

Clark International Airport Corporation
LIST OF EXISTING BENEFITS

Benefit/ Allowance	Coverage of Grant	Reference/ Legal Basis	Amount		Frequency
			Min	Max (if applicable)	
Additional compensation to Basic Salary					
f1 Person-based Salary Increase	Regular employees who were in service as of August 2006	-Collective Bargaining Agreement (CBA) 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 10 Section 19		3,000.00	attached to the basic salary
f2 Step increase for related licensure/post-graduate degree	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 9 Section 4	1 Step	3 Steps	Upon registration of licensure or completion of any graduate/post-graduate degree
f3 Distinction of positions requiring licensure thru a Job Level with Plus (+)	Regular & Co-Terminus Organic Employees	Board Resolution No. RM-12-02- Series of 2006			Upon appointment
f4 Meritorious Step Increase (MSI)	Regular & Co-Terminus Organic Employees	-Board Resolution No. RM-11-04, Series of 2008 -CBA with amendments			Every 5 years
f5 Step 2 for entry levels of Company Lawyers	Regular & Co-Terminus Organic Employees	CIAC Presidential Approval regarding the rationalization of Salary Structure of Company Lawyer dated 22 Feb. 2008			Upon appointment
Monthly Allowances					
f6 Personnel Economic Relief Assistance (PERA)	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 10 Section 9 -Board Resolution No. RM-06-05, Series of 2007		1,500.00	Monthly
f7 Cost of Living Allowance (COLA)	Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 10 Section 11		1,000.00	Monthly
f8 Rice Subsidy	Regular & Co-Terminus Organic Employees	-Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 10 Section 8		1,000.00	Monthly
f9 Crisis Amelioration and Resource Enhancement (CARE)	Regular & Co-Terminus Organic Employees	-Board Resolution No. SM-07-06, Series of 2008		750.00	Monthly
f10 Hazard Pay	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 10 Section 17		250.00	Monthly
Other Monthly Allowances as applicable					
f11 Detail & Concurrent Assignment Allowance	Regular & Co-Terminus Organic Employees	Board Resolution No. RM-11-04, Series of 2005	5,000.00	10,000.00	Monthly
f12 Reimbursable Gas Allowance	Regular & Co-Terminus Organic Employees	-Board Resolution No. RM-04-08, Series of 2013 -Board Resolution No. SM-07-06, Series of 2010	3,000.00	5,000.00	Monthly
f13 Communication Expenses	Regular & Co-Terminus Organic Employees	CIAC Presidential Approval modified further on 03 Oct 2016 - Page 4 with a reduction on the amount	100.00	5,000.00	Monthly
Yearly Allowance					
f14 Uniform Allowance	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 10 Section 15		8,500.00	Yearly
Other Allowance					
f15 Travel Allowance	Organic Employees	Executive Order No. 248 as amended by Executive Order No. 298			per request

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Benefits					
f16 Health Plan of Employees and Dependents	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -Board Resolution No. 07-94-03 -Board Resolution No. RM-07-08, Series of 2005 -CBA 2006-2010 Article 12 Section 1	80,000.00	100,000.00	Yearly
f17 Group Life Insurance for Employees	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 12 Section 2			Yearly
f18 Retirement Program for Employees	Regular & Co-Terminus Organic Employees who rendered at least 5 years of service	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 8 Section 4	100%	200%	upon separation
f19 Separation Benefit for Corporate Officers	Regular & Co-Terminus Organic Employees	-Board Resolution No. ES-08-03, Series of 2006		200%	upon separation
f20 Commutation of unused Leave Credits upon separation	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004			upon separation
f21 Provident Fund	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 8 Section 1			upon separation
Leave Benefits					
f22 Vacation Leave	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 10 Section 1	1.25 days		accrued every end of the Month (total of 15 days/yr)
f23 Sick Leave	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 10 Section 2	1.25 days		accrued every end of the Month (total of 15 days/yr)
f24 Offset Leave	Regular & Co-Terminus Organic Employees	-CSC DBM Joint Circular No. 2, series of 2004 -CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 10 Section 20	1 hour		as applicable
f25 Birthday Leave	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 10 Section 5	1 day		Yearly
f26 Emergency Leave	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-07-08, Series of 2005 -CBA 2006-2010 Article 10 Section 7	2 days		Yearly

