

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Thirteenth Congress
First Regular Session

HOUSE BILL NO. 1418

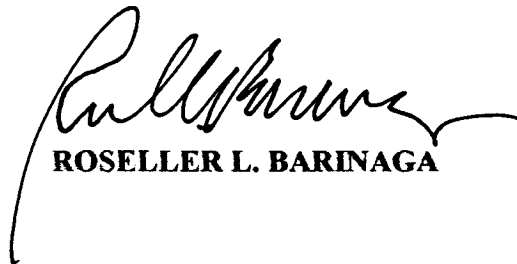
Introduced by Rep. Roseller L. Barinaga

EXPLANATORY NOTE

The Labor Code is silent on the provision of ample compensation for retired employees who subsequently are re-employed. This type of employees, instead of enjoying their retirement at a leisurely pace, opt to re-join the workforce to contribute invaluable inputs gained from years of experience. They choose to continue to be contributors to the nation's wealth for the remainder of their productive life. However, it is a fact that as individuals mature, the more they are susceptible to work-related illnesses and injuries. It is for this reason that it is imperative that retirees who are later re-employed should also be covered by the Employees Compensation and State Insurance Fund Program.

In consideration of the above, this bill is being proposed to include in the compulsory coverage of the Employees Compensation and State Insurance Fund Program working retirees. Under this proposal, retired employees aged seventy (70) years and below, who decide to come out of retirement and re-join the workforce shall be entitled to all the benefits granted under the Employees Compensation Program.

In view thereof, the approval of this bill is urgently requested.


ROSELLER L. BARINAGA

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AN ACT

EXPANDING THE COVERAGE OF THE EMPLOYEES COMPENSATION AND STATE INSURANCE FUND TO INCLUDE RETIRED EMPLOYEES AGED SEVENTY (70) AND BELOW WHO SUBSEQUENTLY REACQUIRED EMPLOYMENT, AMENDING FOR THE PURPOSE THE LABOR CODE OF THE PHILIPPINES, AS AMENDED

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

1 **SECTION 1.** Article 168 of Presidential Decree No. 442, as amended, otherwise known
2 as the Labor Code of the Philippines, is hereby amended to read as follows:

3
4 “Art. 168. Compulsory Coverage – Coverage in the State Insurance Fund
5 shall be compulsory upon all employers and their employees not over [sixty (60)]
6 **SEVENTY (70)** years of age; *Provided, That* an employee who is over sixty (60)
7 years of age and paying contributions to qualify for the retirement or life
8 insurance benefits administered by the System shall be subject to compulsory
9 coverage.”

10
11 **SEC. 2. *Implementing Rules and Regulations.*** – Within thirty (30) days from the
12 effectivity of this Act, the Secretary of Labor and Employment shall issue and publish the
13 necessary rules and regulations to implement the provisions of this Act.

1 **SEC. 3. *Repealing Clause.*** – All laws, executive orders, presidential decrees, presidential
2 proclamations, rules and regulations or parts thereof inconsistent with the provisions of this Act
3 are hereby repealed or modified accordingly.

4

5 **SEC. 4. *Effectivity.*** – This Act shall take effect fifteen (15) days after its complete
6 publication in the *Official Gazette* or in at least two (2) newspapers of national circulation,
7 whichever comes earlier.

Approved.