13th Month Pay

Ipinaglaban ni Atty Zoilo dela Cruz ang labor rights sa sugar fields. Na conceptualize niya ang 13th Month Pay at pinangalanang Father of 13th Month Pay [1]

1975, idineklara ni Marcos na lahat ng private na kompanya na magbayad sa lahat ng empleyadong may sweldo ng P1000 at pababa ng 13th Month Pay [2]

Makikita sa Section 2 na bago pa ang deklarasyon mayroon nang 13th month pay o ang kanyang equivalent sa private sector [2,3]

1975 Value ng P1000.00 adjusted to inflation 2021(Ang halaga ngayon) = ₱34,153.26 [4]

1986 bumagsak ang halaga ng piso sa 1/5 ng halaga nung 1975. P1000.00 adjusted to inflation 2021 = P7044.11 [5] at 1/14th of its value ng 1965. P1000.00 = ₱96,201.76 [6] Dahil sa mismanagement ng ekonomiya at debt-driven growth (pang-uutang)

1986, inamedyahan ni Cory Aquino ang 13th Month Pay para isakop ang lahat ng private rank-and-file employees kahit ano pa ang sweldo [7]

1988 Kongreso nung panahon ni Cory ipinasa ang RA 6686 na sa wakas isinakop ang lahat ng empleyado ng national government [8]

2015, itinaas ni Noynoy Aquino ang ceiling para sa 13th Month Pay to P82,000.00 para sa lahat ng private and public employees na iaadjust bawat 3 years sa halaga na initala ng 2015. [9]

Atty Zoilo dela Cruz fight for labor rights in the sugar fields. He conceptualized the 13th Month Pay and is dubbed the Father of 13th Month Pay [1]

1975, Marcos declares all private companies will pay their employess 13th month pay for P1000 and below [2]

Section 2 adds to the existence of 13th month pay or its equivalent in the private sector [2,3]

1975 Value of P1000.00 adjusted to inflation 2021 = ₱34,153.26 [4]

1986 Peso value crashes to 1/5th of its value in 1975. P1000.00 adjusted to inflation 2021 = P7044.11 [5] and 1/14th of its value in 1965. P1000.00 = ₱96,201.76 [6]

1986, Cory Aquino Amends the 13th Month Pay to cover all private rank-and-file employees regardless of salary [7]

1988 Congress during Cory’s term passed RA 6686 which covered all employees of the national government [8]

2015, Noynoy Aquino adjusted the ceiling for 13th Month Pay to P82,000.00 for all private and public employees to be adjusted every 3 years to the current value. [9]