

EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES
H. No. 6077

Introduced by **Representative Raul C. Tupas**

AN ACT
STRENGTHENING THE EMPLOYMENT RIGHTS OF MEMBERS OF THE CITIZEN
ARMED FORCES OR THE RESERVE FORCE OF THE ARMED FORCES OF THE
PHILIPPINES AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The 1987 Constitution enunciates that “the Government may call upon the people to defend the State and, in the fulfillment thereof, all citizens may be requested under conditions provided by law, to render personal, military, or civil service.”

Reservists are known to be among the first responders during disasters and calamities, conducting disaster response and rescue operations, and relief and rehabilitation efforts. During the Marawi siege in 2017, the Philippine Army mobilized two battalions from the Reserve Force. Although these Ready Reserve Units (RRUs) were not engaged in the actual fighting in the main battle area, they have provided manpower augmentation in support to the regular troops conducting operational activities. Unfortunately, some members of the Reserve Force in Marawi were refused to be accepted back by their employers after obeying the call to active service.

This proposed measure aims to strengthen the employment rights of members of the Citizen Armed Forces or the Reserve Force of the Armed Forces of the Philippines (RF, AFP). It ensures non-discrimination in terms of employment, promotion, and reinstatement of Reservists who rendered military service, whether for training or mobilization.

Some of the key provisions of the bill include the following:

- a. Prevents and prohibits discrimination in employment on the basis of rendering military service to the State;
- b. Grants employment rights to reservists with the following conditions:
 - Reservists who perform military service are entitled to their original position (or similar position) without loss of seniority rights or diminution of pay.
 - Military service shall not be considered a break in the employment for retirement purposes or granting of benefits.
 - Reservists cannot be required to use earned or entitled service incentive leaves for leave of absence in the performance of military service.

- Every reservist shall be entitled to a leave of seven (7) days with pay per year for military training or military activities. This shall be on top of applicable leaves of the reservist-employee.
- Reservists who suffer from disability due to military service shall not be denied reintegration if such employee can still perform the essential functions of their original employment.

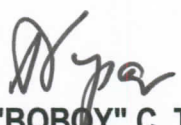
In cases where reintegration is impossible or unreasonable (subject to the determination and approval of the Department of Labor and Employment (DOLE), the reservist shall be entitled to at least three (3) months' worth of basic salary or to a separation pay of one (1) month basic salary per year of service, whichever is higher.

- The mother agency of the reservist shall continue to remit the reservist's premium contributions to the GSIS, Pag-Ibig, and Philhealth, and shall not reflect any gap in contributions.

Reservists shall have the option to pay their SSS contribution as a voluntary paying SSS member to avoid any gap in payment.

The proposed bill not only benefit Reservists who opted to render military service, but will also encourage professionals to join the AFP's Reserve Force. If this bill becomes a law, it will strengthen the Reserve Force which can be called and mobilized when threat to the country's peace, security, and sovereignty is imminent.

In view of the following, the immediate approval of this bill is earnestly sought.


RAUL "BOBOY" C. TUPAS

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

CHAPTER 1
GENERAL PROVISIONS

SECTION 1. Short Title. – This Act shall be known as the “Reservist Employment
Rights Act”.

SECTION 2. Declaration of Policy. – It is hereby declared the policy of the State to:

- (a) Strengthen the Citizen Armed Forces or the Reserve Force of the Armed Forces
of the Philippines (AFP) and recognize its role in the mission areas of the AFP
and in national security;
- (b) Protect the rights of reservists, and prevent and prohibit discrimination on the
basis of rendering military service to the State;
- (c) Encourage service in the Reserve Force of the AFP by eliminating or minimizing
the disadvantages to civilian careers and employment which can result from
rendering military service to the State; and
- (d) Ensure the observance of all employees of the rights of reservists called to
perform military service to the State.

The prime duty of the State is to serve and protect the people. For this reason, the State
may call upon the people to defend the State, and in fulfillment thereof, may require its
citizen to render military or civil service under conditions provided by law.

