



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

19th Congress
First Regular Session

HOUSE BILL NO. 3595



INTRODUCED BY: HON. DORIS E. MANQUIZ

EXPLANATORY NOTE

Filipinos are family centered. Paying their last respect to an immediate family member is a fitting tribute and manifestation of their love to the beloved departed.

However, it is lamentable that no paid leave benefit is granted in the event of death of an immediate family member.

It is therefore the objective of this bill to grant a bereavement leave of three (3) working days, with full compensation, to employees in the private and public sectors.

This bill will uplift the morale of the working force. It will also benefit the employers as it makes their employees feel valued thereby promoting their loyalty to the company and enhancing their efficiency and productivity.

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

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HON. DORIS E. MANQUIZ
2nd District of Zambales



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AN ACT
GRANTING BEREAVEMENT LEAVE OF THREE (3) DAYS WITH PAY TO EMPLOYEES IN THE
PRIVATE AND PUBLIC SECTOR IN THE EVENT OF DEATH OF AN IMMEDIATE FAMILY MEMBER
AND FOR OTHER PURPOSES

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 of 2022"

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. The death of an immediate family member bears a significant and emotional and psychological burden to the deceased' loved ones. A bereavement leave benefit system is hereby institutionalized to support employees in the public and private sectors who have recently lost relatives belonging to their immediate family.

SEC 3. Bereavement Leave. - There shall be granted under this Act a Bereavement Leave of three (3) 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 family member refers to the employee's spouse, parent, child and 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.