



Republic of the Philippines
 Department of Labor and Employment
NATIONAL LABOR RELATIONS COMMISSION
 Quezon City



En Banc Resolution No. 01-19
 (Series of 2019)

WHEREAS, Republic Act No. 8188 provides for the imposition of double indemnity against an employer who refuses or fails to pay any of the prescribed increases or adjustment in the wage rates.

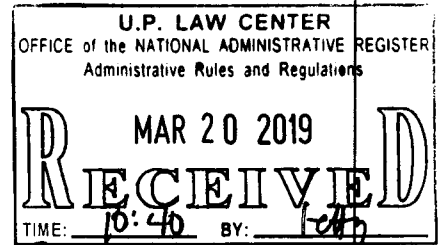
WHEREAS, the *En Banc* finds the need to issue guidelines in the imposition of double indemnity against the employer in accordance with the applicable jurisprudence.

WHEREFORE, RESOLVED AS IT IS HEREBY RESOLVED, in the event that the Labor Arbiter or the Commission finds the employer liable for underpayment of wages, the following statement should be incorporated in the disposition:

"that the respondent/employer is given a period of five (5) days from receipt of the decision to pay the wage differential, otherwise double indemnity would be imposed during execution."

Signed this 6th day of March 2019 at Vigan City, Ilocos Sur, Philippines.

GERARDO C. NOGRALES
 Chairman



JULIA CECILY I. COCHING-SOSITO
 Presiding Commissioner

ALEX A. LOPEZ
 Presiding Commissioner

GRACE M. VENUS
 Presiding Commissioner

GRACE E. MANQUIZ-TAN
 Presiding Commissioner

JOSEPH GERARDO E. MABILOG
 Presiding Commissioner

VIOLETA O. BANTUG
 Presiding Commissioner


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Commissioner


DOMINADOR B. MEDROSO, JR.
Commissioner


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Commissioner


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Commissioner


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Commissioner


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MARY ANN R. PLATA-DAYTIA
Commissioner


LEONARD VINZ D. IGNACIO
Commissioner


ISABEL C. PANGANIBAN-ORTIGUERRA
Commissioner


AGNES ALEXIS A. LUCERO DE GRANO
Commissioner


JULIE C. RENDOQUE
Commissioner



NENDELL HANZ L. ABELLA
Commissioner

ON LEAVE
ELBERT C. RESTAURO
Commissioner


ROSARIO L. BERNARDO-SAGADAL
Commissioner

Attested by:


ELENITA F. CRUZ
Labor Arbiter
Acting Executive Clerk of Court IV

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Publication Division