a day para po sa disenteng buhay at nakabubuhay na suweldo. Pero, iyong dito po, iko-compare natin iyong salary increase po ng government employees mula sa rank and file, Salary Grade 1 hanggang dito sa Salary Grade 24, makikita natin, Mr. Speaker, na iyong rate of salary increase po ng ating mga rank and file, kung ikukumpara po natin, ay napakaliit. Mayroon po tayong graph ng comparison ng suweldo po ng ating teachers and government employees mula 2000 hanggang 2023 na hindi po talaga siya tumataas doon sa substantial.

So, iyon po sana ang kahilingan natin, Mr. Speaker, itaas ang salary based on the cost of living consumer price index.

REP. UNGAB. Mr. Speaker, we believe that the salary rate of teachers, as well as of the other employees in the government now, is already well compensated. At saka iyong cost of living factor has already been incorporated in coming up with the customized survey in the third—with the study team na ginawa po. So, we believe that SSL 5 will bring more benefits, will bring more salaries to the teachers and the employees in general.

At saka, sa totoo lang, it is the government teachers who are having higher pay than those in the private sector. In fact, I used to meet my former teachers in my alma matter where I graduated from, a small private

school in the province. Nauubos na iyong mga teacher doon, lumilipat na sa public school. So, I was able to talk to the sisters running the school, iyong mga madre na nagpapatakbo doon sa school, sabi nila nahihirapan talaga silang mag-compete sa gobyerno because of the government pay right now.

So, that is the real situation po, government workers, especially the teachers, are receiving very much higher than that of their counterpart in the private sector.

REP. CASTRO (F.L.). Ganoon din po, Mr. Speaker, parang naulit lang po iyong pagkukumpara doon sa ating mga private school teacher. So, hindi naman po dapat na gawin itong maging basehan noong salary standard natin para sa atin mga government employee, especially the teachers. Kasi, dapat nga, Mr. Speaker, ma-adjust din iyong suweldo noong ating mga private school teacher.

So, itinatanong natin, Mr. Speaker, dahil sinasabi ng ating Sponsor na iyong DBM ay nag-go through a thorough study regarding this, at noon pong dini-discuss po natin iyong budget, sinasabi po ng DBM na sila po ay magbibigay noong study. Puwede po bang makakuha ang Representasyong ito, Mr. Speaker, noong sinasabi na study kung bakit nag-come up ng ganitong salary scale ang DBM?

REP. UNGAB. Yes, Mr. Speaker, I asked our representatives from the DBM and they are willing to provide us a copy of this study, Mr. Speaker.

REP. CASTRO (F.L.). Okay. Mr. Speaker, puwede po ba, in brief, puwede po bang mai-relate ng ating DBM, through our Sponsor, kung ano iyong study na ito at ano po iyong pinagbatayan bukod po doon sa salary ng mga private school teacher.

REP. UNGAB. The study conducted was regarding the compensation and benefits in the public sector. The study was conducted in order to determine the competitiveness of government pay in relation to the private sector and the compensation strategy to bring government pay closer to market rates. So, there was a comparison between the current government pay versus that of the private sector, and data collected on current government salaries versus market rate. So, this study includes the different salary grade levels. So, the compensation adjustment strategy involves—it says that the salaries of government personnel shall be raised to a level closer to market rates while giving priority to the rank and file consisting of positions in the subprofessional and professional categories.

The grant of the mid-year bonus equivalent to one month basic pay shall be institutionalized as part of the incentives under the total compensation framework. This was already institutionalized under the administration

of President Rodrigo Duterte, iyong mid-year bonus natin, aside from the year-end bonus, and of course, there shall be no salary overlaps.

Among the findings—what I was able to mention a while ago that the current pay in the government is at 75 percent of market on average based on the general industry rates. But with the implementation of the proposed SSL 5, this will bring the government pay closer to 96 percent or very close to the market on the average. So, hopefully, kung ma-implement po iyong SSL 5, kapag fully implemented na, malapit na po tayo sa standard po ng market or private sector.

REP. CASTRO (F.L.). Thank you po, Mr. Speaker.

Katulad rin po kanina ng sinasabi natin, iyon pong study ay based doon sa comparison between private sector and public sector salaries. So, ang tinatanong ko po, Mr. Speaker, na-consider po ba sa study iyong cost of living at saka iyong consumer price index? Kasi, siyempre po, ang lalabas naman dito ay iyong purchasing power noong suweldo ng government employees at ng teachers. So, iyon po iyong magsusukat kung gaano ang mabibili ng suweldo ng isang government employee or teacher.

REP. UNGAB. Yes, Mr. Speaker, iyon pong cost of living has been included. This factor has already been incorporated in coming up with the customized survey. Very comprehensive po iyong study na ginawa ng DBM, iyong commission ng private sector na gumawa ng study ng DBM on this compensation adjustment, Mr. Speaker.

REP. CASTRO (F.L.). Magkano po ba, Mr. Speaker, ang budget natin para sa salary increase ng SSL 5?

REP. UNGAB. If you remember, Mr. Speaker, naitanong din po iyan dito when we were deliberating on the budget in the plenary that is P31.1 billion and dinagdagan po ng Senado ng P3 billion for the salaries po ng nurses, so a total of P34.2 billion na po tayo ngayon.

REP. CASTRO (F.L.). Okay, so P31 billion. Kasama rin po ba rito iyong sa nurses?

REP. UNGAB. Yes, lahat-lahat na po iyon, iyong P31 billion plus P3 billion, so P34.2 billion na ang allocation ngayon under the GAA 2020, Mr. Speaker.

REP. CASTRO (F.L.). So, mayroon tayong P34 billion.

REP. UNGAB. Thirty-four billion pesos.

REP. CASTRO (F.L.). Okay. So, thank you, Mr. Sponsor, Mr. Speaker. So, ganoon pa rin po, Mr. Speaker, ang stand ng Kinatawang ito kaugnay noong proposed House Bill No. 5712 na sa tingin po ng Kinatawang ito mula sa nasa Salary Grade 1 na mga rank and file hanggang doon sa sinasabi nating Teacher III na kino-consider nating mas pinakamababa iyong percentage of increase mula noong Salary Standardization 4 and 3 ay napakaliit ng percentage of increase na kung tutuusin natin ay dapat nakasunod ito doon sa cost of living.

Iyon naman pong sinasabi nating dagdag na compensation like iyong PERA na P2,000, lahat naman po mayroon nito including the military and uniformed personnel. So, I still maintain, Mr. Speaker, na sana po ang maging starting salary ng ating mga Teacher I, Salary Grade 1 ay maging P30,000 na nakalagay po sa ating Bill at P16,000 po doon sa ating government employees, Salary Grade 1, para sumunod po ito doon sa at least man lang minimum pay para sa government employees na nasa Salary Grade 1 at siyempre in terms of professional qualification, hindi po deserve, sa tingin ko po, Mr. Speaker, itong salary ng mga teacher para doon sa SSL 5.

Thank you, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, next to interpellate our good Sponsor is Hon. Ferdinand R. Gaité of BAYAN MUNA and I request that the Gentleman be recognized.

I so move, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Hernandez). Hon. Ferdinand R. Gaité is hereby recognized.

REP. GAITE. Maraming salamat po, Mr. Speaker. Pahihintulutan ba ako ng ating kagalang-galang na Cong. Sid Ungab na makapagtanong ng ilang clarificatory questions regarding the proposed salary increase for government workers?

REP. UNGAB. Yes, gladly, Mr. Speaker.

REP. GAITE. Maraming salamat po.

Batay sa ating Saligang Batas, Article XIII, Section 3, binibigyan ng pagpapahalaga talaga ang sinasabing social justice and human rights. At pahintulutan ninyo po akong basahin iyong Section 3 ng ating naturang probisyon na binibigyan ng pagpapahalaga ang ating manggagawa, ang labor. Ang sabi po rito sa second paragraph sa Section 3, referring to the State:

It shall guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law.

Second sentence states:

They shall be entitled to security of tenure, humane conditions of work, and a living wage.

Dito sa pag-unawa ng Kinatawang ito, ito po ay dini-direct iyong State na bigyan ng nakabubuhay na sahod ang ating mga manggagawa. Does the proponent agree to that statement, Your Honor, Mr. Speaker?

REP. UNGAB. Yes, I agree, Mr. Speaker, and that is incontrovertible. Iyon pong ating Presidente, hindi ko po makalimutan noong ako ay konsehal pa at siya ay mayor, noong kami ay nagdi-discuss ng budget ay sinasabi niya palagi sa akin, "Sid, let us prepare a budget that will benefit the poor, that will help the poor because the rich can take care of themselves." Ganyan po ang ating Presidente ngayon sa Pilipinas.

REP. GAITE. Maraming salamat po at hindi po nagkakahawalay tayo sa panindigang iyan sapagkat sa matagal na panahon, bilang tagapangulo ng mga organisasyon at unyon ng mga government worker sa ilalim ng Confederation for Unity, Recognition and Advancement of Government Employees, iyan po ang isa sa pinakamariin na kampanyang isinulong ng mga government workers bunga na nga ng pagtingin na itong probisyong ito ay hindi naisasakatuparan ng gobyerno, kung kaya dito sa panukala ngayon na inihahapag sa august Body ng Kongreso, tinitingnan po namin kung ano ang ginamit na batayan sa pinapanukala ngayong dagdag sa sahod sa ilalim ng House Bill No. 5712.

Nabanggit po ng ating unang nag-interpellate na mayroon daw ginawang pag-aaral ang Department of Budget and Management. At ang pagkaintindi ko, kumuha ng consultant ang DBM para gawin ang pag-aaral na ito.

Una po, ano ho ba iyong consultancy firm na ginamit ng DBM para lang sa kaalaman ng ating Kapulungang ito, Mr. Speaker, Your Honor?

REP. UNGAB. The consultant, as per our DBM representative, is Willis Towers Watson.