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f27 Bereavement Leave	Regular & Co-Terminus Organic Employees	-Board Resolution No. ES-08-01, Series of 2006/ CBA 2006-2010 (same reference with item no. f40) -Board Resolution No. 07-97-03 -CBA 2006-2010 Article 10 Section 6		3 days	Yearly
f28 Maternity Leave with full pay and continuous earning of leave credits	up to 4th pregnancy of Organic Female Employees	-Republic Act (RA) 1161 or Social Security System as amended by RA 7322 -CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 10 Section 4 -Board Resolution No. RM-03-02, Series of 2004	60 days	78 days	as applicable
f29 Paternity Leave	up to 4th pregnancy of the legitimate spouse of Organic Male Employees	-Paternity Leave Act of 1996 or RA 8187 -CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 10 Section 3 -Board Resolution No. RM-03-02, Series of 2004		7 days	as applicable
f30 Special Leave Benefits for Women/Magna Carta for Women	Regular & Co-Terminus Organic Employees	RA 9710 "Magna Carta for Women"/ DOLE Department Order No. 112-11, Series of 2011		2 months	as applicable
f31 Union Leave	Members of the Union	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 4 Section 5 -Board Resolution No. RM-03-02, Series of 2004		120 days	Yearly
f32 Solo Parent Act	Regular & Co-Terminus Organic Employees	RA 8972 "Solo Parents' Welfare Act of 2000"		7 days	Yearly
f33 Study Leave Program	Regular & Co-Terminus Organic Employees	CIAC Presidential Approval regarding Study Leave Program dated 11 Aug. 2006		2 years	as applicable
f34 Annual Commutation of Accrued Sick Leave	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010 Article 10 Section 2 -Board Resolution No. RM-03-02, Series of 2004		15 days	Yearly
Statutory Benefits as required by DOLE such as SSS, Pag-IBIG, PhilHealth, and:					
f35 Personal Protective Equipment (PPE)	Regular & Co-Terminus Organic Employees as applicable	-DOLE Occupational Safety and Health Standards, Rule 1080, Personal Protective Equipment (PPE) and Devices -Board Resolution No. RM-03-02, Series of 2004 -CBA 2006-2010 Article 8			Yearly
Bonuses					
f36 Mid Year Bonus	please see coverage of the GCG Guidelines	CPCS Implementing Circular No. 2016-01 regarding the Grant of Mid-Year Bonus and Year End Bonus for FY 2017 dated 11 May 2017		1 month salary	Yearly
f37 Year End Bonus and Cash Gift	please see coverage of the GCG Guidelines	GCG Memorandum Circular No. 2017-04 regarding the Grant of Year-End Bonus and Cash Gift for FY 2017 dated 9 Nov. 2017		1 month salary	Yearly
f38 Performance-based Bonus (PBB)	please see coverage of the GCG Guidelines	GCG Memorandum Circular No. 2017-01 regarding the Interim Performance-Based Bonus (PBB) dated 9 June 2017	50%	5,000.00 67%	Yearly Yearly
f39 Productivity Enhancement Incentive (PEI)	please see coverage of the GCG Guidelines	GCG Memorandum Circular No. 2017-05 regarding the Grant of the Productivity Enhancement Incentive (PEI)		based on issued relevant circulars	Yearly

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Collective Bargaining Agreement (CBA) references					
f40 CBA	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA 2006-2010			
f41 CBA with amendments	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -CBA with amendments			
f42 Applicability of CBA to Job Levels 10 to 12 and CIAC Corporate Officers	Regular & Co-Terminus Organic Employees, except Vice-Presidents and up	Board Resolution No. ES-08-02, Series of 2006			
f43 Board Approved Benefits	Regular & Co-Terminus Organic Employees	-CBA 2006-2010 (same reference with item no. f40) approved by the Board thru Resolution No. ES-08-01, Series of 2006 last 17 August 2006 -Board Resolution No. RM-03-02, Series of 2004			

Certified by:


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