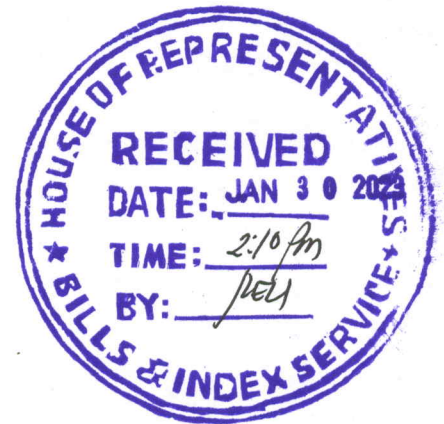


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

HOUSE OF REPRESENTATIVES

House Bill No. 6966



Introduced by Representative Ralph G. Recto

**AN ACT
GRANTING EMPLOYEES THREE DAYS PAID LEAVE TO ATTEND SCHOOL-
RELATED ACTIVITIES OF THEIR CHILDREN**

EXPLANATORY NOTE

Article XV of the 1987 Constitution recognizes the Filipino family as the foundation of the nation and underscores the importance of strengthening its solidarity and actively promoting its total development. To wit:

- (a) The right of spouses to found a family in accordance with their religious convictions and the demands of responsible parenthood;
- (b) The right of children to assistance, including proper care and nutrition, and special protection from all forms of neglect, abuse, cruelty, exploitation, and other conditions prejudicial to their development;
- (c) The right of the family to a family living wage and income; and
- (d) The right of families or family associations to participate in the planning and implementation of policies and programs that affect them.

It is in this light that this bill is put forward. This proposed measure seeks to grant employed parents or legal guardians of schoolchildren three (3) days paid leave to attend school-related activities. It aims to encourage parental involvement in the educational system and grant employed parents and guardians who are unable to meet with educators because of work conflict, the right to an allotment of time during the school year to attend educational or behavioral conferences of their children.

The bill covers employees who have rendered service for at least six (6) consecutive months and whose child is attending public or private pre-school, elementary, and secondary schools. The child can be biological, adopted or foster child, a stepchild or a legal ward of the employee.

To deter the arbitrary use of the school visitation rights by employees, the bill requires that such leave can only be taken when the employee has exhausted all accrued vacation leave, personal leave, compensatory leave and any other leaves that may be granted except sick leave and disability leave.

In addition, the parent or guardian will also be required to submit a documentation of the school visitation which shall be provided by the school administrator. Failure to do so shall subject the employee to the standard disciplinary procedures imposed by the employer for unexcused absences from work.

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



RALPH G. RECTO

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

HOUSE OF REPRESENTATIVES

House Bill No. 6966

Introduced by Representative Ralph G. Recto

**AN ACT
GRANTING EMPLOYEES THREE DAYS PAID LEAVE TO ATTEND SCHOOL-
RELATED ACTIVITIES OF THEIR CHILDREN**

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

1 Section 1. *Title.* – This Act shall be known as the "School Visitation Rights Act."

2 Sec. 2. *Declaration of Policy.* – It is hereby declared as a policy of the State to
3 encourage parental involvement in the educational system. Towards this end, the
4 State shall grant employed parents and guardians who are unable to meet with
5 educators because of a work conflict the right to an allotment of time during the school
6 year to attend necessary educational or behavioral conferences in the school attended
7 by their child or children.

8 Sec. 3. *Definition of Terms.* – As used in this Act, the following terms shall
9 mean:

10 (a) *Employee* means a person who performs services for hire for an employer
11 for at least six (6) consecutive months immediately preceding a request for leave
12 under this Act;

13 (b) *Employer* means a natural or juridical person, who is contractually bound
14 to provide a salary or wage to an employee in exchange for the performance of work;

15 (c) *Child* means a biological, adopted or foster child, a stepchild or a legal ward
16 of an employee and who is enrolled in a public or private pre-school, elementary or
17 secondary school;

18 (d) *School* means any public or private pre-school, elementary or secondary
19 school or educational facility located within the country; and

1 (e) *School administrator* means the principal or the equivalent administrator
2 who is responsible for the operations of the school.

3 Sec. 4. *School conference and activity leave.* – An employer must grant an
4 employee a paid school visitation leave of up to three (3) days during any school year
5 which may be taken on any given day, to attend school conferences or school
6 activities related to the employee's child if the conference or activities cannot
7 be scheduled during non-work hours: *Provided*, That no leave may be taken unless
8 the employee has first exhausted all accrued vacation leave, personal leave,
9 compensatory leave and any other leaves that may be granted to the employee
10 except sick leave and disability leave.

11 Before arranging attendance at the conference or activity, the employee shall
12 provide the employer with a written request for leave at least seven (7) days in
13 advance of the time the employee is required to utilize the visitation right. In
14 emergency situations, no more than twenty-four (24) hours' notice shall be required.
15 The employee must consult with the employer to schedule the leave so as not to
16 unduly disrupt the operations of the employer or office.

17 Sec. 5. *Verification.* – Upon completion of the school visitation rights by a
18 parent or guardian, the school administrator shall provide the parent or guardian with
19 the necessary documentation of the school visitation. The parent or guardian shall
20 submit such proof of verification to the employer. The Secretary of Education and
21 the Secretary of Labor and Employment shall suggest a standard form of
22 documentation of school visitation to schools for use as required by this Section. The
23 standard form of documentation shall include, but not be limited to, the exact time
24 and date the visitation occurred and ended. The failure of a parent or guardian to
25 submit the verification statement from the school to the employer within two (2)
26 working days of the school visitation shall subject the employee to the standard
27 disciplinary procedures imposed by the employer for unexcused absence from work.

28 Sec. 6. *No diminution of visitation rights.* – Nothing in this Act shall prevent an
29 employer from providing school visitation rights in excess of those allowed under this
30 Act. The rights afforded by this Act shall not be diminished by any collective bargaining
31 act or by any employee benefit plan.

1 Sec. 7. *Limits on Leave.* – No employer that is subject to this Act is required
2 to grant the school visitation leave to an employee if granting the leave would result
3 in more than five percent (5%) of the employer's work force or five percent (5%) of
4 an employer's work force shift attending a school conference or activity leave at the
5 same time.

6 Sec. 8. *Implementing Rules and Regulations.* – The Department of Labor and
7 Employment and the Civil Service Commission shall issue the implementing rules and
8 regulations for the effective implementation of this Act not later than thirty (30) days
9 from the approval of this Act.

10 Sec. 9. *Separability Clause.* – If any provision or part hereof is declared
11 unconstitutional, the remainder of this Act or any provision not affected thereby shall
12 remain in full force and effect.

13 Sec. 10. *Repealing Clause.* – All laws, acts, decrees, executive orders,
14 issuances, and rules and regulations or parts thereof which are contrary to and
15 inconsistent with this Act are hereby repealed, amended or modified accordingly.

16 Sec. 11. *Effectivity.* – This Act shall take effect fifteen (15) days after its
17 complete publication in the *Official Gazette* or in at least two (2) newspapers of general
18 circulation.

Approved,