REP. GAITE. Okay. Kung hindi ako nagkakamali, baka puwedeng malaman kung ito rin ba iyong ginamit na consultancy firm doon sa pagbubuo ng panukalang batas doon sa usapin sa pasahod noong SSL 4 o iyong tinatawag na Salary Standardization Law 4 na

isinakatuparan noong taong 2016 hanggang 2019, Your Honor, Mr. Speaker?

REP. UNGAB. Yes, it is the same firm, Your Honor, Mr. Speaker, but it follows a procurement procedure conducted by the Governance Commission for GOCCs. So, the same firm won the bidding, Mr. Speaker, Your Honor.

REP. GAITE. Siguro para sa transparency na lang, Your Honor, Mr. Speaker, magkano inabot iyong ating kontrata with the Brightwater, Your Honor, Mr. Speaker?

REP. UNGAB. Including the GOCC's study, Mr. Speaker, it is less than P50 million, at saka naipanalò po iyon through bidding, Mr. Speaker.

REP. GAITE. Fifty million po, tama po?

REP. UNGAB. Less, less than P50 million.

REP. GAITE. Malaki-laking halaga kung titingnan, ngunit may obserbasyon ang Kinatawang ito na sa laki ng ginastos natin para sa consultancy firm para alamin kung ano ang karapat-dapat na sahod ng mga manggagawa, pilit pa rin na ang argumento ay ginagamit iyong market forces. Tama po ba iyan, Mr. Speaker, Your Honor?

REP. UNGAB. Yes, again, the objective is to determine the competitiveness of government pay in relation to that in the private sector and the compensation strategy to bring government pay closer to market rates. Iyon po ang strategy, Mr. Speaker.

REP. GAITE. Doon po ako may reserbasyon sa paggamit nga ng market forces sapagkat mismo sa Konstitusyon, kaya nga po nakalagay sa konteksto ng social justice, tungkulin ng State na hindi market forces kundi paano titiyakin na sa ngalan ng panlipunang katarungan, hindi market and determinant ng wage kung hindi, tulad ng iko-quote ko uli sa Saligang Batas:

They shall be entitled to security of tenure, humane conditions of work, and a living wage.

Tanong ko lang, Mr. Speaker, Your Honor, bakit hindi po living wage ang ginagamit na pamantayan? Bakit market forces? Eh alam po naman natin, sa isang lipunan tulad ng Pilipinas, ang sahod ay pawang napakababa at nagkakaroon ng spiraling down or iyong tinatawag nilang "race to the bottom" na usapin sa sahod na sa halip na lumaki ay pababa pa nga nang pababa.

Bakit natin pilit na inihahambing ang sahod doon sa tinatawag na market forces na pilit na inihahambing ang sahod sa pribadong sektor at gayundin sa pampublikong sektor na ang sinasabi ng Saligang Batas, ang pamantayan ng comparison ay living wage, Your Honor, Mr. Speaker?

REP. UNGAB. Mr. Speaker, in a free-market society, it is the market forces that determine the transactions of everyday living. So, it is the measure, it is the standard being followed not only for various rates—industry standards interest rates, foreign exchange rates—pati po sa salary doon po tayo nagbabase sa market rates kasi po we should be able to come up with rates that are comparable to the standard na ibinibigay po ng private sector. Actually, not only the private sector, but also the government, that is why the government is doing its best to be within the standard, within the market standard. Iyon po ang ginagawa, kaya nga kung mai-implement po itong SSL 5 na ito, we will be very much closer already to the average standard po overall. So, iyon po, Mr. Speaker.

REP. GAITE. Salamat po, kagalang-galang na Sponsor, Mr. Speaker.

Aware po ba ang ating kagalang-galang na Sponsor kung ano iyon bang itinatakda na living wage sa kasalukuyan? Pag-usapan muna natin kung ano iyong existing na datos po na mayroong available mula sa mga ahensiya na may responsibilidad para tiyakin kung ano ba iyong sinasabing nakabubuhay na sahod o living wage, Your Honor, Mr. Speaker?

REP. UNGAB. Iyon pong data na nandito sa akin, iyon iyong current private sector minimum wage for NCR monthly. It is the basic wage with Integrated Cost of Living Allowance o COLA, it is P11,814. Again, it is P11,814. Iyong ating Salary Grade 1 is under SSL 5 will be already P13,000 per month, so medyo mas mataas po iyong Salary Grade 1 ng gobyerno, ng under SSL 5 as compared to the basic wage dito po sa private sector with integrated cost of living allowance na P11,814. So, mas mataas po ang nasa SSL 5, Mr. Speaker.

REP. GAITE. Your Honor, Mr. Sponsor, Mr. Speaker, ang katanungan ko po, ano po ang kailangang sahod na tanggapan ng isang mangagawang Pilipino para mapunuan niya ang kaniyang mga batayang pangangailangan: pagkain ng kaniyang pamilya kasama siya, tahanan na uupahan o babayaran, kuryente, tubig, transportasyon, at isama pa dapat ang gastusin sa edukasyon, pangkalusugan, at iba pa para matustusan iyong mga batayang kailangan para matawag na ang sahod ay "living wage" o "nakabubuhay na sahod," Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Mayroon pong pinagbasehan na datos iyong data po na Summary of Current Regional Daily Minimum Wage Rates per region. Ang dami po nito—NCR, Cordillera Administrative Region, Regions I to XII and Caraga, and ARMM, then the agriculture sector, non-agriculture sector. These rates po ang pinagbabasehan, kino-compare po ito sa present government rates. Ito po, iyong present government rate, is higher than the basic wage. So, iyon pong proposed minimum wage, in fact, is 27 percent higher than the prescribed minimum wage rate in NCR. So, ito po iyong ating proposed SSL 5, Mr. Speaker.

REP. GAITE. Mr. Sponsor, Mr. Speaker, ang binabanggit po ata ng ating kagalang-galang na Sponsor ay iyong minimum wage rates sa kasalukuyan. Ang inaalam po ng Kinatawang ito, ano ba iyong kailangan o magkano iyong halaga na kailangan ng isang manggagawang Pilipino para matugunan iyong kaniyang mga batayang pangangailangan? Batay po sa Saligang Batas, ang nakasaad po “living wage.” However, this Representative believes that the current wage structure in the private sector, iyong binabanggit po ninyo sa Metro Manila na P537 kada araw, ang P537 ay hindi sapat para tugunan ang batayang pangangailangan kahit na sinabi pa kamakailan lamang ng Philippine Statistics Authority na iyong poverty threshold level daw ay nasa bandang once mil kada buwan para sa isang pamilyang Pilipinong may limang kasapi. Ngunit ang term na ginamit nila dito, “poverty threshold level.” Ang sinusukat na po ngayon, poverty ng PSA.

Ang tanong ko, bakit hindi sinusukat iyong living wage, hindi iyong kahirapan? Kung hindi, ano iyong kailangan para mabuhay ang isang pamilyang Pilipino, na ang kaniyang nutrisyon ay sapat para hindi maging undernourished ang kaniyang mga anak, na iyong kaniyang mga anak ay makakapag-aral kahit sana hanggang high school level at may option para pumasok sa college, na iyong kaniyang tahanan ay matatawag niyang kaniya o di kaya ay inuupahan sa mababang halaga, o di kaya naman, iyong kaniyang mga gastusin sa mga kuryenteng tumataas, iyong tubig na napakamahal sa ilalim ng MWSS ay matugunan? Hindi pa kasama riyan iyong katakot-takot na gastusin sa pagkakasakit, pagpapaospital, at iba.

Ngayon, ang sinasabi ng ating kagalang-galang na Kinatawang Sponsor ng House Bill No. 5712, na iyong current wage rate na regionalized as a matter of fact, ay sapat na para mabuhay ang isang pamilyang Pilipinong may limang katao. Tama ba ang pagkaintindi ko, Mr. Speaker, Your Honor?

REP. UNGAB. Mr. Speaker, iyon pong data na aking hinahawakan po ngayon, iyon pong minamandato po noong Regional Tripartite Wages and Productivity Boards, bawat region, ito po iyong nire-require na

bayad po na pasahod, non-agriculture and agriculture rates, bawat region. So, iyon po ang pinagbabasehan para po makapagbigay tayo ng mas maganda at very competitive rates po para sa ating government workers or government sector, Mr. Speaker.

REP. GAITE. Salamat po, ang ating kagalang-galang na Congressman Ungab. Ngunit hindi pa rin matatanggap ng Kinatawang ito na iyong kasalukuyang sahod na ipinatutupad sa ilalim ng Regional Tripartite Wages and Productivity Boards, ma-NCR man iyan, ma-Cordillera man iyan, ma-Region 3, et cetera, ay hindi umaabot sa nakabubuhay na antas.

Ibang pamantayan ang gagamitin sa pagsukat kung ano ang kailangan ng isang manggagawang Pilipino. Hindi natin ipagkakasya iyong nilalaman mismo ng provisions ng mga Regional Tripartite Wages and Productivity Board orders regarding the minimum wage kung kaya’t nakikita natin at naririnig natin ang matagal ng kampanya ng manggagawa hindi lamang po sa pribadong sektor kung hindi gayundin sa gobyerno na dapat itaas ang sahod. Ang panawagan ay tulad ng mga ginawa na ng mga iba’t ibang mga Kinatawan dito sa Kongreso ay naghapag ng kani-kanilang mga panukala para itaas ang sahod ng mga manggagawa both private and public sector. Kung kaya’t sa bahaging ito, kami po ay natutuwa na pinag-uusapan ang pagdagdag ng sahod sa 2.4 million nating mga manggagawa sa loob ng gobyerno. Pero, kasama na rin diyan ang panawagan na dapat itaas rin ang sahod ng ating mga manggagawa sa pamprivadong sektor.

Itong panukalang batas na ito ay sinisikap na itaas ang sahod ng ating mga government workers ngunit nakikita namin na hindi pa sapat sapagkat, sa matagal na panahon, ang sahod sa mga government workers ay pawang napakalayo kung ihahambing sa nakabubuhay na antas.

