Marcos Presidential Decree No. 851, s. 1975 - Employers required to pay employees with basic salary of not more than P1,000 a month

https://www.officialgazette.gov.ph/1975/12/16/presidential-decree-no-851-s-1975/?fbclid=IwAR222nknEkeL6-C3DhGSos96NG\_rdL2AQlN0TTff5xFh0Y2RjN11fudhx0k

Cory Memorandum Order No. 28, s. 1986 - All employers are hereby required to pay all their rank-and-file employees a 13th month pay

<https://www.officialgazette.gov.ph/1986/08/13/memorandum-order-no-28-s-1986/?fbclid=IwAR3-J-VkurxSUMaCHbGAu12ABrERVMABAsvaf55Xugb5-bRn4Yyqf1_wrsk>

Pnoy Republic Act No. 10653 - Increseas Tax-free Threshold for Bonuses and 13th Month from P30,000 to P82,000

Pnoyhttps://www.officialgazette.gov.ph/2015/02/12/republic-act-no-10653/?fbclid=IwAR3nyBiPPDM0Tl7ph-7NXyyxDkgTvqDwZWuE9TCg4YkY0N7INd\_3sTaUqC4

Negrense labor leader, father of 13th month pay passes away

<https://www.philstar.com/the-freeman/region/2014/12/17/1403612/negrense-labor-leader-father-13th-month-pay-passes-away?fbclid=IwAR27F35Ukw2GqdWxDxfns-7IBxrE2eXiPT1TfrbhSFAo67i-mRaomyp2rr8>

REVISED GUIDELINES ON THE IMPLEMENTATION OF THE 13TH MONTH PAY LAW.

<https://www.chanrobles.com/revised13thmonthpayguidelines.htm?fbclid=IwAR3AM-ig2ufCrf2Yqbb3JmQPKh69Fr6CASKxduO7I8Wr_Q1XK0JCilvqmTk#.YaSh6roRVEY>

Marcos deos not include Government Employees recepients of 13th Month Pay

https://business.inquirer.net/243053/tale-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 p 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 = ₱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]

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]