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

Nineteenth Congress
Second Regular Session

HOUSE OF REPRESENTATIVES
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HOUSE BILL NO. **9974**

Introduced by Representative LORDAN G. SUAN

AN ACT
GRANTING BEREAVEMENT LEAVE WITH FULL PAY TO ALL EMPLOYEES IN THE PRIVATE AND PUBLIC SECTORS IN THE EVENT OF THE DEATH OF AN IMMEDIATE FAMILY MEMBER, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The proposed Bereavement Leave Act seeks to provide all employees, in both the public and private sectors, to receive 3 days of paid leave in the event of the death of an immediate family member or a loved one. This proposed measure recognizes the profound impact of losing a loved one and the critical need for time to mourn, attend to final arrangements, and cope with the emotional and physical burden of such a loss.

The 1987 Philippine Constitution states that "The State recognizes the Filipino family as the foundation of the nation. Accordingly, it shall strengthen its solidarity and actively promote its total development."[1] This Bill acknowledges this importance and the devastating impact a family member's death can have on individual well-being, including the ability to function effectively at work. Paid bereavement leave allows employees to prioritize their emotional and physical health without facing financial pressure during a vulnerable time. It allows them to participate in funeral rituals and cultural traditions, fostering healing and offering support to grieving families.

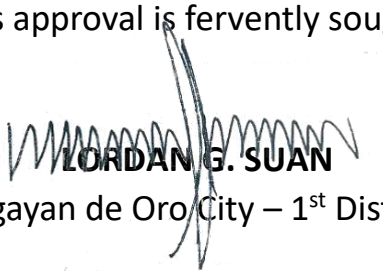
Beyond individual needs, the proposed measure presents tangible benefits for employers. Studies suggest that paid bereavement leave can

[1] 1987 Philippine Constitution, Art. XV, Section 1.

improve employee morale, reduce absenteeism, and even enhance long-term productivity. Demonstrating compassion and understanding during challenging times fosters a positive work environment and strengthens employee loyalty. Moreover, the inclusion of security of tenure provisions ensures that availing this leave does not lead to discriminatory practices or job loss.

Investing in the well-being of individuals during moments of profound loss creates a ripple effect, strengthening families and creating a more compassionate and responsible work environment. The proposed Bereavement Leave Act represents a vital step towards recognizing the shared human experience of grief and supporting Filipino families during their most challenging moments.

In light of the preceding, this bill's approval is fervently sought.



LORDAN G. SUAN
Cagayan de Oro City – 1st District

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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 *This Act shall be known as the "Bereavement Leave Act."*

SECTION 2. *Declaration of 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 physical, emotional and psychological burden upon a family member. A bereavement leave benefit system is hereby institutionalized to support employees in the public and private sectors who have recently lost an immediate family member, and give their family time to mourn together and share the emotional and material burden In the interment of the departed.

SECTION 3. *Bereavement Leave.* — Under this Act, employees in the private and public sectors shall be entitled to a bereavement leave of three (3) days with full pay following the death of an employee's Immediate family member in order to grieve, attend to or make arrangements for the funeral.

For the purpose of this Act, an immediate family member refers to the employee's spouse, parent or child, brother or sister.

SECTION 4. *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 5. *4. Security of Tenure.* — Employees In the public and private sectors who avail of the 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 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 Twenty-thousand pesos (₱20,000) or imprisonment of fifteen (15) days to one (1) month.

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

SECTION 7. *Implementing Rules and Regulations.* — 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 of this act within thirty (30) days of its effectivity.

SECTION 8. *Separability Clause.* — Any portion or provisions of this Act that may be declared unconstitutional or invalid shall not have the effect of nullifying other portions or provisions hereof as long as such remaining portions or provisions can still subsist and be given effect in their entirety.

SECTION 9. *Repealing Clause.* — All laws, presidential decrees, executive orders, memoranda, circulars, and other issuances, or parts thereof, which are inconsistent with the Act, are hereby repealed or modified accordingly.

SECTION 10. *Effectivity Clause.* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette, in a newspaper of general circulation, or on a website provided for by law.

Approved,