Ngayon po, gusto ko lang pong ipabatid sa inyo, iyong mga nakaraang salary increases sa ilalim ng tinatawag na batas na Salary Standardization Law o iyong Republic Act No. 6758 na isinabatas, unang-una noong 1989, panahon po ng yumaong Presidenteng Cory Aquino. Dito po sa SSL 1 na tinatawag ngayon, o Salary Standardization Law 1 na ipinatupad noong 1989, ang itinaas ng sahod noong panahon na iyon ay umabot ng 233 percent na increase. Dati po, ang sahod na katumbas na Salary Grade 1, for example, ay nasa bandang P600 lamang. Noong ipinatupad iyong SSL 1, noong 1989, tumaas po ng P2,000 ang minimum na Salary Grade 1, a 233-percent increase. At ito po, hindi ibinigay in tranches, ibinigay po ng one time-big time. Kung kaya’t noong panahon na iyon, malaki ang ngiti ng mga government workers. Bagama’t hindi pa rin umaabot sa nakabubuhay na antas ng sahod, kahit paano ang sahod noon ay naa-approximate iyong living wage.

As a matter of fact, based on our studies, it approximated about half of the living wage.

At that time, according to various statistics from IBON and others, P4,000 ang living wage o cost of living pero ang sahod noon, from P600, bunga noong malakas na kampanya ng mga government workers, naitaas nila sa P2,000 but with sacrifice because many of our workers noon, lumabas sa lansangan para isulong sa Kongreso at Senado na maitaas ang kanilang sahod, at 233 percent ang increase noong panahon na iyon.

Noong 1994, ito po iyong tinatawag na SSL 2 o iyong Salary Standardization Law 2, panahon po ng ating dating Pangulong Ramos, kung saan ang suweldo noon, eh di naging P2,000 na, itinaas to P4,400 ang minimum. Iyong Salary Grade 1, Step 1, ay itinaas sa P4,400. Kung ating iko-compute ang rate increase noon, 120-percent increase. Pero dito na po nauso iyong tranches na increases. Ibig sabihin, hindi ito one time-big time, kung hindi four installments. Ang mga kawani noon ay appreciative pa rin dahil kahit paano 120-percent increase, so hindi masyadong masakit kahit maghintay pa sila ng apat na taon.

Noong SSL 3, ipinatupad po ito noong panahon ng ating dating Pangulong Macapagal-Arroyo at dito po maliit na lamang iyong increase. So, from 233 percent, bumaba ng 120 percent sa SSL 2, at noong SSL 3, roughly, mga 20 percent na lamang iyong increase—P9,000 dati ang minimum wage, itinaas ng P11,068. So, mayroong increase naman, in fairness, hindi ho naman natin maikakaila iyan.

Pero ngayon, I was trying to compute the increase from the P11,068 level today, tapos by the end of the implementation of the law, magiging P13,000 iyong Salary Grade 1, Step 1. This is a mere 17-percent increase. At ang masakit niyan, installment, in tranches. Before that can even be achieved, each and every government worker will have to wait four long years—four long years.

Mr. Speaker, Mr. Sponsor, aware po ba kayo, iyong impact nitong salary increase na ito na, as it is, sa pagtantiya po namin, kung noong 1989, P4,000 ang cost of living, dahil sa inflation at pagtaas ng presyo ng mga bilihan, kuryente, tubig, pagkain, upa sa bahay, at iba pa, ang tantiya po ng iba't ibang grupo na researchers, na mga economists, ang isang pamilyang Pilipinong may limang katao dapat, more or less, P30,000 kada buwan ang sahod. Kahit itaas pa natin kung gayon, na ang suweldong dating P11,068 gagawing P13,000 pero after four years, tingin ba ng ating kagalang-galang na Sponsor, ito ba ay matatawag natin sincerely na “living wage,” Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Mr. Speaker, iyon pong SSL 4 is 27-percent-weighted-average increase plus 8-percent increase in mid-year bonus. At saka iyong SSL 5 naman is 23.24-percent-weighted-average increase at

i-prioritize iyong rank and file. For Salary Grade 11, iyong increase is 30.1 percent.

Then, aside from the salary increases, the government is also providing additional benefits such as the mid-year bonus worth one month's salary, the productivity enhancement incentive of P5,000 and the performance-based bonus, which is minimum of 50 percent of the monthly salary. So, iyon po iyong ating SSL 5, Mr. Speaker.

REP. GAITE. Mr. Speaker, Mr. Sponsor, salamat po sa information na iyon. Pero, ang itinatanong po ng Kinatawag ito, kung umaabot ba talaga itong P13,000 na ito sa nakabubuhay na sahod, iyong kailangan para matustusan ang mga batayang pangangailangan? Ang sinasagot po ng ating kagalang-galang na Mr. Sponsor iyong increase, pero hindi sinasagot kung ito ba ay masasabi, ayon sa ating Saligang Batas, na nakabubuhay na sahod.

Hindi po, sa pananaw ng Kinatawag ito, ito ay living wage kung hindi isang “libing wage” sapagkat nakabaon sa utang ang maraming government workers ngayon bunga ng liit ng sahod nila. Ang ginagawang katatawanan na lang ng ating ibang mga guro ay Londoners daw sila. Bakit Londoners? Loan diyan, loan dito, loan doon, utang nang utang, GSIS man iyan, cooperative at iba pa. Pati mga private banks ay nagpapautang na para lang matustusan ng mga ordinaryong kawani iyong kanilang mga batayang pangangailangan.

Kaya po hanggang ngayon, hindi ma-reconcile ng Kinatawag ito kung paano nag-arrive itong mga binayaran na P50 million na consultancy fee, ang isang kumpanya na nagsabi na ang sahod na ito ay sasapat. Hindi maisip ng Kinatawag ito na kung paano matatawag na itong pino-propose na increase ay nakabubuhay na sahod. Paano po natin maja-justify ito sa ating mga maliliit na mga magwawalis, maliit na mga manggagawang Pilipino, ang ating mga guro, ang ating mga nurses, kung ang sahod na binibigay natin ay hindi pa ho umaabot sa nakabubuhay na antas, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Again, Mr. Speaker, iyon pong pinaka-minimum na salary grade natin, which is Salary Grade 1 is P13,000. We believe, for a government worker, iyon na po iyong the best na maibigay natin considering, of course, the availability of funds, and considering, of course, iyong study na ginawa. At saka po, P13,000 iyong ating salary, compared to the private sector, iyon pong Salary Grade 1 is 111 percent higher than the private sector's rate. At saka po iyong ating datos po, iyong data natin sa NEDA, iyong poverty threshold level is you need P10,481 per month in order to meet the basic food and non-food needs of a family of five.

So, more or less, iyong P13,000 is reasonable po. At saka iyong ating Salary Grades 1 to 16—no, Salary Grades 1 to 10 are tax exempt po. So, ang take home pay noong ating mga between Salary Grades 1 to 10 is 100 percent.

REP. GAITE. Salamat po, Mr. Sponsor, Mr. Speaker.

Uulitin ko po na hindi naniniwala ang Kinatawagang ito na ang ipino-propose na increase ay aabot sa nakabubuhay na antas. Pawang napakababa nito at napag-iwanan na habang ang sahod ng iba pang mga nasa bukrasya ay tumaas.

Puwede ho bang mapaalala tayo doon sa itinaas ng sahod noong ating mga kapatid na military and uniformed personnel nitong 2018 at 2019 through House Joint Resolution No. 1. Hindi ho ba, tama po ba, Mr. Speaker, Mr. Sponsor, na iyong ating mga kapatid na pulis at sundalo, members ng BJMP, Bureau of Fire Protection, at iba pa, ay itinaas from almost a little under P15,000 a month? Ito po iyong Private at ang ating Police Officer I, pero noong 2018, almost P30,000 na ang suweldo ng ating mga kapatid na pulis at sundalo. Itinaas ito, hindi lang po itinaas, dinoble ang kanilang suweldo. Our 450,000 strong members of the military and uniformed personnel or MUP enjoyed a hefty increase.

Kung kaya nating gawin iyan sa ating mga sundalo at pulis, iyong ating mga hardworking teachers, hardworking employees in the government, including employees here in the House, hindi po ba that they also deserve an increase befitting a government worker na nagtatrabaho, na nagpapakahirap, nagsasakripisyo, pero ang sahod ay hindi umaabot sa nakabubuhay na antas? Kung kinaya natin sa ating military and uniformed personnel, bakit hindi natin kaya sa ating mga civilian employees, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. So, Mr. Speaker, iba po iyong nature noong trabaho ng military and uniformed personnel, at saka kakaunti lang po sila, working 24/7, at saka the nature of their job is security-related at saka may risk talaga sa buhay nila compared to the positions in the national government.

We have about 1.4 million or 1,395,000 workers in government that we would like to provide with this new salary scale under the new SSL 5, Mr. Speaker.

*At this juncture, Deputy Speaker Hernandez relinquished the Chair to Deputy Speaker Johnny Ty Pimentel.*

REP. GAITE. Nabanggit ninyo po, Mr. Sponsor, Mr. Speaker, na nagtatrabaho sila 24/7. Mr. Speaker, hindi ba iyong nurses and health workers din natin, ganoon din ang operations ng kanilang pagtatrabaho, 24/7? Practically, halos walang pahinga, napupuyat,

minsang, 24- or 36-hour shift na dire-diretso, at sila rin ay bahagi ng bukrasya. Hindi ba dapat sila rin ay bigyan ng kaukulang pagkilala sa kanilang kontribusyon sa pagbibigay ng serbisyo sa bayan?

Ang ating teachers na tumutulong para i-educate ang ating mga mamamayan, ang ating mga estudyante, hindi ba dapat bigyan din natin sila ng kaukulang pagbibigay ng pagpapahalaga, bunga ng kanilang kontribusyon sa nation-building?

Hindi ba dapat, kahit iyong ordinaryong magwawalis sa lansangan na tinitiyak na maayos, mas malinis ang ating kapaligiran, hindi ba karapat-dapat din na tulad noong ating mga kapatid na sundalo at pulis, ay binibigyan din ng dobleng pagtaas ng sahod tulad ng ginawa natin sa ating members ng AFP at PNP, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. We agree to that, Mr. Speaker, na kung puwede lang na bigyan po lahat ang ating workers ng sapat na take home pay. At iyon po namang sa ating nurses na na-mention earlier, may magna carta benefits na po sila. Mayroon din silang hazard pay na 25 percent of basic pay, may subsistence allowance, may laundry allowance and may night shift differential. So, iyon po ang sa nurses. So, may mga additional benefits na po na natatanggap sila.

