

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

THIRTEENTH CONGRESS

First Regular Session

1008
HOUSE BILL NO. _____

Introduced by **HON. JUAN MIGUEL F. ZUBIRI**

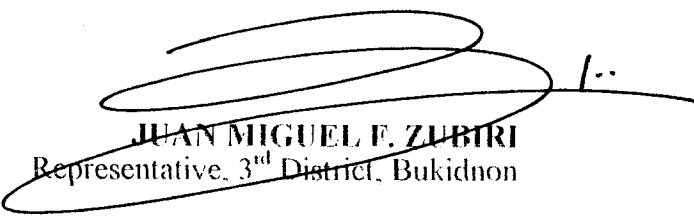
EXPLANATORY NOTE

More often than not, workers fail to avail themselves of the benefits due them under existing laws for the simple reason that they are not even aware of it. While the constitution provides that all persons shall have the right to a speedy disposition of their cases before all judicial, quasi-judicial or administrative bodies, the same remains practically inapplicable because the workers do not even know their rights in the first place.

An example is the low percentage of availed benefits under the Employees Compensation Program (ECP). Hon. Leonardo A. Quisumbing, former Secretary of Labor and Employment has stated before that while about 250,000 workers suffer work-related illnesses or accidents yearly, only 147,000 workers have availed of the benefits under the ECP. Moreover, what contributes to the number of unclaimed benefits under the ECP is the law's provision that "uninformed workers who do not file claims lose their right to compensation following a prescriptive period of three (3) years".

This Bill seeks to require the employers to inform their employees both at their engagement and at the time a particular contingency occurs of the benefits available to the latter.

Early passage of this Bill therefore is earnestly requested.



JUAN MIGUEL F. ZUBIRI
Representative, 3rd District, Bukidnon

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THIRTEENTH CONGRESS
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HOUSE BILL NO. 1008

Introduced by **HON. JUAN MIGUEL F. ZUBIRI**

AN ACT
REQUIRING EMPLOYERS TO INFORM THEIR EMPLOYEES OF THEIR RIGHTS
TO SOCIAL WELFARE BENEFITS, COLLECTIVE BARGAINING AGREEMENTS
OR COMPANY POLICIES UNDER EXISTING LAWS IN WRITING ON THE FIRST
DAY OF THEIR EMPLOYMENT AND EVERY TIME A PARTICULAR
CONTINGENCY OCCURS

Be it enacted by the Senate and the House of Representatives in Congress of the Philippines in Congress assembled:

SECTION 1. It is hereby declared the policy of the State to provide social services, promote full employment and an improved quality of life for all. Towards this end, the State shall institute mechanisms to facilitate, rather than prolong, the invocation and payment of benefits.

SECTION 2. Notwithstanding any law to the contrary, every employer must inform his employee in writing, on the first day of his employment and every time a compensable contingency occurs, of the benefits available to the latter under existing laws, collective bargaining agreements, company policies and practices and employment contracts, arising from employer-employee relationship. If the employer fails or refuses to so notify the affected employee as required herein, the employer shall be liable to pay to such employee, by way of damages, the amount equivalent to the benefits which said employee would otherwise be entitled to, and without prejudice to the right of said employee from recovering the same benefits from the appropriate entity including his employer. For purposes of this Act, the employer, in coordination with the appropriate national agencies whenever applicable, shall conduct periodic orientation seminars.

SECTION 3. All laws, rules and regulations, decrees, issuances or any part thereof inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 4. This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) national newspapers of general circulation.

Approved,