



Philippine
Overseas
Employment
Administration

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**Adoption of Minimum Wage Standard
for Territories exempted from Sections 206, 207, 211, and 212
of the US Fair Labor Standards Act (FLSA)**

The public is hereby informed that consistent with Section 135 of the *Revised POEA Rules and Regulations Governing the Recruitment and Employment of Landbased Overseas Filipino Workers of 2016*, the POEA has adopted the United States of America federal minimum wage of US\$7.25 per hour, or US\$1,256.70 per month for U.S based contractors in the US bases/installations in Guantanamo Bay, Cuba and Diego Garcia.

Pursuant to such, the following shall be observed:

1. The said minimum standard will apply to recruitment agencies deploying to the aforementioned territories seeking for initial accreditation, or for renewal of accreditation.
2. The minimum standard will hereafter apply to all workers whether agency-hired, direct-hired, or returning workers (*balik-manggagawa*).
3. For job order requests already pending with the POLO and POEA prior to the issuance of this advisory, the POEA may adopt a minimum wage of not less than \$1000.
4. The said minimum standard is adopted notwithstanding the exemptions provided in Sections 206, 207, 211, and 212 the US Fair Labor Standards Act (FLSA).

The said standard is adopted without prejudice to the provisions of the Filipino National Employment Manual provided by the U. S. laws and U. S. Department of Defense regulations for Guantanamo Bay, Cuba for Filipino nationals directly hired by the latter.

For the information and guidance of all concerned.

BERNARD P. OLALIA
Administrator

___ October 2020

CONTROLLED AND DISSEMINATED
BY CRD ON **OCT 16 2020**