REP. GAITE. Maraming salamat po sa impormasyon na iyon sapagkat totoo po na iyong benefits na ito ay kahit paano ay makakatulong o makakapagtawid sa ating mga manggagawa na lalo na iyong kalagayan nilang ang sahod nila ay hindi umaabot sa nakabubuhay na antas.

Sa totoo lang po, may isa pa hong concern ang Kinatawagang ito. Kung babasahin ko po ang panukalang batas, doon sa unang bahagi, may binabanggit pong prinsipyo sa pasahod ng ating mga manggagawa, at pahintulutan ninyo po akong basahin ang naturang probisyon sa usapin ng pasahod ng ating mga manggagawa. Hindi kumpleto iyong aking kopya pero from memory, babanggitin ko na lang po.

Ang isa pong prinsipyo na sinasabi sa pasahod, paulit-ulit, iyong probisyon na kapag magbibigay ng pasahod, ang isang prinsipyo na gagamitin ay equal pay for work of equal value, equal pay for work of equal value. Ano ho bang ibig sabihin nitong probisyon na ito, Mr. Sponsor, Mr. Speaker, para sa kaalaman ng lahat?

REP. UNGAB. Mr. Speaker, can I now proceed? The guiding principles for SSL 5 are as follows:

“It is hereby declared the policy of the State to provide all government personnel a just and equitable compensation in accordance with the principle of equal pay for work of equal value.”



Iyon po iyong nagiging guiding principle po ng SSL 5 at saka:

“(a) Differences in pay shall be based upon substantive differences in duties, responsibilities, accountabilities and qualification requirements of the positions.”

and “(c) The compensation of all civilian government personnel shall generally be competitive with those in the private sector doing comparable work in order to attract, retain and motivate a corps of competent and dedicated civil servants.”

REP. GAITE. Salamat po. Nakita ko na po iyon sa Section 2, Statement of Policy ng panukalang batas.

Doon sa usapin ng principle of equal pay for work of equal value, please correct me if I am wrong, kapag may isang posisyon na nasa loob ng gobyerno na pareho o kahalintulad ang job description, pareho ang job function, pareho relatively ang output required at pareho ang salary grade, tama po ba na sa interpretasyon ng Kinatawagang ito na kung pareho ang trabaho na nire-require sa isang manggagawa sa ibang ahensiya ng gobyerno at may kahalintulad sa ibang ahensiya ng pamahalaan, kapag sinabing principle of equal pay for work of equal value, kung pareho ang trabahong nire-require sa kaniya, pareho ang job function, pareho ang job description, relatively pareho ang output, pareho ang salary grade, therefore, pareho ang sahod? Tama po ba iyan, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Wala po tayong disagreement diyan. We agree on that po, Mr. Speaker.

REP. GAITE. Salamat po sa inyong confirmation. Pero sa matagal na panahon, kahit nasa unang-unang bahagi iyan, hindi lang po nitong ipino-propose po ng ating kagalang-galang na Sponsor sa ilalim ng House Bill No. 5712, kahit noong unang-unang SSL 1 pa ho, sa ilalim ng Republic Act No. 6758, nakasaad rin po ito, ngunit, unfortunately, hindi naisasakatuparan. Bakit ko po nasasabi ito? Kung pupunta po tayo sa pasahod ng ating mga manggagawa sa mga local government units, may institutionalized discrimination po sa batas ng Salary Standardization Law. Dito po sa inyong panukalang batas sa ilalim ng Section 10, na inulit lamang at kinopya sa mga nakaraang probisyon ng Salary Standardization Law, dito po nakasaad iyong Compensation Advancement for Personnel of Local Government Units. At dito po nakasaad iyong binabanggit po na matagal ng kritisismo ng government workers sa mga LGU at iba pang ahensiya ng pamahalaan na hindi po totoo iyong equal pay for work of equal value. Basahin po natin ang nakasaad

na inulit lamang sa mga nakaraang batas ng Salary Standardization Law.

Mayroon pong ginagamit na percentage of salary schedule. At iba ang pasahod sa mga special cities, first-class hanggang sixth-class provinces, cities and municipalities. At kung mapapansin natin, dito pumapaloob iyong sinasabing diskriminasyon. Sa mga special cities, first-class provinces and cities, suwerte sila, kasi kung ang income classification nila ay first class or special city, ang katumbas ng sahod nila ay 100 porsyento ng tinatanggap ng mga kawani sa national government agencies, government-owned and controlled corporations who fall under the Salary Standardization Law and also our employees in state colleges and universities. However, sa pagbabasa po ng panukalang ito, inulit lamang iyong paulit-ulit na discriminatory provision ng batas na ito, such that kung minalas-malas ka at nasa isang maliit na sixth-class municipality ka, hindi mo matatanggap iyong sinasabing panukala ngayon na after four years, P13,000 na ang suweldo mo. Hindi. Kasi, ia-apply na only 65 percent of the amount, after four years you will be only receiving the equivalent amount.

Ang tanong, Mr. Speaker, Mr. Sponsor, ano ho ba ang batayan kung bakit itong probisyon na ito ay paulit-ulit na inilalagay sa mga batas ng Salary Standardization Law? At sa halip na kilalanin iyong napakahalagang probisyon sa pagtatakda ng sahod na equal pay for work of equal value, within the law itself, vina-violate iyong probisyon na ito, Mr. Speaker, Mr. Sponsor. Ano ang rationale kung bakit inulit na naman ang probisyon na ito, Mr. Speaker?

REP. UNGAB. Actually po, iyong pinaka-main difference ng national government at saka iyong LGUs ay iyong capacity to pay po ng LGUs.

In terms of position classification, same ang position, there are positions na pareho ang national government and LGUs, pero nagkakaiba sa salary rates because of the capacity of the LGUs to pay. Alam naman po natin na may mga LGUs na first class, second class, third class, fourth class. At saka mayroon ding special cities depending on their income or IRA or their locally generated income. So, iyon po ang pinaka-main na difference.

REP. GAITE. So, Mr. Speaker, Mr. Sponsor, kahit na mayroon na tayong probisyon na equal pay for work of equal value, bunga noong problema ng kakulangan ng pondo ng mga LGUs, magkakasya na lamang po tayo na magbigay tayo ng sahod na mas mababa. Mababa na nga iyong nasa national government agencies, hindi na nga umaabot sa nakabubuhay na antas, papayagan pa rin natin mas mababa pa in violation of that principle of equal pay for work of equal value. Tingin ninyo po ba iyan po ay nasa konteksto ng social justice, Mr. Speaker, Your Honor?

REP. UNGAB. Actually po, iyong mga limitation po ng LGUs are on Republic Act No. 7160 which provides that under the Local Government Code, the LGU personnel services shall not exceed 45 percent of their income or their revenues for first to third class LGUs and 55 percent for lower class LGUs. The PS limitation is proposed to be maintained to promote prudence in the allocation of LGU funds and ensure the availability of funds for LGU programs and projects. Iyon po iyong pinaka-limitation kasi under the Local Government Code, hindi puwede maglampas ng 45 percent at saka 55 percent. For lower class LGUs, hindi lalampas ng 55 percent, at 45 percent for first- to third-class LGUs. Iyon po ang pinaka-limitation ng batas.

REP. GAITE. Salamat po, Mr. Sponsor, at aware po ang maraming local government units at employees din dito sa binabanggit ninyo po, dito sa Local Government Code of 1991, na nilalaman nga itong tinatawag nilang PS Cap or Personal Services Cap, na para daw ma-restrict iyong pondo ng kabuuang gastusin ng local government, may hangganan lamang ang puwedeng i-allocate sa pasahod o iyong tinatawag na PS o Personal Services, tama po kayo. Pero ito pong batas na ito, mas nauna po ito, ito precedence, 1989 po lumabas ito, iyong Local Government Code after several years, after two years. Pero po, in tandem po nagwo-work not for but against local government employees. Kasi liban po doon sa provision na nabanggit, mayroon rin pong restriction doon sa nabanggit ninyo pong Local Government Code.

Kung kaya't ang Kinatawag ito ay naniniwala na itong mga probisyon na ito ay dapat tanggalin, sapagkat hindi ito consistent doon sa ating prinsipyo ng pasahod ay dapat, una, ay umaabot sa nakabubuhay na antas, at ikalawa, dapat ang suweldo as based doon sa principles of wage setting, equal pay for work of equal value. Kung kaya't nami-miss itong opportunity na ito kung ito iyong panukalang ipapasá, sapagkat hindi natin mabibigyan ng hustisya o katarungan iyong ating mga manggagawa, sapagkat sa matagal na panahon, iyon iyong nais natin, na ma-correct iyong imbalance, na iyong maliliit na kawani ay dapat mabigyan ng nakabubuhay na sahod.

Unfortunately, the current wage schedule favors the higher level employees or officials. Sila iyong pinakamalaking increases noong mga nakaraang Salary Standardization Law. Although, of course, we acknowledge and recognize na ngayon, mas maliit ang increases ng mga top officials, but still, kung from P11,068, magiging P13,000 ang Salary Grade 1 or more or less mga P2,000 peso increase, iyong Presidente ng Pilipinas, kulang-kulang P400,000 noon, ay ngayon, gagawing P431,000, so P30,000-peso increase. Malaki pa rin iyon. Hindi iyan babahingan ng isang maliit na government worker, and they would be pleased to receive such an increase. However, the increases are

still relatively reserved for the higher or high officials in government. Kaya po, bagama't mas maliit iyong increase nila, unlike before na umaabot ng more than 300-percent increase, ngayon, bagama't mas maliit, hindi pa rin makatarungan, sapagkat marami sa ating mga manggagawa sa gobyerno ay hindi pa rin—iyong kanilang tinatawag na body and soul, they cannot remain intact, naghiiwalay iyong body sa soul kasi nga po hindi umaabot sa nakabubuhay na antas. Kaya po iyon po ang malaking reserbasyon ng Kinatawag ito.

