



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL No. 5421



Introduced by HONORABLE ERNESTO “ERNIX” M. DIONISIO, JR.

AN ACT
GRANTING BEREAVEMENT LEAVE OF TEN (10) DAYS WITH FULL PAY
TO ALL EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS, AND FOR
OTHER PURPOSES

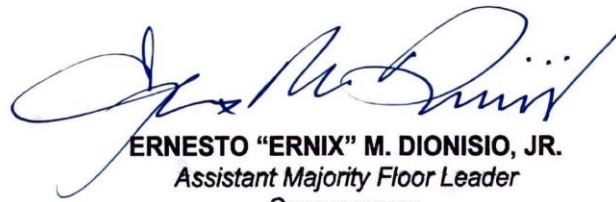
EXPLANATORY NOTE

A death in the family will necessitate employees to take time away from work. In these instances, the employees who are grieving will need assistance and support from their employers.

However, the leaves available to employees are insufficient to help in funeral arrangements or preparing necessary paperwork related to their deceased family member or relative. Usually, companies and institutions Moreover, using the available leaves under the law may leave employees unable to make use of them appropriately during other emergencies.

As such, a particular leave to attend to their deceased family members is essential. The proposed measure grants a mandatory ten (10) day bereavement leave to employees from the private and public sectors, while ensuring non-diminution of existing benefits and security of tenure.

In view of the foregoing, the passage of this bill is highly sought.

A handwritten signature in blue ink, appearing to read 'Ernesto M. Dionisio, Jr.', with a stylized flourish at the end.

ERNESTO "ERNIX" M. DIONISIO, JR.

Assistant Majority Floor Leader

Congressman

First Congressional District of Manila



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL No. 5421

Introduced by HONORABLE ERNESTO “ERNIX” M. DIONISIO, JR.

AN ACT
GRANTING BEREAVEMENT LEAVE OF TEN (10) DAYS WITH FULL PAY
TO ALL EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS, AND FOR
OTHER PURPOSES

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 "Bereavement Leave Act."

Section 2. Declaration of State Policy. – The State affirms that the Filipino family is the foundation of the nation and recognizes that the death of an immediate family member bears a significant emotional and psychological burden upon the family member. 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.

Section 3. Definition of Terms. – For the purposes of this Act, the following terms shall be defined as follows:

- (a) *Bereavement Leave* refers to a leave taken by an employee to grieve the death or to attend or make arrangements for the funeral and necessary paperwork of an immediate family member.
- (b) *Immediate Family Member* refers to an employee's:
 - i. Spouse or domestic partner;
 - ii. Parents and parents-in-law; and
 - iii. Children;

Section 4. Bereavement Leave for Immediate Family Members. – Employees in the private and public sectors shall be entitled to a bereavement leave

of ten (10) days with full pay following the death of an employee's immediate family member.

Section 5. Non-diminution of Benefits. – Nothing in this Act shall be construed to reduce existing benefits granted under existing laws, decrees, executive orders, or any contract, agreement, or policy between the employer and employee.

Section 6. Security of Tenure. – Employees in the public and private sectors who avail of bereavement leave provided under this Act shall be assured of security of tenure. Availment of the leave shall not be used as reason for misconduct, demotion, or termination in employment, or for any form of unsatisfactory performance.

Section 7. Implementing Rules and Regulations. – Within thirty (30) days from the effectivity of this Act, the Department of Labor and Employment (DOLE) and the Civil Service Commission (CSC), for the private sector and public sector respectively shall issue the necessary rules and regulations.

Section 8. Separability Clause. – If, for any reason, any part, section, or provision of this Act is held invalid or unconstitutional, the remaining provisions not affected thereby shall continue to be in full force and effect.

Section 9. Repealing Clause. – All laws, decrees, orders, rules, regulations, and other issuances or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly. Republic Act No. 1161, as amended, is further amended accordingly.

Section 10. Effectivity. – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,