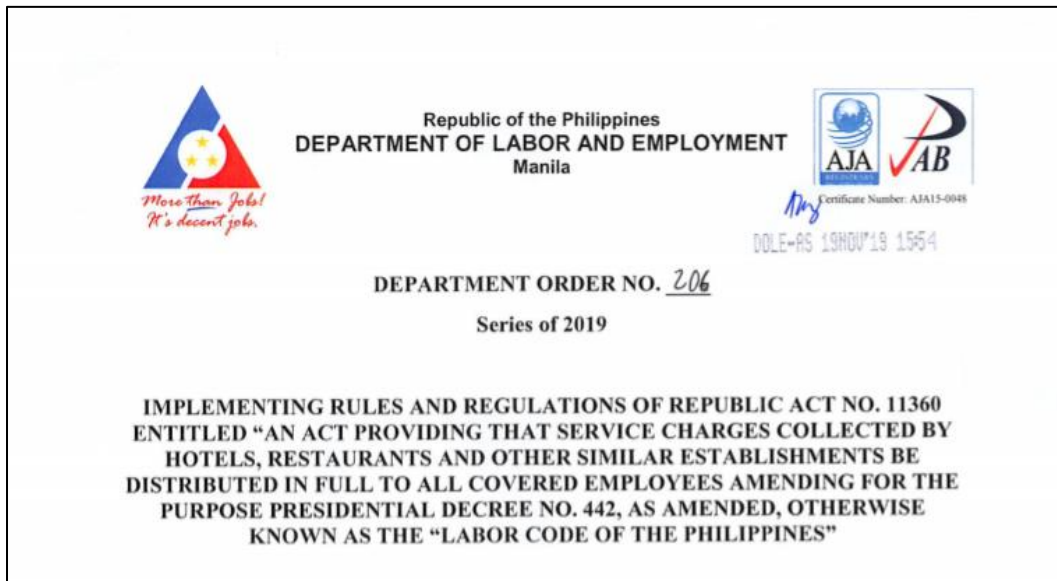


Good News
Department of Labor and Employment
Bureau of Working Conditions
29 November 2019

DOLE ISSUED IRR OF RA 11360



Labor Secretary Silvestre H. Bello III signed on 19 November 2019 the rules and regulations implementing Republic Act No. 11360 or the Service Charge Law.

The Implementing Rules and Regulation (IRR) of the Service Charge Law was numbered DOLE Department Order No. 206, Series of 2019 and was published on 26 November 2019 in The Manila Times. Nevertheless, the effectivity of it shall retroact to the effectivity of the law which is 04 September 2019.

Under the Service Charge Law and its IRR, it provides that all service charges shall be distributed completely and equally among covered workers except managerial employees. The distribution, however, shall be based on actual hours or days of work or service rendered.

Meanwhile, managerial employees was defined as "any person vested with powers or prerogatives to lay down and execute management policies or hire, transfer, suspend, lay-off, recall, discharge, assign or discipline employees or to effectively recommend such managerial actions."

In light of the provisions of the law and its IRR, new supervisors and managers will no longer partake a share in the distribution of service charges as this will no be 100% distributed among all covered workers only.

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