

COMLAWS

Sales, Agency, Labor and other Commercial Laws

LABOR LAW (Labor Code of the Philippines)

INSTRUCTIONS: Make a power point presentation of your answers to the given questions below. You will be graded on the correctness of your answers and the presentation of your answers. Due date is on June 4, 2021 to be submitted thru email at atty.msall.ncmf9@gmail.com

WAGE

1. What is basic wage?

"Basic Wage" means all remuneration or earnings paid by an employer to a worker for services rendered on normal working days and hours but does not include cost-of-living allowances, profit sharing payments, premium payments, 13th month pay or other monetary benefits which are not considered as part of or integrated into the regular salary of the workers on the date the Act became effective. (RA 6727)

2. What is statutory minimum wage?

"Statutory -Minimum Wage" is the lowest wage rate fixed by law that an employer can pay his workers. (RA 6727)

3. Who are excluded from the coverage of the Title on Wages of the Labor Code?

The provisions of this Title shall apply to employees in all establishments and undertakings whether for profit or not, but not to government employees, managerial employees, field personnel, members of the family of the employer who are dependent on him for support, domestic helpers, persons in the personal service of another, and workers who are paid by results as determined by the Secretary of Labor in appropriate regulations. (ART. 82, Book III Conditions of employment)

4. May an employer make any deduction from the wages of his employees? NO

ART. 113. Wage deduction. - No employer, in his own behalf or in behalf of any person, shall make any deduction from the wages of his employees, except:

- (a) In cases where the worker is insured with his consent by the employer, and the deduction is to recompense the employer for the amount paid by him as premium on the insurance;
- (b) For union dues, in cases where the right of the worker or his union to check-off has been recognized by the employer or authorized in writing by the individual worker concerned; and
- (c) In cases where the employer is authorized by law or regulations issued by the Secretary of Labor and Employment.

5. What is a wage distortion?

"Wage Distortion" means a situation where an increase in prescribed wage rates results in the elimination or severe contraction of intentional quantitative differences in wage or salary rates between and among employee groups in an establishment as to effectively obliterate the distinctions embodied in such wage structure based on skills, length of service, or other logical bases of differentiation. (RA 6727)

6. What are the elements of wage distortion?

The elements of Wage Distortion had been clearly established in the case of Prubankers Association vs. Prudential Bank and Trusts Co. GR # 131247, January 25, 1999.

- a. Existing hierarchy of positions with corresponding salary rates
- b. Significant change in the salary rate of a lower pay class without a concomitant increase in the salary rate of a higher one
- c. Elimination of the distinction between the two levels
- d. Existence of the distortion in the same region of the country

Sales Agency Labor And Other Commercial Law

Michael Hoelscher



Sales Agency Labor And Other Commercial Law:

International Business Practices United States. Department of Commerce, 1993 *Brazilian Commercial Law* Silvia Fazio, 2015-09-14 Brazil's power to attract international investors has become irresistible Large scale economic development massive infrastructure projects substantial agribusiness and commodities markets and newly discovered oil and natural gas resources combined with improvements in social standards and a consolidation of democratic institutions have spearheaded the emergence of Brazil as a formidable global economy challenging the developed nations This is the first book in English to provide a detailed guide to the ways into and around the Brazilian economy Thirty seven leading Brazilian practitioners describe and interpret laws and regulations governing business set up procedures transactions contracts financing taxation securities intellectual property real estate dispute resolution environmental protection labor insolvency competition trade remedies anti corruption private funds and insurance They explore every issue likely to be important to investors including the following competition mergers and acquisitions joint ventures contractual clauses statutory requirements on specific agreements tax incentives available for infrastructure projects listing and offering requirements in capital and securities markets licensing franchising and other intellectual property agreements civil proceedings arbitration and the mechanisms of dispute resolution the structure of the Brazilian judiciary system rules on conflicts of law and competence of jurisdiction real property acquisition and development environmental liabilities forms of employment and employment contracts insolvency and bankruptcy proceedings trade remedy system anti corruption legislation private equity venture capital and investment funds and insurance and re insurance Taking the point of view of a commercial lawyer required to draft and negotiate agreements governed by Brazilian law each author contributes particular expertise to this incomparable resource for potential and actual investors in Brazil and their counsel Thoroughly up to date in its exploration and understanding of the legal transformations that are taking place in Brazil this book will be invaluable to corporate lawyers investors academics and policymakers interested in Brazil's role in the global economy Bulletin of the United States Bureau of Labor Statistics, 2002 **International Business Practices**, 1993 Indispensable country by country guide to the laws policies regulations affecting exporters foreign investors throughout the Americas Europe Africa the Middle East Asia the Pacific Rim It is like a topological map of nearly every aspect of exporting to 117 countries Each chapter provides country specific information is divided into 8 sections business organizations exporting commercial policies foreign investment intellectual property rights taxation regulatory agencies useful contacts Daily Consular and Trade Reports, 1927 Study Guide to Business Law and Ethics Cybellium, 2024-10-26 Designed for professionals students and enthusiasts alike our comprehensive books empower you to stay ahead in a rapidly evolving digital world Expert Insights Our books provide deep actionable insights that bridge the gap between theory and practical application Up to Date Content Stay current with the latest advancements trends and best practices in IT AI Cybersecurity Business Economics and Science Each guide is regularly updated to reflect

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Finland Business Law Handbook Volume 1 Strategic Information and Basic Laws IBP, Inc.,2012-04-16 *Finland Business Law Handbook Strategic Information and Basic Laws* United States Reports United States. Supreme Court,1938

Occupational Outlook Handbook ,2002 Describes 250 occupations which cover approximately 107 million jobs

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Unfair Trade Practices United States. Congress. House. Committee on Ways and Means. Subcommittee on Trade,1979

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