

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**SEVENTEENTH CONGRESS**  
Third Regular Session  
9048  
**HOUSE BILL NO. \_\_\_\_\_**



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Introduced by **HON. LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.**

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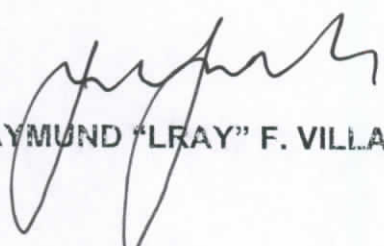
**EXPLANATORY NOTE**

This bill intends to help ease the worries of employees in commuting to work by allowing alternative working arrangements. Employers are allowed the option to implement a type of flexible working arrangement that fits the needs of their company and their employees. This allows employees to have a flexible work schedule that fits their personal needs.

In amending Article 83 of the Labor Code, we remove the limiting "normal work hours" from 8 hours a day for five days to a more flexible work duration. This means that employees may clock in to work at any time as long as they complete the required number of hours. The bill also proposes to put a ceiling on the maximum number of working hours to 48 hours per week in order to protect the well-being of employees.

With the recent enactment of Republic Act 11165, or the Telecommuting Act, which allows workers to clock in hours through partial or total substitution of computers of telecommunication technologies, it is this representation's hope that this proposed bill adds to the intent of the Telecommuting act in providing employees the opportunity to be productive in the workforce no matter the situation they may find themselves in. It also hopes to ease and decongest the traffic situation in Greater Manila and lessen the stress of both citizens and the government.

The approval of this bill is earnestly sought.

  
**LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.**

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**SEVENTEENTH CONGRESS**  
Second Regular Session

**HOUSE BILL NO. 9048**

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Introduced by **HON. LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.**

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**AN ACT**  
**AMENDING ARTICLE 83 OF THE PRESIDENTIAL DECREE NO. 442,**  
**OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES, AS**  
**AMENDED**

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

**SECTION 1.** Articles 83 of the Philippine Labor Code, as amended, is hereby amended to read as follows:

"ARTICLE 83. Normal Hour of Work. – The normal hours of work of any employee shall not exceed eight (8) hours a day[.] EXCEPT WHEN THE EXIGENCY OF BUSINESS OPERATIONS OR NATIONAL EMERGENCY REQUIRES THE ADOPTION OF ALTERNATIVE WORK ARRANGEMENTS SUBJECT TO CONDITIONS AS MAY BE PREDETERMINED BY THE SECRETARY OF LABOR AND EMPLOYMENT IN APPROPRIATE REGULATIONS ENSURING THAT HOURS OF WORK SHALL NOT EXCEED FORTY-EIGHT (48) HOURS A WEEK, AND THE RIGHTS, HEALTH AND WELL-BEING OF THE EMPLOYEES ARE PROTECTED.

Health personnel in cities and municipalities with a population of at least one million (1,000,000) or in hospitals and clinics with a bed capacity of at least one hundred (100) shall hold regular office hours for eight (8) hours a day, for five (5) days a week, exclusive of time for meals, except where the exigencies of the service require

that such personnel work for six (6) days or forty-eight (48) hours, in which case, they shall be entitled to an additional compensation of at least thirty percent (30%) of their regular wage for work on the sixth day. For purposes of this Article, "health personnel" shall include resident physicians, nurses, nutritionists, dietitians, pharmacists, social workers, laboratory technicians, paramedical technicians, psychologists, midwives, attendants and all other hospital or clinic personnel.

**SECTION 2. *Rules and Regulations.*** – The Secretary of Labor and Employment shall promulgate the necessary implementing rules and regulations within ninety (90) days from the effectivity of this Act.

**SECTION 3. *Separability Clause.*** – Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

**SECTION 4. *Repealing Clause.*** – All laws, decrees, orders, rules, and regulations or other issuances or parts inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

**SECTION 5. *Effectivity Clause.*** – This Act shall take effect in fifteen (15) days after publication in the Official Gazette or in one (1) newspaper of general circulation in the Philippines.

*Approved,*