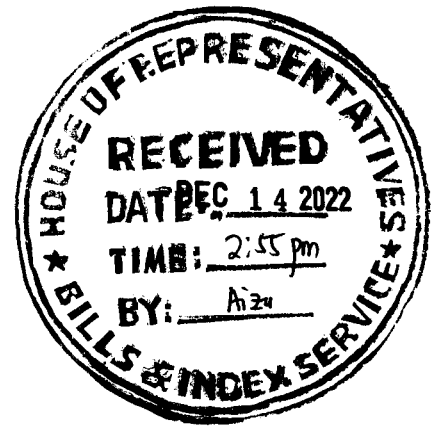


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

House Bill No. **6685**



**Introduced by Representatives EDVIC G. YAP,
JOCELYN P. TULFO, JEFFREY SORIANO and RALPH WENDEL P. TULFO**

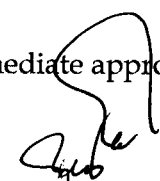
EXPLANATORY NOTE

This bill seeks to grant all employees from the private and public sectors a mandatory ten (10) day bereavement leave to support employees who have recently lost an immediate family member.

Death is a devastating loss and carries an insurmountable emotional and physical toll on any person. Unfortunately, in the Philippines, bereavement leave is merely voluntarily granted to employees by their employers. More often than not, employers do not grant any bereavement leave benefits or worse, do not allow employees to be absent despite such situations. Employees from the private and public sectors are constrained to either use other leave benefits or be absent from work with a corresponding salary deduction whenever faced with such misfortune. Thus, employees are burdened by the demands of their work, their everyday life, and making the necessary arrangements for their loved ones, leaving no time for them to mourn and process the loss they experience.

Under this bill, the employees in the private and public sectors shall be entitled to a bereavement leave of ten (10) days every year with full pay immediately following the death of an employee's immediate family member without diminution of benefits and with security of tenure.

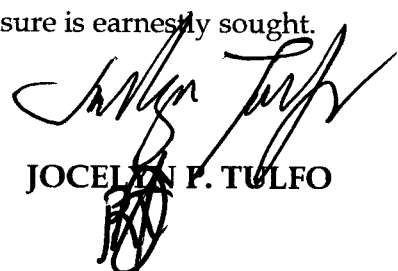
Thus, immediate approval of this proposed measure is earnestly sought.



EDVIC YAP



JEFFREY SORIANO



JOCELYN P. TULFO



RALPH WENDEL P. TULFO

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
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House Bill No. 6685

Introduced by Representatives EDVIC G. YAP,
JOCELYN P. TULFO, JEFFREY SORIANO and RALPH WENDEL P. TULFO

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 the House of Representatives of the Philippines in Congress assembled:

1 **Section 1. Short Title.** — This Act shall be known as the “*Bereavement Leave Act*
2 *of 2022*”.

3
4 **Sec. 2. Declaration of State Policy.** - The State affirms that the Filipino family
5 is the foundation of the nation and recognizes that the death of an immediate family
6 member bears a significant emotional and psychological burden upon family
7 members. A bereavement leave benefit system is hereby institutionalized to support
8 employees in the public and private sectors who have recently lost relatives belonging
9 to their immediate family.

10
11 **Sec. 3. Definition of Terms.** —

- 12 a. **Bereavement Leave** - refers to a leave taken by an employee to grieve the death,
13 or attend, or to make arrangements for the funeral, of an immediate family
14 member.
15 b. **Immediate Family Member**- refers to an employee's spouse, parent or child,
16 brother or sister, and relatives within the third degree of consanguinity or
17 affinity.

18
19 **Sec. 4. Bereavement Leave for Immediate Family Members.** — Employees in
20 the private and public sectors shall be entitled to a bereavement leave of ten (10) days
21 every year with full pay immediately following the death of an employee's immediate
22 family member.
23

24 **Sec. 5. *Non-diminution of Benefits.*** - Nothing in this Act shall be construed to
25 reduce existing benefits granted under existing laws, decrees, executive orders, or any
26 contract, agreement, or policy between the employer and employee.
27

28 **Sec. 6. *Security of Tenure.*** - No employee in the public and private sectors who
29 avails of bereavement leave provided under this Act shall be dismissed by reason of
30 the availment thereof and shall be assured of security of tenure. Availment of the leave
31 shall not be used as reason for misconduct, demotion, or termination in employment,
32 or for any form of unsatisfactory performance.
33

34 **Sec. 7. *Penalties.*** - Any person, corporation, trust, firm, partnership,
35 association, or entity found violating this act or the rules and regulations promulgated
36 thereunder shall be punished by a fine not exceeding Twenty-thousand pesos
37 (Php20,000) or imprisonment of fifteen (15) days to one (1) month.
38

39 If the violation is committed by a corporation, trust or firm, partnership, association
40 or any other entity, the penalty of imprisonment shall be imposed on the entity's
41 responsible officers, including but not limited to, the president, vice president, chief
42 executive officer general manager, managing director or partner directly responsible
43 therefor.
44

45 **Sec. 8. *Implementing Rules and Regulations.*** - The Department of Labor and
46 Employment (DOLE) and the Civil Service Commission (CSC), for the private sector
47 and public sector respectively, shall issue the necessary rules and regulations of this
48 Act within thirty (30) days of its effectivity.
49

50 **Sec. 9. *Separability Clause.*** - If, for any reason, any part, section or provision
51 of this Act is held invalid or unconstitutional, the remaining provisions not affected
52 thereby shall continue to be in full force and effect.
53

54 **Sec. 10. *Repealing Clause.*** - All laws, decrees, orders, rules, regulations and
55 other issuances or parts thereof which are inconsistent with the provisions of this Act
56 are hereby repealed or modified accordingly.
57

58 **Sec. 11. *Effectivity.*** - This Act shall take effect fifteen (15) days after its
59 publication in the Official Gazette or in a newspaper of general circulation.
60

61 *Approved.*