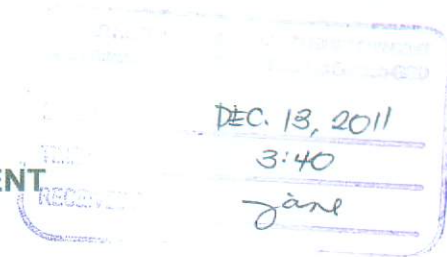




Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
Intramuros, Manila



DEPARTMENT ORDER NO. 117-11  
Series of 2011

**CLARIFICATORY GUIDELINES ON THE WORKERS COVERED UNDER REPUBLIC ACT  
NO. 6982 AND ITS IMPLEMENTING RULES AND REGULATIONS AS AMENDED**

In order to ensure uniformity in the interpretation of the coverage of Republic Act No. 6982, as provided in Department Order No. 114-11, "Amending the Implementing Rules and Regulations (IRR) of RA 6982", the sugar workers who are eligible to receive the benefits under the Social Amelioration Program (SAP) are the following:

1. All mill and field workers directly employed by the sugar mill or planter in any manner, except managerial employees.
2. All migratory sugar workers (MSWs) directly employed by the planter under D.O. Nos. 7, 7A and 7B, series of 1976, and those MSWs hired by the contractor and subcontractor under D.O. 18-A, s. 2011, to provide services to the planter.
3. All mill and field workers hired through contracting and subcontracting arrangement under D.O. 18-A, s. 2011 and performing functions necessary and indispensable in the production of sugar.
4. Proof of employment or any other record of employment shall be submitted in the availment of benefits under RA 6982.

This Order shall take effect immediately.

Issued this 13<sup>th</sup> day of DECEMBER, 2011 in Manila, Philippines.

  
**ROSALINDA DIMAPILIS-BALDOZ**  
Secretary

**EXCERPTS FROM THE MINUTES OF THE 5<sup>TH</sup> SPECIAL MEETING  
OF THE SUGAR TRIPARTITE COUNCIL (STC) HELD ON DECEMBER 7, 2011  
AT THE TRADERS HOTEL, PASAY CITY**

**ATTENDANCE**

PRESENT:

**Labor**

Atty. Zoilo V. Dela Cruz, Jr.  
Mr. Melliemoore M. Saycon  
Mr. Gerard R. Seno  
Mr. Rupert B. Bragado

Field Workers' Sector Representative  
Field Workers' Sector Representative  
Mill Workers' Sector Representative  
Mill Workers' Sector Representative

**Management**

Atty. Custodio O. Parlade  
Mr. Renato P. Cabati \*  
Atty. Orlando A. Aquino  
Atty. Augusto B. Araneta, Jr.\*

Millers' Sector Representative  
Millers' Sector Representative  
Planters' Sector Representative  
Planters' Sector Representative

**Government**

Undersecretary Lourdes M. Trasmonte  
Dep. Administrator Aida F. Ignacio

Department of Labor and Employment  
Sugar Regulatory Administration

**RESOLUTION NO. 21  
(Series of 2011)**

**RECOMMENDING THE APPROVAL OF THE CLARIFICATORY GUIDELINES ON THE WORKERS COVERED UNDER REPUBLIC ACT NO. 6982 AND ITS IMPLEMENTING RULES AND REGULATIONS AS AMENDED**

**WHEREAS**, pursuant to Section 1 of RA 6982 or the "Sugar Amelioration Act of 1991", it is the policy of the State to strengthen the rights of workers in the sugar industry to their just share in the fruits of production by augmenting their income and among other schemes, institutionalizing the mechanism among the partners in the sugar industry to enable the workers and their families to enjoy a decent living;

**WHEREAS**, Section 11 of RA 6982 provides that the Secretary of Labor and Employment upon consultation with the STC, shall promulgate rules and regulations as maybe necessary to carry out the provisions of the Act, including those for the efficient collection, monitoring and equitable distribution of the lien and benefits as provided for therein;

**WHEREAS**, in May 2011, the DOLE issued Department Order No. 114-11, "Amending the Implementing Rules and Regulations (IRR) of RA 6982";

\*Absent 



**WHEREAS**, during the orientation on the Amendments to the IRR of RA 6982 last August 2011, one of the issues raised by the regional SAP implementers was on the coverage of RA 6982 particularly on the definition of sugar workers i.e. field and mill workers;

**WHEREAS**, the concerned Regional Offices (ROs) are requesting for the issuance of the clarificatory guidelines on coverage to guide them in the processing of maternity and death benefit claims, and distribution of cash bonus;

**WHEREAS**, on December 1, 2011 the BWSC submitted to the STC the proposed clarificatory guidelines on the coverage of RA 6982, for review and comment and subsequently, on December 7, 2011, the Bureau submitted the revised draft of the said guidelines based on the STC's comments and recommendations;

**WHEREFORE**, after thorough deliberation and upon motion by Labor and duly seconded by the Management, BE IT RESOLVED AS IT IS HEREBY RESOLVED, to recommend to the Hon. Secretary of Labor and Employment the approval of the clarificatory guidelines on the workers covered under RA 6982 and its IRR as amended, copy hereto attached as "Annex A";

**RESOLVED FURTHER**, that appropriate Department Order shall be issued for the said purpose;

**RESOLVED FINALLY**, that copy of this resolution be furnished the Honorable Secretary of Labor and Employment for consideration and approval, and upon the Secretary's conformity copies hereof be provided to other concerned persons or entities.

**UNANIMOUSLY RECOMMENDED FOR APPROVAL.**

  
Atty. ZOILO V. DELA CRUZ, JR.  
Vice Chair for Labor

  
Atty. ORLANDO A. AQUINO  
Vice Chair for Management

  
Atty. CUSTODIO O. PARLADE  
Millers' Sector Representative

(Absent)  
MR. RENATO P. CABATI  
Millers' Sector Representative


(Absent)  
Atty. AUGUSTO B. ARANETA, JR.  
Planters' Sector Representative

  
MR. MELLIEMOORE M. SAYCON  
Field Workers' Sector Representative





**MR. RUPERT B. BRAGADO**  
Mill Workers' Sector Representative



**MR. GERARD R. SENO**  
Mill Workers' Sector Representative




**AIDA F. IGNACIO**  
Sugar Regulatory Administration

Recommending Approval:



**LOURDES M. TRASMONTE**  
Undersecretary & STC Chairperson-Designate

Approved:



**ROSALINDA DIMAPILIS-BALDOZ**  
Secretary, DOLE