SECTION 3. Coverage. - The provisions of this Act shall apply to all employers,
whether private or public, including all government agencies and political subdivisions
as well as government-owned and/or –controlled corporations and their subsidiaries,
nongovernment organizations, and other socioeconomic entities.

29 **SECTION 4. Definition of terms.** – As used in this Act, the following terms shall mean:

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31 (a) *Active Duty training* – the compulsory or voluntary trainings for reserve units
32 and/or individual reservists provided by the AFP to update their working
33 knowledge in the current military organization, doctrines, and in tactics,
34 techniques and procedures or TTPS, in order to maintain a desirable state of
35 readiness, enable them to satisfy the active service-in-grade required for
36 promotion to higher grades, and maintain a level of proficiency and competency
37 for those reservists designated as instructions in Reserve Officers' Training
38 Corps (ROTC) and other reservists training programs;

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40 (b) *Auxiliary Service*- the voluntary performance of a service by a reservists for the
41 purpose of helping maintain local peace and order, meeting local insurgency and
42 terror threats for intelligence requirements, assisting in rescue and relief
43 operations during disasters and calamities, health welfare activities and
44 participating in local socioeconomic development projects;

45
46 (c) *Citizen Soldiers or Reservists*- members of the Reserve Force of the AFP
47 compose of the following:

- 48
49 1. Graduates of the ROTC basic and advance courses and who were issued
50 orders as enlisted reservists officers of the AFP;
51 2. Graduates of authorized basic military training instructions who, as a result
52 thereof, were issued orders as enlisted reservists or reserve officers;
53 3. Ex-servicemen and retired officers of the AFP who have been incorporated
54 into the Reserve Force of the AFP; and
55 4. Reservist officers and enlisted reservists including those procured under
56 existing laws and included in the present AFP rosters.

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58 There shall be three (3) categories of citizen soldiers or AFP reservists: the First
59 Category Reserve, the Second Category, and the Third Category Reserve based on
60 age.

- 61 1. First Category Reserve – The First Category Reserve shall be composed of
62 able-bodied reservists whose ages are between eighteen (18) years and
63 thirty-(35) years, inclusive.
64 2. Second Category Reserve – The Second Category Reserve shall be
65 composed of able-bodied reservists whose ages are between thirty-six (36)
66 years and fifty-one (51) years, inclusive.
67 3. Third Category Reserve – The Third Category Reserve shall be composed
68 of able-bodied reservists who are above fifty-one (51) of age.

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70 Based on the categorization above, the Reserve Force units shall be further classified
71 into the Ready Reserve, the Standby Reserve, and the Retired Reserve based on their
72 operational readiness for immediate deployment/ utilization;

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74 (d) *Employment* – the act of hiring and continued engagement including the
75 reintegration of an employee called to military service to one's former position,

or if not practicable to a substantially equivalent position, without loss of seniority rights and diminution of pay;

- (e) *Military Service* – any service rendered by a citizen rendered by a citizen soldier or reservist to the State upon orders of the AFP or call to active duty (CAD) to meet active duty training (ADT) requirements, or for any purpose that the AFP leadership may deem necessary in order to augment and support the Regular Force operations in times of war, national emergency, or such other times as the national security requires;
- (f) *Mobilization* – the utilization of the Reserve Force of the AFP in times of emergency to meet threats to national security;
- (g) *Reintegration* – the actual resumption of work of an employee after one's military service to one's former position, or if not practicable to a substantially equivalent position, without loss of seniority rights and diminution of pay;
- (h) *Reserve Force* – those composing of members of the reserve components of the AFP;
- (i) *Ready Reserve* – citizen soldiers or reservists belonging mostly to the First Category reserve who shall be organized, trained, and maintained as mobilizable ready reserve subject to being called at any time to augment the regular armed force of the AFP not only in times of war or national emergency but also to meet local emergencies arising from calamities, disasters, and threats to peace, order, security and stability in any locality, including the need to provide assistance in relief and rescue work and other civil assistance activities;

Furthermore, members of the AFP Affiliated Reserve units of various government and private utilities and services considered essential for the preservation of economic stability of the country or particular locality, such as power and electricity, water supply, transportation and communications, among others, regardless of their categorization shall be classified as Ready Reserve;

