

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
EIGHTEENTH CONGRESS
Third Regular Session



HOUSE BILL NO. 10588

Introduced by: **CONG. "KUYA" JOSE ANTONIO R. SY-ALVARADO**

EXPLANATORY NOTE

Many chronic conditions, such as diabetes, asthma, hypertension and depression, require regular medical treatment and monitoring, which necessitates occasional time away from work. Without access to paid sick days, employees with chronic conditions are often forced to risk their health by neglecting important care. This can potentially increase the long-term cost of their care. Employment that does not offer paid sick leave is also plausibly linked to worse health outcomes including a higher risk of mortality.

If an employee continues to work while sick, the duration and severity of their illness may also be lengthened and worsened by not allowing for adequate medical attention and rest leading to a lesser productivity.

Now more than ever, paid sick leave are critical to meeting the needs of employees dealing with chronic health conditions because chronic conditions are common and the number of people who have them is rising.

This measure aims to provide employees to earn paid sick leave of up to 10 days a year to care for their own chronic condition or help a family member deal with a chronic condition. This bill is crucial to meeting the health and financial needs of the modern workforce, particularly as we look toward a future where more people will be managing chronic conditions.

Thus, the immediate passage of this bill is earnestly sought.

CONG. "KUYA" JOSE ANTONIO R. SY-ALVARADO
Representative
1st District, Bulacan

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AN ACT
PROVIDING PAID SICK LEAVE FOR EMPLOYEES AND THEIR FAMILIES
WITH CHRONIC CONDITIONS, AND FOR OTHER PURPOSES THEREOF

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

SECTION 1. Short Title. This Act shall be known as the “Lingkod Sick Leave Benefits for Employees with Chronic Diseases Act”

SECTION 2. Earned Sick Leave with Pay. Employees are hereby entitled to sick leave benefits of 10 days with pay per year.

The leave benefits provided under this Act shall be in addition to any sick leave and vacation leave provided under present laws and rules.

SECTION 3. Coverage. Employees with chronic conditions and employees with family members with chronic conditions, such as, but not limited to diabetes, asthma, hypertension and depression, are covered by this act.

Disease and any other illness that is considered a chronic condition is also covered.

SECTION 4. Penalties. Any person, corporation, association or entity which refuses or fails to grant the benefits provided in this Act shall be punished by a fine of not less than twenty thousand pesos (P25,000.00) nor more than one hundred thousand pesos (P100,000.00).

The employer concerned shall also be ordered to pay an amount equivalent to double the unpaid benefits owing to the employees.

SECTION 5. Implementing Rules and Regulations. Within thirty (30) days from the effectivity of this Act, the Department of Labor and Employment shall, in coordination with the Local Government Unit and other relative Government agencies, issue the necessary rules and regulations for the effective implementation of this Act.

SECTION 6. Separability Clause. If any provision of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions hereof.

SECTION 7. Repealing Clause. All laws, decrees, orders, issuances or portion thereof, which are inconsistent with the provisions of this Act are repealed or modified accordingly.

SECTION 8. Effectivity. This Act shall take effect fifteen (15) days after its publication in two (2) newspapers of general circulation.

Approved,