Panghuli, puwede ho bang malaman kung ito po bang panukalang batas ay mayroon pong pagsasaprayoridad para sa ating pagpapasá? Ito po ba ay hinirang bilang priority Bill ng Kapulungang ito sa pamamagitan ng pagtulak ng ating Ehekutibo, Mr. Sponsor, Mr. Speaker?

*At this juncture, Deputy Speaker Pimentel relinquished the Chair to Deputy Speaker Michael L. Romero, PhD.*

REP. UNGAB. Yes, Mr. Speaker, we are in constant communication with the DBM and the DBM representatives are here.

Yes, this is priority legislation and anytime, we will receive the Certificate of Urgency considering that the Office of the President, through the DBM, was asking from our Committee a copy of the Committee report. So, ipinadala na namin a few hours ago, ipinadala na namin po iyong Committee report.

REP. GAITE. Maraming salamat po, Mr. Sponsor, Mr. Speaker.

Doon sa mga nabanggit na mga punto, pumapayag ba ang kagalang-galang na Sponsor na magkaroon ng mga pagbabago doon sa ipinapanukala para tumugma doon sa mga kahingian ng mga manggagawa na itaas ang sahod sa nakabubuhay na antas nang ang ating mga guro ay mas malaki ang itaas ng sahod na kapantay ng ating mga kapatid na military at uniformed personnel? Gayundin ay upang matanggal iyong disbalanse ng ating local government units na hindi mas mababa ang tinatanggap na pasahod para iyong konsepto na national minimum wage na sahod ay isa na lamang sa buong gobyerno para pakinabangan ang mas karapat-dapat na sahod ng ating mga manggagawa, Mr. Sponsor, Mr. Speaker.

REP. UNGAB. Iyon pong isinasangguni ninyo, iyon iyong concern na sinasabi ninyo was already taken into consideration. This is the best, what do we call that na fiscally feasible and sustainable nating magawa through SSL 5 po. Iyon po ang pinaka the best alternative na puwedeng mangyari, itong ginagawa ngayon.

THE DEPUTY SPEAKER (Rep. Romero). Gentleman from BAYANMUNA, your time has elapsed.

REP. GAITE. Opo. Ang panghuli po, ...

THE DEPUTY SPEAKER (Rep. Romero). So, I am giving you time to wrap up.

REP. GAITE. ... nagpapasalamat kami doon sa kasagutan ng ating kagalang-galang na Mr. Sponsor, Congressman Ungab, ngunit hindi ko nakikita na ito na iyong best; we could do better.

Iyon lang po, Mr. Sponsor. Maraming salamat, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Romero). The Majority Leader is recognized.

REP. VILLAR. Mr. Speaker, I move that we recognize Hon. Carlos T. Zarate from BAYAN MUNA for his interpellation.

THE DEPUTY SPEAKER (Rep. Romero). Rep. Carlos Zarate is now hereby recognized.

REP. ZARATE. Thank you, Mr. Speaker.

Will the good Sponsor yield to some interpellation?

REP. UNGAB. Yes, Mr. Speaker, but I request for a one-minute suspension of the session, Mr. Speaker, personal necessity po.

THE DEPUTY SPEAKER (Rep. Romero). The Majority Leader is recognized.

#### SUSPENSION OF SESSION

THE DEPUTY SPEAKER (Rep. Romero). The session is suspended.

*It was 5:23 p.m.*

#### RESUMPTION OF SESSION

*At 5:25 p.m., the session was resumed.*

THE DEPUTY SPEAKER (Rep. Romero). The session is resumed.

The Majority Leader is recognized.

REP. UNGAB. Thank you, Mr. Speaker. This Representation is now ready for questions, Mr. Speaker.

REP. ZARATE. Thank you, Mr. Speaker, Mr. Sponsor.

Kanina po, nabanggit ninyo na ang isang pangunahing objective nitong ating panukalang batas

sa kasalukuyan ay upang pagsalubungin. Nabanggit ninyo ho rito sa key provisions in the increase. The proposed minimum basic salary for Salary Grade 1 will be raised from P11,068.00 to P13,000.00 to remain competitive with the minimum daily wage in the National Capital Region. Tama po ba iyong nabanggit ninyo, G. Isponsor?

REP. UNGAB. Yes, Mr. Speaker.

REP. ZARATE. Thank you, Mr. Speaker,

So, ang ibig hong palabasin natin ay sa kasalukuyan, talagang hindi sapat iyong pang-araw-araw na kinikita ng ordinaryong kawani ng pamahalaan. Halimbawa, ikumpara natin kahit dito na lamang sa National Capital Region, kaya kung gusto nating pagsalubungin. Pero, Mr. Speaker, Mr. Sponsor, ang minimum wage sa National Capital Region ngayon humigit kumulang ay nasa P537 na. Tama po ba iyon, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Yes, Mr. Speaker.

REP. ZARATE. Yes—P537, pero nakapagtataka po, sabi natin, gusto nating habulin kahit naman lang iyong minimum wage, pero dito ho sa inyong panukalang batas, ang kasalukuyang Salary Grade 1 ng karaniwang kawani, siya ho ay kumikita ngayon ng P11,068 o sa pang-araw-araw ay kumikita lang siya ng P369 kada araw, in concrete terms. Huwag na ho nating pag-usapan iyong porsyento, pero iyong kinikita niya sa isang araw ay P369. Pero, dito ho sa inyong panukala, sa first tranche, ang Salary Grade 1 ay magiging P11,551 na siya beginning January 1 of 2020. Tama po ba iyon, Mr. Sponsor, Mr. Speaker? Salary Grade 1, sa 2020, on January 1 ay magiging P11,551.

REP. UNGAB. Yes, opo, Mr. Speaker.

REP. ZARATE. Yes—P11,551. Kung atin pong susumahin iyon, kada araw, ang kaniyang magiging sahod ay nasa P385 lamang kada araw. Tama po ba ang aking computation? Kung hahatiin ang P11,551 sa isang buwan ay magiging P385 lamang. Kung P385 po kada araw, G. Isponsor, G. Ispiker, napakalayo pa rin nito doon sa sinasabi natin, kahit sa minimum wage na ng National Capital Region. Tama po ba, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Mr. Speaker, this is from our representatives from the DBM, P11,551 plus P2,000 po na PERA. So, it is divided by 22 days, still P615, Mr. Speaker.

REP. ZARATE. Ano po iyong idadagdag na P2,000 na ...

REP. UNGAB. Two thousand na PERA po ang tawag, ito ang additional po sa mga workers natin. Ang P11,068.00 po iyong basic salary, next year is P11,551.00 plus P2,000 na PERA, Personnel Economic Relief Allowance, may P2,000 po per month.

REP. ZARATE. At ito pong PERA ay nakapaloob po ba sa ating kasalukuyang panukalang batas?

REP. UNGAB. It is an existing privilege; it is an existing benefit po sa mga empleyado, iyong PERA.

REP. ZARATE. At ang PERA po, every salary grade ay magkaiba rin ang kaniyang tinatanggap na personnel relief allowance?

REP. UNGAB. Flat rate, P2,000 a month. Flat rate—all salary grades, P2,000.

REP. ZARATE. Ang ibig pong sabihin ay kahit na idadagdag mo iyong P2,000—at any rate, ano? Ang pinagbabasehan lang po natin ay dito ho sa panukalang salary grade na P11,551 now na magmumula by January 1, 2020. Kaya po nabanggit ko iyon kanina, kung ito ang pagbabasehan natin, dahil ito naman ang basic salary niya. Ang pag-uusapan po natin dito ay sahod. Of course, ang bawat empleyado ng iba't ibang ahensiya, kung may tinatanggap silang allowances ay on top of the salary. Huwag ho nating pagsamahin.

Ang pinag-uusapan ho natin dito ay kung magkano ba ang sahod na tinatanggap ng bawat empleyado. Sa kasalukuyan, ang empleyado sa pribadong sektor, ang kaniyang minimum wage sa National Capital Region ay P537 at dito ho sa ating panukalang batas, kung maipapasá ito by January 1, 2020, sa first tranche, ang Salary Grade 1 na empleyado ay tatanggap lamang ng P11,551 o tumaas siya ng P483 sa kaniyang kasalukuyang sahod. Tama po ba iyon, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Mr. Speaker, iyon pong computation na ibinigay po sa atin ng DBM ay isinama iyong PERA na P2,000. Iyon naman pong sa private sector ay kasama din iyon pong basic wage, with COLA din po iyon at saka iyong computation na ibinigay sa atin ng DBM is divided by 22 days, pareho iyon, iyong number of working days na nagtatrabaho po iyong kawani ng gobyerno at saka iyong kawani ng private sector.

REP. ZARATE. Okay po. Be that as it may, magkano po ang computation ng DBM kapag isinama na natin iyong PERA sa first tranche noong Salary Grade 1 on January 1, 2020?

REP. UNGAB. So, kung isasama na iyong PERA, it is P13,551, kasi P11,551 plus P2,000 so P13,551 divided by 22 days is P615, Mr. Speaker.

REP. ZARATE. Six hundred fifty?

REP. UNGAB. Six-one-five pesos, Mr. Speaker.

REP. ZARATE. Six hundred fifteen pesos, okay. Kanina po naitanong ng ating mga kasamahan, ano ho ang naging batayan ng pagbigay ng increase? Dahil kami po, ang aming paniniwala, kung magbibigay tayo ng pagtaas ng sahod, dapat ang batayan natin nito ay ang tinatawag na family living wage, ang dapat magiging batayan natin.

Ang next ko po na katanungan, bakit po P483 ang naging increase ng Salary Grade 1 na empleyado ng pamahalaan for 2020 from the current P11,068 at magiging P11,551 siya? Ano po ang nagiging batayan nitong P483 na ito?

REP. UNGAB. Actually, Your Honor, ito po iyong study na lumabas na ginawa dati na to have a sound basis for policy recommendation on further salary increases, the DBM together with the GOCC, ito po iyong target, the competitiveness of government pay in relation to the private sector and competition started to bring the government pay closer to market rates.

