

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

SIXTEENTH CONGRESS

Second Regular Session

House Bill No. 4691



Introduced by Rep. EVELIO R. LEONARDIA

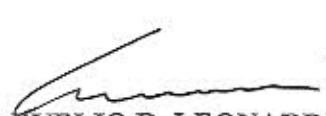
EXPLANATORY NOTE

The primary objective of this bill is to provide for a non-cumulative leave with pay for a total of three (3) days a year for parents or guardians, employed either with the government or private sector, giving them the opportunity to attend to the school programs, meetings and fora of their children or ward where their presence is indispensable and necessary for the educational and moral development of the Child.

Under the Child and Youth Welfare Code, "The Child is one of the most important assets of the nation. Every effort should be exerted to promote his welfare and enhance his opportunities for a useful and happy life." The promotion and enhancement of the Child's life and welfare is also anchored on the moral supervision and support given to them by his parents or guardians. Inasmuch as formal education is essential for the growth of the Child, parents still serve as the best teachers. With this in mind, a Child's parents and the school should go hand in hand in his proper upbringing. The same Code provides, "All parents who have children enrolled in a school are encouraged to be active members of its PTA (Parent-Teacher Associations), and to comply with whatever obligations and responsibilities such membership entails." Thus, the instant bill aims to give meaning to the preceding provision.

However, the common problem of parents giving priority to their jobs because of the "no-work no-pay" policy presents an obstacle to the duty of parents to provide moral support and guidance for their children. This bill provides a solution to this problem.

In view of the foregoing, approval of this bill is earnestly sought in order to encourage parents to become more involved in their children's school meetings, conferences and other school activities.


Rep. EVELIO R. LEONARDIA
Lone District of Bacolod City

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AN ACT
GRANTING A NON-CUMULATIVE LEAVE WITH PAY OF THREE (3) DAYS
ANNUALLY TO EMPLOYED PARENTS TO ATTEND TO THE SPECIAL NEEDS
OF THEIR CHILDREN

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

SECTION 1. This act shall be known as the "PARENT-CHILD BONDING ENHANCEMENT ACT".

SECTION 2. For purposes of this Act, the following shall be defined as follows:

- (a) Parent - The biological or adoptive father or mother, whether legally married or otherwise, of a child or the legal guardian of a ward.
- (b) Employee - is an individual who is employed either in the government or private sector.
- (c) Employer - connotes any person, natural or juridical, domestic or foreign, who carries on in the Philippines any trade, business, industry or undertaking, or activity of any kind and uses the services of another person who is under his orders as regards employment, including the Government and any of its political subdivisions, branches or instrumentalities, including government-owned and controlled corporations.
- (d) School Activities - refer to all school sponsored activities where the child's parents or legal guardian are required to attend.

SECTION 3. Employees who are parents or guardians of a child or ward, whether working for the public or private sector, shall be entitled annually to a non-cumulative parental leave of three (3) days with pay annually to attend to special school events, meetings or activities involving their children or wards; provided that the employee should have rendered at least one (1) year continuous service with his/her employer or with government service.

This right shall not be diminished nor waived by any collective bargaining agreement.

SECTION 4. The employee availing of the parental leave must give due notice to his employer at least one (1) day before the intended date of leave. The employee must attach thereto the notice of the school meeting, program or activity which he shall attend.

SECTION 5. The Department of Labor and Employment and the Civil Service Commission shall, within thirty (30) days from the effectivity of this Act, issue such rules and regulations necessary for the proper implementation of the provisions hereof.

SECTION 6. Any person, corporation, trust, firm, partnership, association or entity found violating this Act or the rules and regulations promulgated thereunder shall be punished by a fine not exceeding Twenty-five thousand pesos (P25,000).

In case of violation of this act by a public officer, he shall be made administratively liable and shall be punished by a fine exceeding the amount above-stated.

SECTION 7. Nothing in this Act shall be construed to reduce any existing benefits of any form granted under existing laws, decrees, executive orders, or any contract agreement or policy between employer and employee.

SECTION 8. All laws, executive orders, rules and regulations, or any part thereof inconsistent herewith are deemed repealed or modified accordingly.

SECTION 9. This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in two (2) newspapers of general circulation.

Approved,