

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

15th Congress
First Regular Session

HOUSE BILL No. 3467

Introduced by: HONORABLE DARYL GRACE J. ABAYON
AT (Aangat Tayo), Partylist Representative

EXPLANATORY NOTE

The attached bill seeks to grant a commutable five (5) working days leave of absence, with pay, in addition to existing leave benefits granted, to government and private employees, in case of death of any of his/her relative by consanguinity or affinity within the first civil degree such as parent, spouse, brother, sister, son or daughter. This will assure the employee concerned adequate time to take care of the needs attendant to the death of his/her loved one, while providing him an opportunity to commiserate with his closed relatives.

By tradition, Filipinos are known to have strong family ties and any death in the family is treated with deepest sympathy. Relatives, neighbors and friends come all the way from the provinces, cities and towns to convey their sorrow and sympathy.

The death of any member of the family deplete the financial resources of concerned employees, making it almost impossible to raise needed funds. Thus, there is a need for support from their employers, either from the government or from the private sector.

Hence, approval of the attached bill is earnestly requested.


DARYL GRACE J. ABAYON

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AN ACT

TO GRANT A COMMUTABLE FIVE WORKING DAYS LEAVE OF ABSENCE, WITH PAY, IN ADDITION TO EXISTING LEAVE BENEFITS GRANTED TO GOVERNMENT AND PRIVATE EMPLOYEES, IN CASE OF DEATH OF ANY MEMBER OF HIS/HER FAMILY.

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

SECTION 1. A commutable five (5) working days leave of absence, with pay in addition to existing leave benefits, is hereby accorded to all government and private employees, in case of death of any member of his or her family by consanguinity or affinity within the first civil degree.

SEC. 2. The Civil service Commission and the Department of Labor and Employment shall, within thirty days from the effectivity of this act, issue the implementing rules and regulations for government and private employees, respectively.

SEC. 3. All laws, decrees, executive orders, letters of instructions, rules and regulations, or any part thereof inconsistent herewith are deemed repealed or modified accordingly.

SEC. 4. This Act shall, take effect fifteen (15) days from the date of its publication in at least two newspapers of general circulation.

Approved,