All citizen soldiers belonging to the First Category Reserve, except those exempted under Republic Act No. 7077, otherwise known as the "Citizen Armed Forces of the Philippines Reservist Act", and other pertinent policies, shall be required to serve with the Ready Reserve units and will have assignments and promotions in accordance with existing policies of the AFP until transferred to the Standby Reserve by virtue of their age;

- (j) *Standby Reserve* – citizen soldiers or reservists belonging mostly to the Second Category Reserve and the Third Category Reserve. The members of the Standby Reserve shall be organized and assigned to specific reserve units and shall be maintained through annual assembly test to update their records and present addresses, among others. The Standby Reserve may be mobilized or ordered to active duty only in times of national emergency or war. The ranks of the members of the Standby Reserve may be upgraded if they voluntarily

participate in training or serve with the Ready Reserve units in their areas or if their Standby Reserve unit undergo retraining. They will however be encouraged to upgrade their military knowledge and skills by taking up non-resident or resident courses which shall be set up for the purpose; and

- (k) *Retired Reserve* – citizen soldiers who have qualified for retirement through length of service, old age, or disability. For this purpose, sixty-five (65) years shall be considered as the retirement age. However, if qualified and fit for duty, a member of the Retired Reserve may be ordered to active duty in times of local or national emergencies if one volunteers for active duty and when the Secretary of National Defense determines that there are not enough qualified citizen soldiers with one's special skills and qualifications in the Ready Reserve or Standby Reserve in one's particular area of residence.

CHAPTER 2 NON-DISCRIMINATION OF RESERVISTS

SECTION 5. *Anti-Reservists Discrimination.* –

- (a) It shall be unlawful for an employer or those acting in the interest of the employer, whether private or public, including all government agencies and political subdivisions, as well as government-owned and/or –controlled corporations and their subsidiaries, nongovernment organizations, and other socioeconomic entities to:
1. Discriminate against an individual in terms of compensation, terms and conditions, or privileges of employment on account of such individual's membership, application for membership, performance of military service, application for military service or obligation with the Reserve Force of the AFP;
 2. Print or publish, or cause to be printed or published, in any form of media, including the internet, any notice of advertisement relating to employment suggesting preferences, limitations, specifications, and discrimination based on membership, application for membership, performance of military service, application for military service or obligation with the reserve Force of the AFP;
 3. Require the declaration of application for membership, or status of membership in the Reserve Force of the AFP;
 4. Decline employment on the basis of membership in the Reserve Force of the AFP;
 5. Deny any employee's or worker's promotion or opportunity for training on the basis of membership, application for membership, performance of military service, application for military service or obligation with the reserve Force of the AFP;

- 172 6. Lay off an employee or worker because of membership, application
173 for membership, performance of military service, application for
174 military service or obligation with the reserve Force of the AFP; or
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176 7. Impose early retirement on the basis of such employee's or worker's
177 membership, application for membership, performance of military
178 service, application for military service or obligation with the reserve
179 Force of the AFP;
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181 (b) It shall be unlawful for labor contractor or subcontractor, if any, to refuse to refer
182 for employment or otherwise discriminate against any individual because of such
183 person's membership, application for membership, performance of military
184 service, application for military service or obligation with the Reserve Force of
185 the AFP;
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187 (c) It shall be unlawful for any organization to:
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189 1. Deny membership to any individual because of such person's
190 membership, application for membership, performance of military
191 service, application for military service or obligation with the Reserve
192 Force of the AFP;
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194 2. Exclude from its membership any individual because of such person's
195 membership, application for membership, performance of military
196 service or obligation with the Reserve Force of the AFP; or
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198 3. Cause or attempt to cause an employee to discriminate against an
199 individual in violation of this Act.
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201 (d) It shall be unlawful for a publisher to print or publish any notice of advertisement
202 relating to employment suggesting preferences, limitations, specifications, and
203 discrimination based on a person's membership, application for membership,
204 performance of military service, application for military service or obligation with
205 the Reserve Force of the AFP.
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207 CHAPTER 3 208 EMPLOYMENT RIGHTS

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210 **SECTION 6. *Employment Rights of Citizen Soldiers/Reservist.*** – The following are
211 the rights of reservists who perform military service in the Reserve Force of the AFP.
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- 213 (a) Reservists who perform military service are entitled to their original position, or
214 when not predictable, to a substantially equivalent position, without loss of
215 seniority rights and diminution of their pay.
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217 (b) Military service shall not be considered a break in the employment for retirement
218 purposes or for granting benefits provided for under the Labor Code and other
219 special laws.

