

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 7067



Introduced by Representative Joseph Gilbert F. Violago

EXPLANATORY NOTE

The 1987 Constitution provides that the State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare. (Art. II, Sec. 18) Likewise, the State recognizes the Filipino family as the foundation of the nation. Accordingly, it shall strengthen its solidarity and actively promote its total development. (Art. XV, Sec. 1)

A loss of a loved one can never be described in words. The inconsolable grief that a person feels affects his or her physical, mental, emotional, and psychological well-being. Needless to say, financial hardships also hound the families who lost their loved ones.

While this proposed measure institutionalizes a five-day bereavement leave benefit system that provides for full pay, the present proponent admits to the fact that ten days will never be enough to grapple with this unfortunate situation. For this reason, this bill seeks to give the families the opportunity to grieve together and sort out their immediate concerns. The provisions of this bill apply to both private and public sector employees. Penalties in case of any violation thereof and the non-diminution of benefits are also provided.

This commendable bill had been first filed in the 17th Congress by Rep. Mylene Garcia-Albano, and similar versions had been filed in the previous Congress. The present proponent is acknowledging the wisdom and hard work of his predecessors.

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

JOSEPH GILBERT F. VIOLAGO

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 7067

Introduced by Representative Joseph Gilbert F. Violago

AN ACT
GRANTING BEREAVEMENT LEAVE OF FIVE (5) WORKING DAYS
WITH PAY TO EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS
IN THE EVENT OF DEATH OF AN IMMEDIATE FAMILY MEMBER

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 Policy.* – It is the policy of the State to strengthen the Filipino family as the foundation of the nation and promote its solidarity and total development. Towards this end, the State recognizes that the death of an immediately member does not only pose financial hardships, but also cause immeasurable grief, emotional, and psychological burden to anyone. A bereavement leave benefit system is hereby institutionalized to support all employees in the private and public sector who have recently lost relatives belonging to their immediate family.

SECTION 3. *Bereavement Leave.* – There shall be granted under this Act a Bereavement Leave of ten (10) working days with full compensation to any employee of the private and public sectors in the event of death of an immediate family member.

For the purposes of this Act, an immediate member of an employee’s family refers to the spouse, a parent, a child, or a sibling.

SECTION 4. *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.

SECTION 5. *Penalties.* – Any violation of Section 3 of this Act or the rules and regulations promulgated thereunder shall be penalized by a fine not exceeding Twenty

Thousand Pesos (Php20,000.00) or by imprisonment of not less than fifteen (15) days nor more than one (1) month, or both, at the discretion of the court.

If the violation be 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.

SECTION 6. *Non-Diminution of Benefits.* – Nothing in this Act shall be construed as a diminution of any existing benefits granted under existing laws, decrees, orders or any contract agreement or policy between employers and employees.

SECTION 7. *Separability Clause.* – If any provision or part of this Act is declared unconstitutional or invalid, the remaining parts or provisions not affected shall remain in full force and effect.

SECTION 8. *Repealing Clause.* – All laws, decrees, executive orders, rules and regulations, issuances or parts thereof inconsistent with this Act are hereby repealed or amended accordingly.

SECTION 9. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,