REP. ZARATE. ...Market rates.

REP. UNGAB. Market rates. So, kasama na din po doon iyong factors na na-mention po na kailangang mai-provide sa ating mga empleyado.

REP. ZARATE. So, lumalabas po ngayon na ang tingin natin sa ating mga manggagawa ay para silang mga kalakal, ano? Para silang mga tinda sa merkado. Dahil market rates ang tinitingnan natin dito at hindi iyong kinokonsidera natin kung ano ba iyong nakabubuhay na sahod na dapat ibigay sa kanila ng pamahalaan, ang pagtingin natin sa kanila ngayon ay para silang kalakal na puwedeng magtawaran ang bibli at ang magbabayad sa kalakal na ito, dahil market rates ang tinitingnan natin.

Muli, gusto ko hong bigyan ng pansin, sa Salary Grade 1, ang atin hong magiging increase na average from 2020, 2021, 2022 to 2023 ay average of P483. Para hong P483 every month, for every year.

Para hong sinasabi natin na in 2020 and 2021 ay fixed, walang pagtaas ang presyo ng mga bilihing hanggang sa 2024. Ganoon po ba ang ginawang pag-aaral ng pamahalaan dito, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. First of all, Mr. Speaker, iyon pong sinasabi na market rates, it does not look at the workers—government workers are part of “mangangalakal” considering that when we talk of market rates, that includes everything in the private sector, as well as in the government sector. All the

benefits that were provided for were already taken in consideration because we are talking here about the standard practice in the industry, the standard practice in the private sector, and the standard practice in the government sector.

Iyon pong annual increase in pesos, for example, in 2020, 2021 and 2022 is P483, ito iyong increase in pesos ng isang utility worker per day. Four hundred eighty-three pesos per day, Mr. Speaker—per month.

REP. ZARATE. Per month.

REP. UNGAB. Per month ho, per month.

REP. ZARATE. Kaya po, tama, P483 per month sa apat na taon. Ano siya, pare-pareho ang increase niya. Kahit sabihin ho natin na, “Ah, utility worker lang naman iyan.” Huwag ho nating—para pong sinasabi natin na ang utility worker, na ang kaniyang kakainin sa 2020 hanggang 2024 ay hindi nagmahal dahil ang ibinigay ho nating increase sa kaniya ay mahuhulog lamang ho na P16 per day in the next four years dahil pare-pareho, P483 per month, P16 per day.

Kung mayroon ho silang limang miyembro sa pamilya ay papatak lang ho iyan sa P3 per day, per person for a family of five. So, saan ho aabot itong P3.22 per day for a family of five in the next four years? Dahil ito hong ating ipinapanukalang pag-increase ay by tranches for four years, Mr. Sponsor, Mr. Speaker.

Muli ay gusto kong itanong, ano ang pinagbasehan nito? Bakit ganito ang computation? What are the considerations? For example, in 2021, wala ho bang consideration dito na magkakaroon ng inflation? In 2022, dahil eleksyon na naman ay magkakaroon ito ng inflationary effect. Bakit P483 pa rin ang gusto nating ibigay na increase sa isang utility worker, Mr. Sponsor, Mr. Speaker?

I am citing this dahil ho ang sumunod na mga salary grades ay ganoon din po ang pagtaas ng sahod lalong-lalo na sa ating mga ordinaryong kawani ng pamahalaan.

REP. UNGAB. Mr. Speaker, ang explanation po sa atin ng ating DBM, for Salary Grade 1, that is the example taken during this discussion, the increases of P483 per month is equivalent to 4.36 percent or the rate of salary increase is very much higher than the projected inflation rate. The government projected inflation rate based on our macroeconomic assumption is 2 to 4 percent. The average of 3.5 percent is still higher considering the rate of increase is 4.36 percent. And the actual inflation rate now is less than 1 percent.

Basically, Mr. Speaker, it has been taken into consideration. The inflation rate was taken into consideration po.

REP. ZARATE. Thank you, Mr. Sponsor, Mr. Speaker.

If I may inquire, Mr. Sponsor, Mr. Speaker, what is the projected inflation rate by 2020?

REP. UNGAB. The macroeconomic projection for inflation, if we can remember when the budget was presented here in the plenary, was between 2 percent to 4 percent. The average of between 2 to 4 is 3.5 percent, where the increase in salary as computed at P480 is 4.36 percent. But if we will notice, at present, the inflation rate is less than 1 percent, so it is still very much advantageous to the common worker, Mr. Speaker.

REP. ZARATE. By 2023 po, sa last tranche ng proposed SSL 5, what is the projected inflation rate?

REP. UNGAB. Right now, we do not have the projected inflation rate yet for 2023. What we have is for 2020, which is 2 percent to 4 percent. Perhaps, when we take up the budget next year, we are going to discuss what is the projection or what are the projections, but the overall trend right now, the global trend is that inflation rates are abnormally low. It is going down, unlike during the 60s to 70s where the various inflation rates are high. The world leaders or the global leaders prefer lower inflation rates, iyon po ang nangyayari ngayon sa smaller economies. Ito po ang trend, lower ang inflation rates sa buong mundo, Mr. Speaker.

REP. ZARATE. Thank you, Mr. Sponsor, Mr. Speaker. It is true. Ang problema po dito, ang sabi ninyo wala pa tayong projection up to 2023, but again, ipinako na natin na ang magiging increase hanggang 2023 ay P483 lang. Tama rin naman po kayo. As it is now, mababa ang inflation rate. But remember, there was a time, for example, last year, that we have a headline inflation rate of almost 7 percent, ganoon po ang riyalidad. Ito ang masama ngayon dahil by tranches, maliit na nga po ang ating sahod na idadagdag sa ating mga manggagawa at mga kawani ng pamahalaan, tinilad-tilad pa natin sa apat na taon.

May I inquire, Mr. Sponsor, Mr. Speaker, for 2020, magkano po uli ang ating projected or nakalaan na pondo para mapondohan itong increase sa first tranche from Salary Grade 1 to Salary Grade 33?

REP. UNGAB. For 2020, the GAA allocation under the MPBF is P34.2 billion, Mr. Speaker. That is for Step 1.

REP. ZARATE. That is P34 billion.

REP. UNGAB. It is originally P31 billion when we approved the Budget Bill here, the Senate increased it by another P3 billion, Mr. Speaker.

REP. ZARATE. Thank you, Mr. Sponsor, Mr. Speaker.

So, we have P34 billion para mapondohan ang proposed increases from Salary Grade 1 to Salary Grade 23, from Step 1 to Step 8. Tama po ba, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Yes, that is for Step 1 to Step 3 on Salary Grade 1 to Salary Grade 33, Mr. Speaker.

REP. ZARATE. What about the second tranche on January 1, 2021, what is the projected budget for the implementation of the second tranche?

REP. UNGAB. For 2021, the projection is P32.43 billion, Mr. Speaker. By 2022 or the third tranche, the projected increase to be included in the MPBF is also P32.43 billion, while the fourth tranche in 2023 is at P32.33 billion, Mr. Speaker. This projection did not, of course, include the P3 billion addition made by the Senate, Mr. Speaker.

REP. ZARATE. The fourth tranche is P32.43 billion?

REP. UNGAB. Yes, P32.43 billion.

REP. ZARATE. The same as the third tranche?

REP. UNGAB. Yes, Mr. Speaker, it is the same.

REP. ZARATE. Itong P32 billion, sabi nga po ninyo ngayon ay P34 billion na dahil may P3 billion na isinama ang Senate. By the way, para po saan iyong idinagdag na P3 billion, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. During the deliberations on the Budget at the Senate, the information we got is that this is intended for an increase in the nurses' pay, Mr. Speaker.

REP. ZARATE. Is that because of the Supreme Court decision?

REP. UNGAB. Yes, Mr. Speaker.

REP. ZARATE. Kung P34 billion na ang sa ating first tranche, bakit po pagdating sa second tranche magiging P32 billion na lamang ito? Ibig bang sabihin, ang mga increase na ibinigay natin sa nurses, mawawala na on the second year of implementation of this SSL 5, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Mr. Speaker, itong figures na sinabi ko a while ago ay figures that were prepared during the study. Napasok sa Senate ang additional P3 billion because of the Supreme Court ruling. Most likely next year, idadagdag na rin iyan as represented in the 2020 budget, Mr. Speaker.

REP. ZARATE. I see. Thank you, Mr. Sponsor, thank you, Mr. Speaker. Ibig pong sabihin, ang mga nakalagay sa panukalang SSL 5, kung gugustuhin natin ay puwede tayong magbigay ng dagdag sa ating mga kawani sa second year of implementation, Mr. Sponsor, Mr. Speaker, other than the average that we computed. Halimbawa, sa Salary Grade 1, our average is P483 for the first tranche, second tranche, third tranche and fourth tranche. Puwede palang magdagdag sa second year. Puwede palang magdagdag sa third year depende kung gugustuhin natin. Tama po ba, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Actually, Mr. Speaker, this was based on a four-year projection study. Of course, we do not know what will happen next year during the preparation of the budget or during the budget hearings kung mayroon bang changes or kung mayroon bang i-adopt ang ating Pangulo sa kaniyang mga plano, especially during his last two SONA.

Iyon po Mr. Speaker, but iyong aking figures are based on the projected study prepared by the DBM and the private group, Mr. Speaker.

REP. ZARATE. Thank you, Mr. Sponsor, Mr. Speaker. By the way, itong P34 billion po for 2020 may pondo na ito, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Yes, Mr. Speaker, nandiyan po hindi nagalaw.

REP. ZARATE. Maitanong ko lang po, nabanggit kasi ninyo kanina na kaya naman hindi puwedeng pagpantayin ang sahod ng mga unipormadong kawani kumpara sa ibang mga kawani ng pamahalaan dahil magkaiba ang kanilang gawain. Tama po bang justification ito, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Yes, Mr. Speaker, mayroon po talagang distinction sa compensation ng civilian versus the military and uniformed personnel. Of course, we will boost the aforementioned principles applied to both civilian and MUP, but that distinct tenet for civilian compensation is its comparability with the prevailing rates in the private sector. This is being adopted to attract and retain competent and committed civil servants, in as much as the government competes with the private entities for skills and talent.

