

HOUSE OF REPRESENTATIVES

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BILLS & INDEX DIVISION

HOUSE BILL NO. **6119**

EXPLANATORY NOTE

In view of the foregoing, the immediate passage of this measure is earnestly sought.

Lorna C. Silverio
LORNA C. SILVERIO

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

17th Congress
Second Regular Session

HOUSE BILL NO. 6119

Introduced by: HON. LORNA C. SILVERIO

AN ACT GRANTING BEREAVEMENT LEAVE OF FIVE (5) DAYS WITH PAY TO
EMPLOYEES IN THE PRIVATE AND PUBLIC SECTOR IN THE EVENT OF DEATH OF
AN IMMEDIATE FAMILY MEMBER

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

SEC 1. Title. This Act shall be known as the "Bereavement Leave Act"

SEC 2. Declaration of State Policy. It is the policy of the State to prioritize, strengthen, and to recognize that the Filipino family is the basic foundation of the society wherein the primordial duty is to promote solidarity and wholistic development. The State recognizes that the death of an immediate family member bears a significant and emotional and psychological burden to the loved ones who were left behind. This gives the family time to mourn together and share in the emotional and material burden in the interment of the departed.

SEC 3. Bereavement Leave. There shall be granted under this Act a Bereavement Leave of five (5) working days with full compensation to any employee of both the private and public sectors in the event of death of an immediate family member. For purposes of this Act, an immediate member of an employee's family refers to the spouse, a parent, a child, of a sibling.

SEC 4. Non-Diminution of Benefits. Nothing in this Act shall be construed as a diminution of any existing benefits granted under the existing benefits granted under existing laws, decrees, orders or any contract, agreement or policy between employee and employers.

SEC 5. Implementing Rules and Regulations. The Secretary of Labor and Employment and the Chairperson of the Civil Service Commission shall, within thirty (30) days from the approval of this Act, issue such rules and regulations necessary for the proper implementation of the provisions hereof.

SEC 6. Penalties. 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 fifty thousand pesos (Php 50,000) or imprisonment of not less than thirty (30) days to not more than six (6) months.

If the violation is committed by a corporation, partnership, association, firm or similar entities, the penalty of imprisonment shall be imposed on the officer or officers directly responsible for the violation.

SEC 7. Separability Clause. If any provision of this Act shall be held unconstitutional or invalid, the other provisions not otherwise affected shall remain in full force and effect.

SEC 8. Repealing Clause. All laws, presidential decrees, executive orders, ordinances, rules and regulation, and other issuances or part thereof which are inconsistent with this Act, are hereby repealed or modified accordingly

SEC 9. Effectivity. This Act shall take after fifteen (15) days after its publication in the Official Gazette or in newspapers of general circulation.

Approved,

Lerna L. Alucio