(c) Reservists cannot be required to use earned or entitled vacation or service incentive leaves for leave of absence in connection with the performance of military service in the Reserve Force; and

(d) Reservists who suffer any temporary or permanent disability due to military service shall not be denied reintegration if such employee can still perform the essential functions of their original employment, whether with or without reasonable accommodations.

SECTION 7. Hiring of Substitute Employee. – An employer whose reservist employee is called to military service may hire another employee as substitute during the period of the military service of the reservist employee.

The employment of the substitute employee shall be deemed terminated upon the reintegration of the reservist employee. The employer or those acting in the interest of the employee may, however, consider the substitute employee for another position, if practicable.

SECTION 8. Reintegration Duty of an Employer. – It shall be the duty of the employer, or those acting in the interest of the employer, to reintegrate reservists returning from military service to their former position, or when not practicable to a substantially equivalent position, without loss of seniority rights and diminution of their pay.

SECTION 9. Conditions for Reintegration of Reservists. – Reservists shall be entitled the reintegration as provided in Section 8 of this Act, subject to the following conditions:

(a) The reservist has rendered or performed military service as a member of the Reserve Force of the AFP.

(b) The employer, or those acting in the interest of the employer, has been given a written notice by the AFP or the reservist which, if practicable, shall indicate the duration of military service, at least thirty (30) prior to departing for military service unless precluded by military necessity, or under all of the relevant circumstances, the timely provision of notice is otherwise impossible or unreasonable;

(c) The employer, or those acting in the interest of the employer, shall immediately reintegrate the reservist after the latter is officially discharged from military service in accordance with the notice issued by the AFP; and

(d) The employer, or those acting in the interest of the employer, shall provide its reservist employee the prevailing salary or wage at the time of reintegration of the reservist.

The AFP shall issue and provide the pertinent notices and documents to reservist and their employers, and those acting in the interest of the employers, in a timely manner to facilitate the reintegration of the reservist to their employment.

SECTION 10. *Period to Notify of intent to Return.* – Reservists are hereby required to notify their employers, or those acting in the interest of the employer, of their intent to return to work subject to the following circumstances and conditions:

- (a) In the case of reservists called to military service for definite period when indicated in the call for active duty training or such other notice issued by the AFP, the employer, or those acting in the interest of the employer, shall be deemed notified of the intent to return when furnished a copy of the pertinent notice from the AFP prior to the absence of the reservist for military service;
- (b) In the case of reservists called to military service for an indefinite period when not indicated in the call for active duty training or such other notices issued by the AFP, the employer, or those acting in the interest of the employer, shall be deemed notified of the intent to return when furnished a copy of the pertinent notice from the AFP indicating the impending discharge of reservists at least fifteen (15) days prior to the end of the military service. *Provided*, that the reservists shall not be deemed ineligible when circumstances do not permit the timely prior notification of absence due to military service and/or intent to return of a reservists in compliance with this provision in accordance with Sections 9(b) and 9(d) of this Act: *Provided, further*, That reservists who suffer from illness of injury incurred in, or aggravated during, the performance of military service shall be allowed to indicate their desire to return to their former position within a reasonable time as prescribed by a military doctor: *Provided, finally*, That the AFP shall ensure that its policies and administrative processes, whenever practicable, allow for least fifteen (15) days prior notification of employers, or those acting in their interest, of the absence of reservists for military service and their capacity and intent to return to their employment.

SECTION 11. *Compensation for Non-Reintegration of Reservists.* – In cases of authorized causes or circumstances, subject to the determination and approval of Department of Labor and Employment (DOLE), where reintegration is impossible or unreasonable, the reservist shall be entitled to at least three (3) months' worth of basic salary or to a separation pay equivalent to one-month basic salary per year of service, whichever is higher.