On the other hand, the principle of comparability with the private sector is not applicable to the MUP, since the military and the police services are the exclusive domain of government.

REP. ZARATE. Thank you, Mr. Sponsor, Mr. Speaker. Para lang po sa ating kaalaman, ibig ninyong sabihin, noong ipinatupad ang increase sa mga

unipormadong kawani dahil sa Joint Resolution No. 1, para sa militar at sa pulis, hindi lang talaga tinaasan, nadoble ang kanilang sahod. Halimbawa sa DND, iyon po ay applicable lamang sa army, sa uniformed personnel, but not to the civilian personnel of the DND. Tama po ba, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Yes, Mr. Speaker.

REP. ZARATE. Okay. Dito naman po sa PNP, the PNP is a civilian force. Tama po ba, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Supposedly civilian, yes, but they are also considered uniformed personnel, Mr. Speaker.

REP. ZARATE. Uniformed personnel, so ang ginawa po ng Joint Resolution No. 1 ay tinaasan iyong nagbibitbit lang ng armas. Tama po ba, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Not necessarily.

REP. ZARATE. Ang mga civilian, ang mga gumagawa ng clerical works sa PNP, sa BJMP, at sa iba pang uniformed branches, hindi po sila nagkaroon ng dobleng suweldo. Tama po ba, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Iyon lang pong military and uniformed personnel ang nabigyan ng salary increases sa Joint Resolution No. 1, Mr. Speaker.

REP. ZARATE. Ibig pong sabihin, magkakaroon ng sitwasyon ngayon, halimbawa sa PNP, na may mga personnel sila na ang trabaho ay clerical, dito pa aasa sa SSL 5, sa pagtaas ng kanilang sahod. Tama po ba, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Yes. Ang mga non-uniformed personnel po na nagtatrabaho sa AFP at PNP, dito sa SSL 4 o SSL 5 sila kasama as civilian employees.

REP. ZARATE. Okay. Salamat po, Mr. Sponsor, Mr. Speaker.

Ang lumalabas po ngayon, gumagawa tayo ng dalawang kategorya ng mga empleyadong kahit nasa isang ahensiya. Halimbawa, sa ahensiya ng DND, mayroong may bitbit na armas, doble ang suweldo nila. Pero iyong mga parehong kawani na nasa loob din naman ng DND, dahil wala silang bitbit na armas, aasa sila dito sa kakarampot na dagdag-sahod na ibibigay ng SSL 5. Ganoon din ang mangyayari sa PNP. Hindi po ba ito ay violative of the equal protection clause ng ating Constitution, Mr. Sponsor, Mr. Speaker?

REP. UNGAB. Ang pinaka-distinction is that the military and the uniformed personnel may be required to work longer hours, are on-call anytime, and are expected to be assigned in other locations from time to time. In contrast, civilian employees have defined working hours and designated work stations. Iyon po ang pinakamalaking diperensya. Due to the factors and considering the differences in the nature of duties and conditions of work, a comparison of the compensation between the civilian and the MUP is rendered difficult. Considerably, the distortion in their pay structure is difficult to establish. Iyon ang malaking diperensya, kasi kahit saan po ay ina-assign iyong ating military and uniformed personnel.

REP. ZARATE. Ang sabi po ninyo, anytime they can be transferred, 24/7 they are working. I will cite an example again, isang ospital ng military. Ang V. Luna Hospital ay may mga nars at mga doctor diyan and they are civilians but also with ranks. Ang doktor ang equivalent na rank, I think, is a colonel, but he is a civilian, nagkataon lang na siya ay doctor kaya binigyan siya ng ranggo. Saan po siya aasa ng suweldo, dito sa SSL 5 o doon sa Joint Resolution No. 1?

REP. UNGAB. Iyong military doctors and nurses, Mr. Speaker, are basically members of the AFP, and dinadala po sila kahit saan ipatawag. Last year or the other year, I attended a project in my district where nagpadala ang military ng doctors. Na-meet ko iyong isa kong kakilala na doktor galing sa V. Luna. He was my classmate at sabi ko, "Hoy, nandito ka." Ipinadala daw sila ng AFP na magpunta sa distrito ko. Anytime, pinu-pull out din sila. Para ding sundalo ang doctors and nurses sa V. Luna, Mr. Speaker.

REP. ZARATE. Tama po, para ring doctors and nurses natin sa mga pampublikong ospital, na dahil sila ay mga doktor ng mga pampublikong ospital, kung saan mayroong pangangailangan sa kanila, halimbawa sa ngayon mayroon tayong mga sakuna sa Mindanao, itong mga pampublikong doktor sa ospital, at any time, can also be required to render services.

Ang pino-point out ko lang po dito, Mr. Sponsor, Mr. Speaker, gumagawa tayo ng dalawang kategorya ng kawani. Iyong isang kategorya ng kawani dahil sila ay may bitbit na armas, doble ang increase nila. Ang isang Patrolman at ang isang Private na dati kumikita ng P16,000, on the average, P30,000 na ngayon ang kanilang minimum na sinasahod. Pero ang isang guro, bigyan lang natin ng magkano lang na increase sa apat na taon. To the uniformed personnel, this was not even given in tranches, automatic binigyan sila ng dobleng pagtaas ng sahod. Ito po ang pinupunto natin rito.

Pangalawa, iyon pong usapin na kukulangin ang pondo, napakarami kasi ng ibang kawani, halimbawa,

ang mga non-uniformed personnel, ang banggit ninyo kanina ay nasa 1.3 million personnel. Alam natin sa taun-taon na pagdedebate natin ng budget dito kung pondo lang talaga ang pangangailangan, puwedeng mahanapan ng pondo iyan. Just like what you mentioned earlier na nagdagdag ng P3 billion ang Senado para matugunan ang pangangailangan ng ating nurses. For example, sa 2019, ito ay isang trend talaga ngayon na palaki nang palaki ang Intelligence and Confidential Funds ng pamahalaan, ng Office of the President, for example, umabot na ng P7 billion iyan, and several other items na sa tingin ng Kinatawag ito, puwedeng pagkunan natin ng pondo para matugunan ang matagal nang panawagan ng ating mga kawani sa pamahalaan. Napaka-delayed na ang panawagan na itaas ang kanilang sahod.

As always, kung mayroon tayong Salary Standardization Law na ipinapasá para magpapasalamat pa sila na binibigyan natin sila ng mumo, pittance, scraps, P483 for Salary Grade 1 sa isang buwan o P16 a day ang idadagdag na sahod. Ano po ang maaabot nitong P16 a day? Uulitin ko, kung mayroon silang limang miyembro sa isang pamilya, P3 per person a day lang ang equivalent ng increase na iyon. Kaya sana po, bilang pagtatapos, ito ang pinupunto namin, taliwas ito sa mga batayang prinsipyo na sinasabi natin kung bakit tayo nagpapasá ng batas, the “principle of equal pay for work of equal value.” Gusto nating maabot ang sahod na nakabubuhay para sa ating mga mamamayan.

Muli po, inirerehistro natin ang ating pagpuna sa panukalang batas na ito na kapos sa hinihingi ng ating mga kawani, lalung-lalo na ng mga ordinaryong kawani ng pamahalaan. Huwag na po nating tingnan iyong mga nasa itaas dahil napakataas na ng sahod nila. Pero ang mga ordinaryong kawani ng ating pamahalaan, dapat bigyan natin ng pansin, dahil totoo sila nga ang nakakarami pero sila ang bumubuhay sa burukrasyang ito, ang ating mga ordinaryong kawani ng pamahalaan.

With that, I will end my interpellation. Maraming salamat, Mr. Sponsor. Maraming salamat, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Romero). The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, I move that we recognize our distinguished Minority Leader, Hon. Bienvenido M. Abante Jr. from the Sixth District of Manila, for his interpellation.

THE DEPUTY SPEAKER (Rep. Romero) The House Minority Leader, Rep. Benny Abante, is now recognized.

REP. ABANTE. Thank you, Mr. Speaker.

Would the Sponsor of the Bill yield to some clarificatory questions?

REP. UNGAB. Yes, gladly, Mr. Speaker.

REP. ABANTE. It says here, Mr. Speaker, in Section 7, that the modified salary schedule for civilian personnel is to be implemented in four tranches.

So, as I understand this, Mr. Speaker, the first tranche will be implemented, if this Bill will become a law, by January of 2020.

REP. UNGAB. Yes, Mr. Speaker, it will be implemented ...

REP. ABANTE. Then, ...

REP. UNGAB. ... January 1, 2020.

REP. ABANTE. Then every year thereafter.

REP. UNGAB. Yes, Mr. Speaker, the next four years.

REP. ABANTE. Okay. Now, you said there is already P34 billion that is put in our budget. Do you think that is enough, Mr. Speaker, Mr. Sponsor?

REP. UNGAB. Sufficient, Mr. Speaker.

REP. ABANTE. It is sufficient.

REP. UNGAB. Of course, the Executive Department can augment if they would want to, Mr. Speaker.

REP. ABANTE. And there will be continuing appropriations thereafter, Mr. Speaker?

REP. UNGAB. Yes, Mr. Speaker.

REP. ABANTE. Okay. I would like to be enlightened, Mr. Speaker, Your Honor, on the Salary Grade and Step 1, Step 2. What is the difference? Because what I know is that the salary grade when you get promoted, you get promoted to Salary Grade 1, then 2, then 3. How about the Step 1, Step 2 until Step 8?

REP. UNGAB. Actually, iyong salary grade from Salary Grade 1 to Salary Grade 33, iyon po iyong classification ng Salary Grades sa mga empleyado. Iyong Step 1, Step 2, iyong step iyong length of service, Mr. Speaker, then iyong Step 2—iyong Step 1, step increment, one step for every three years po ang ibig sabihin.

REP. ABANTE. One step for every ...



REP. UNGAB. One step for every three years. Iyon iyong ...

