



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 11277



Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

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

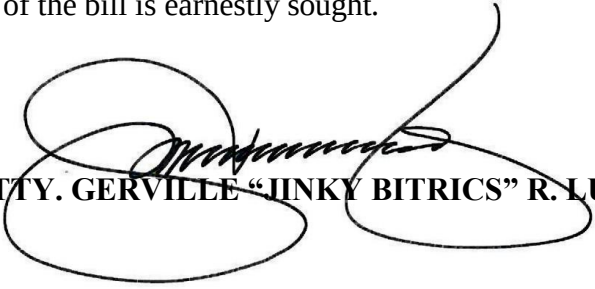
EXPLANATORY NOTE

Article XV of the 1987 Constitution recognizes the Filipino family as the foundation of the nation and stresses the importance of strengthening its solidarity and promoting its total development. It highlights the rights of families, including the right of children to protection, care, and proper development, and the right of spouses to build a family based on responsible parenthood. These principles underscore the vital role of parents in supporting their children's growth and education.

A four-day paid leave for parents to attend school-related activities, such as graduations and conferences, directly aligns with this constitutional vision. By ensuring that parents can actively participate in significant educational milestones, this leave strengthens family bonds and supports the development of children. It recognizes that parental involvement in education is crucial to a child's success, and providing parents the opportunity to engage in these activities is in line with fostering a supportive, nurturing environment for children's growth.

Moreover, such a leave would address the challenges parents face in balancing work and family responsibilities. The right to attend key school events like graduations without the fear of lost wages or job conflicts is an essential aspect of responsible parenthood. It empowers parents to fulfill their duties and rights as primary caregivers and reinforces the importance of family participation in the educational journey, aligning with the constitutional goal of promoting family development and solidarity.

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



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

Section 1. *Title.* - This Act shall be known as the "Parent-School Activities Leave Act."

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

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

- (a) Employee means a person who performs services for hire for an employer for at least six (6) consecutive months immediately preceding a request for leave under this Act;
- (b) Employer means a natural or juridical person, who is contractually bound to provide a salary or wage to an employee in exchange for the performance of work;
- (c) Child means a biological, adopted or foster child, a stepchild or a legal ward of an employee and who is enrolled in a public or private pre-school, elementary or secondary school;
- (d) School means any public or private pre-school, elementary or secondary school or educational facility located within the country; and

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

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

Before arranging attendance at the conference or activity, the employee shall provide the employer with a written request for leave at least seven (7) days in advance of the time the employee is required to utilize the visitation right. In emergency situations, no more than twenty-four (24) hours' notice shall be required.

The employee must consult with the employer to schedule the leave so as not to unduly disrupt the operations of the employer or office.

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

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

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

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

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

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

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

Approved,