SECTION 12. *Compensation of Reservists for Military Service.* – In order to enhance the general welfare, commitment to service and professionalism of the members of the Reserve Force of the AFP, the reservist rendering military service shall be entitled to the base pay commensurate to their rank consistent with their counterpart in the regular force.

The mother agency of the reservist shall promptly pay and remit the reservist employee's premium contributions, based on one's salary, during the absence due to military service, whether to the Government Service Insurance System (GSIS), the Pagtutulungan sa Kinabukasan: Ikaw, Bangko, Industriya, at Gobyerno (PAG-IBIG), Philippine Health Insurance Corporation (PhilHealth), and all pertinent contributions related to the employment, and shall not reflect any gap in contributions in the records.

Reservists shall have the option to pay their Social Security System (SSS) contributions as a voluntary paying SSS member to avoid any gap in their contribution records and afford their full entitlement to SSS benefits in accordance with existing guidelines.

The AFP shall establish the necessary administrative process to assist reservists in the timely remittance of pertinent contributions, whether mandatory or voluntary.

SECTION 13. *Multi-stakeholder Engagements and Advocacies.* – The Department of National Defense (DND) and AFP shall strengthen coordination and cooperation among stakeholders through a sustained and comprehensive advocacy campaign for the purpose of ensuring that the employment rights of reservists are understood and protected by all concerned.

For this purpose, the Department of Budget and Management (DBM), in consultation with the DND and the AFP, shall create the necessary plantilla or non-tenured positions. The necessary funds for the implementation of this provision shall be included in the budget of the DND and AFP in the annual General Appropriations Act.

SECTION 14. *Tax Benefits and Incentives.* – The Department of Finance (DOF), in coordination with the DND, AFP, and other appropriate government agencies, shall develop the appropriate rules and regulations on the provision of tax benefits and incentives based on justified costs and expenses by employers associated with organizational adjustments borne out of the absence of reservists in an organization in compliance with this Act, Republic Act No.7077, and other appropriate laws, rules, and regulations.

SECTION 15. *Administrative Fines and Penalties.* – Violation of any of the provision of this Act shall be punished with a fine of not less than Fifty thousand pesos (50,000.00) but not more than One million pesos (P1,000,000.00), or imprisonment of not less than three (3) months but not more than two (2) years, or both, at the discretion of the court. If the offense is committed by a corporation, trust, firm, partnership or association or other entity, the penalty shall be imposed upon the responsible officer or officers of such corporation, trust, firm, partnership or association or entity.

SECTION 16. *Military Duty Leave.* - Every reservist shall be entitled to a leave of seven (7) days with pay per year for purposes of military training or military activities. This shall be on top of applicable leaves entitled to a reservist from one's employer.

CHAPTER 4 FINAL PROVISIONS

SECTION 17. *Appropriations.* – The amount necessary for the immediate and effective implementation of this Act shall be charged against any available funds of the DND and the AFP. Thereafter, such sums as may be necessary for the implementation of this Act shall be included in the annual appropriations of the AFP.

SECTION 18. *Implementing Rules and Regulations.* – Within sixty (60) days from the effectivity of this Act, the DOLE in coordination with the DND, the AFP, the Civil Service

363 Commission (CSC) and appropriate government agencies shall promulgate the rules
364 and regulations for the effective implementation of this Act.

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366 **SECTION 19. *Separability Clause.*** – Should any provision herein be declared
367 unconstitutional, the same shall not affect the validity of the other provisions of this Act.

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369 **SECTION 20. *Repealing Clause.*** – All laws, decrees, orders, rules and regulations, or
370 other issuances or parts inconsistent with the provisions of this Act are hereby repealed,
371 amended, or modified accordingly.

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373 **SECTION 21. *Effectivity Clause.*** – This Act shall take effect in fifteen (15) days after
374 publication in the Official Gazette or in one (1) newspaper of general circulation in the
375 Philippines.

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377 *Approved,*