REP. ABANTE. Every three years.

REP. UNGAB. For every three years.

REP. ABANTE. So, therefore, halimbawa po, itong Salary Grade 1, Step 1 is P11,555. So, after three years, automatic P11,647 lang.

REP. UNGAB. Yes, Mr. Speaker.

REP. ABANTE. Ganoon ba iyon?

REP. UNGAB. Yes, ganoon po iyon, Mr. Speaker.

REP. ABANTE. Hindi ba medyo mababa? You know, akala ko ...

REP. UNGAB. Iyon po iyong ...

REP. ABANTE. Akala ko every year magiging ang step niyan.

REP. UNGAB. Bale iyong computation po, actually, iyong pinakamababa which is supposedly Salary Grade 1 is P11,551. Iyong magiging Step 2 increase niya is magiging P11,647. Iyong Step 3 increase is P11,745.

REP. ABANTE. Yes.

REP. UNGAB. Yes, and so on, Mr. Speaker.

REP. ABANTE. Yes. After Step 1, to go to Step 2 is after three years, correct?

REP. UNGAB. Yes, Mr. Speaker.

REP. ABANTE. Then three years thereafter. Okay. Naku, ay napakahabang panahon yata. Napakahabang panahon iyan, Mr. Speaker, Your Honor. Kapag pag-uusapan natin iyong Step 8 hanggang makarating po ng P12,244, that would comprise eight times three, eight times three, iyan ang pinag-uusapan po namin kanina. So, kung inyong makikita, pagdating po sa Step 8, that would be eight times three which would be 24 years. From Step 1, after 24 years, saka lamang siya magiging P12,244. Am I right? It would be the right computation, Mr. Speaker, Your Honor?

REP. UNGAB. Yes, Mr. Speaker, every year, there is really an increase, like for example, iyong pinakamababang salary—sa utility worker na Salary Grade 1 na at present, sa 2019, is P11,068, ...

REP. ABANTE. Oo.

REP. UNGAB. Magiging P13,000 po siya sa 2023. So, in 2020, magiging P11,551; P12,034 sa 2021; 2022 magiging P12,517; at saka sa 2023, magiging P13,000 to make them more competitive with the private sector, Mr. Speaker.

REP. ABANTE. Yes, I am just following your previous statement, Mr. Speaker, Your Honor, because as I can see it, to be able to get even less than a thousand, basing it on the steps, less than a thousand would constitute about 24 years, ano. Mukhang sa akin, mukhang napakababa niyan unless otherwise, of course, ma-promote sila from Salary Grade 1 to Salary Grades 2 and 3, doon lamang siguro tataas ano. But if they stay in Salary Grade 1, they would have an increase every three years and that would be 24 years. Siguro po eh napakababa. Sana there is a way na puwede pa natin itong baguhin, Mr. Speaker, Mr. Sponsor.

REP. UNGAB. Yes, Mr. Speaker. Iyong suweldo naman po every year eh nag-i-increase talaga. They are all included in the SSL. Umaakyat po sila bawat taon at saka iyong possibility na mapo-promote or higher rates, that is possible din po sa policy noong particular office ng isang empleyado, Mr. Speaker.

REP. ABANTE. I have to admit that comparing this to the private sector, the private sector would have a lower income bracket than the public sector. Now, I do believe that the basis for a growing economy is only when we are able to take care of our employees. That would be one of the bases. With this, Mr. Speaker, Your Honor, I just would like to make everything clear here although I would like to make a manifestation na siguro po eh mababa po pa rin ito as far as the living condition of our people is concerned. But, of course, whatever manifestations we have, hopefully the Executive Department is listening and that more so, after a year, ay hindi lalagpas naman ng mga ilang taon eh we are going to have an improvement on the Salary Standardization Law. Anyway, Mr. Speaker, thank you very much for the opportunity to clarify. So, at this point, I do not have any more questions only that I do not find my name as one of the authors of this Bill. So, I would like to make a manifestation, Mr. Speaker, Your Honor, to be one of the authors of this Bill.

Thank you very much.

REP. UNGAB. Thank you very much, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Romero). The Majority Leader is recognized.

## SUSPENSION OF SESSION

REP. PALMA. Mr. Speaker, I move to suspend the session.

THE DEPUTY SPEAKER (Rep. Romero). The session is suspended.

*It was 6:08 p.m.*

## RESUMPTION OF SESSION

*At 6:13 p.m., the session was resumed.*

THE DEPUTY SPEAKER (Rep. Romero). The session is resumed.

REP. PALMA. Mr. Speaker, there being no other Member who wishes to interpellate on the said measure, I move that we close the period of sponsorship and debate.

THE DEPUTY SPEAKER (Rep. Romero). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

REP. PALMA. Mr. Speaker, I move that we recognize Hon. Gabriel “Gabby” H. Bordado Jr. for a small manifestation.

I so move, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Romero). Rep. Gabby Bordado is hereby recognized.

REP. BORDADO. Thank you, Mr. Speaker.

I just wish to make a very short manifestation. I filed House Bill No. 1977, increasing the salaries of teaching and non-teaching personnel in the government service, but this is not reflected in the list of bills being tackled right now. So, Mr. Speaker, I am requesting that I be included as one of the coauthors of the Bill.

REP. UNGAB. Yes, accepted, Mr. Speaker.

REP. BORDADO. Thank you very much, Mr. Speaker.

REP. PALMA. We join the author, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Romero). The Majority Leader is recognized.

REP. PALMA. Mr. Speaker, I move that we open the period of amendments.

THE DEPUTY SPEAKER (Rep. Romero). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

REP. PALMA. Mr. Speaker, there being no Committee amendments, I move that we proceed to consider individual amendments.

THE DEPUTY SPEAKER (Rep. Romero). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

REP. CUA. Mr. Speaker.

REP. PALMA. Mr. Speaker, to introduce individual amendments, I move that we recognize Hon. Junie E. Cua of the Lone District of Quirino.

THE DEPUTY SPEAKER (Rep. Romero). Hon. Junie Cua is hereby recognized.

## INDIVIDUAL AMENDMENTS

REP. CUA. Thank you, Mr. Speaker. May I propose the following amendments to House Bill No. 5712:

On page 4, which is about the fourth tranche, may I propose that we delete the figures found in Salary Grade 9, I mean, on page 4, on First Tranche, rather, may I propose that the figures found in Salary Grade 9 be changed to the following figures: Salary Grade 9, Step 1, instead of P18,763, it now reads P18,784; and Step 2, it now reads P18,941; Step 3, shall now read P19,100; Step 4, shall now read P19,259; Step 5, shall now read P19,420; Step 6, P19,582; Step 7, P19,746; and Step 8, P19,911.

REP. UNGAB. Amendments accepted, Mr. Speaker.

REP. PALMA. We join the author, Mr. Speaker, in accepting the amendments.

THE DEPUTY SPEAKER (Rep. Romero). Is there any objection? (*Silence*) The Chair hears none; the amendments are accepted.

Go ahead, Representative Cua.

REP. CUA. Okay. So, may I now propose another amendment.

On Page 5, Second Tranche, again, on the same salary grade, Salary Grade 9, may I propose that for Step 1, we change the figure to P19,593; Step 2, P19,757; Step 3, P19,922; Step 4, P20,089; Step 5, P20,257; Step 6, P20,426; Step 7, P20,597; and Step 8, P20,769.

REP. UNGAB. Accepted, Mr. Speaker, Your Honor.

REP. PALMA. We join the author, Mr. Speaker, in accepting the amendments.

THE DEPUTY SPEAKER (Rep. Romero). The amendments are accepted.

REP. CUA. Another amendment is proposed on page 6, Third Tranche. I would like to propose that the figures found on page 6 referring to Salary Grade 9 be read as follows: Step 1, P20,402; Step 2, P20,572; Step 3, P20,745; Step 4, P20,918; Step 5, P21,093; Step 6, P21,269; Step 7, P21,447; and Step 8, P21,626.

REP. UNGAB. Amendments accepted, Mr. Speaker.

REP. PALMA. We join the author in accepting the amendments, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Romero). The amendments are accepted.

REP. CUA. Last proposal, last amendment on page 4, I mean on page 7 rather, on page 7, fourth tranche, similarly, Salary Grade 9, the figures found there shall be deleted, so it will read as follows: for Step 1, P21,211; for Step 2, P21,388; for Step 3, P21,567; for Step 4, P21,747; for Step 5, P21,929; for Step 6, P22,112; and, for Step 7, P22,297; and, finally, Step 8, P22,483.

REP. UNGAB. The amendment is accepted, Mr. Speaker.

REP. PALMA. We join the author, Mr. Speaker, and accept the amendment.

THE DEPUTY SPEAKER (Rep. Romero). The amendment is carried.

REP. CUA. Thank you so much, Mr. Speaker.

THE DEPUTY SPEAKER (Rep. Romero). Majority Leader.

REP. PALMA. Mr. Speaker, there being no other individual amendments, I move that we close the period of amendments.

THE DEPUTY SPEAKER (Rep. Romero). Is there any objection? (*Silence*) The Chair hears none; the motion is approved.

REP. PALMA. Mr. Speaker, may I move that we approve on Second Reading House Bill No. 5712.

#### VIVA VOCE VOTING

THE DEPUTY SPEAKER (Rep. Romero). As many as are in favor, please say *Aye*.

SEVERAL MEMBERS. *Aye*.

THE DEPUTY SPEAKER (Rep. Romero). As many as are against, please say *Nay*.

FEW MEMBERS. *Nay*.

#### APPROVAL OF H.B. NO. 5712 ON SECOND READING

THE DEPUTY SPEAKER (Rep. Romero). The *ayes* have it; House Bill No. 5712 is approved on Second Reading.

The Majority Leader is recognized.

#### SUSPENSION OF SESSION

REP. PALMA. Mr. Speaker, I move that we suspend the session until tomorrow, December 17, 2019, at three o'clock in the afternoon.

THE DEPUTY SPEAKER (Rep. Romero). The session is suspended until three o'clock tomorrow afternoon, December 17, 2019.

*It was 6:22 p.m.*

