

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **1181**



Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

EXPLANATORY NOTE

The proposed bill attempts to address the welfare of all civilian employees in the Armed Forces of the Philippines (AFP), and all other uniformed agencies of the government, including the Philippine National Police (PNP), Bureau of Jail Management and Penology (BJMP), Department of National Defense (DND), Bureau of Fire Prevention (BFP), Bureau of Corrections (BUCor), Philippine Coast Guard (PCG), Philippine Drug Enforcement Agency (PDEA), and the National Mapping and Resource Information Authority (NAMRIA) by instituting a *Magna Carta* for them.

The lofty aims of the bill are explicitly declared in Section 2 thereof: “to promote and improve the social and economic well-being of all non-uniformed personnel in the military and other uniformed agencies of the government,” and to “ensure that their rights are protected in a working environment that is conducive to work efficiency and effectiveness.”

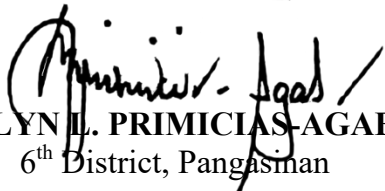
The bill fairly spells out the rights and benefits of all civilian employees in the said uniformed agencies which the State guarantees and protects. Among such important rights and benefits contained in the bill are the following:

1. The establishment of a “Human Resource Development Program for Non-Uniformed personnel” in each of uniformed establishments or agencies of the government to be managed by a “Non-Uniformed Personnel Affairs Office manned by Non-Uniformed Personnel and to be established under its respective Administrative, Personnel or Human Resource Management Services.”
2. The right to security of tenure.
3. Upgrading of salaries of personnel with salary grades 1 to 15 to two (2) salary grades higher, and those with salary grades 16 to 22 to one (1) salary grade higher.
4. Guarantee of a competitive salary package “comparably equal to those paid in other occupations or professions requiring equivalent or similar qualifications, training and abilities regardless of rank [or] position.”
5. Establishment and maintenance of local training programs aimed at enhancing and promoting their professional growth.

6. Prohibition against transfers or reassignments, except when made in the exigency of public service.
7. Prohibition against discrimination in the exercise of employment with regard to age, sexual orientation, gender identity and expression, disability, civil status, creed, religious or political beliefs and ethnic groupings.
8. Prohibition against understaffing, overloading of work, and overextending of duty and service, [except when the exigency of public service requires otherwise, as provided in other laws].
9. Payment of overtime, night differential, holiday, or rest day pay for work rendered in excess of minimum working hours.
10. Right to freedom of association, even “without prior authorization, both to establish and to join organizations of their choice, whether local or national, to further and defend their interests.”
11. Right to freedom from interference or coercion.
12. Generous health benefits and establishment of health and fitness programs.
13. An early retirement program.
14. Inclusion of severe penal provision for willful interference with, restraint or coercion of any civilian employee while exercising any of his or her rights, or for violation of any of “the provisions of this Act.”

It is submitted that this *Magna Carta* for the said civil employees as proposed by the instant bill will eliminate discrimination against them in the workplace through the recognition, protection, promotion, and fulfilment of their rights as dignified workers and as individual human beings. It will also boost their morale and inspire them to do their best in righteously and dutifully discharging their duties and responsibilities as public servants.

Given the advantages of a *Magna Carta* for civil employees in the military and other uniformed government agencies, the approval of the proposed bill is earnestly requested.


MARLYN L. PRIMICIAS-AGABAS
6th District, Pangasinan

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. _____

Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

**AN ACT INSTITUTING THE MAGNA CARTA FOR ALL NON-UNIFORMED
WORKERS IN THE MILITARY AND OTHER UNIFORMED AGENCIES**

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

CHAPTER I

GENERAL PROVISIONS

SECTION 1. Short Title. This Act shall be known as the "Magna Carta for Non-Uniformed Personnel.”

SEC. 2. Declaration of Policies. It is hereby declared to be the policy of this Act to promote and improve the social and economic well-being of all non-uniformed personnel in the military and other uniformed agencies of the government. Towards this end, the State shall ensure that their rights are protected in a working environment that is conducive to work efficiency and effectiveness.

SEC. 3. Coverage. This Act shall apply to all non-uniformed personnel in the military and uniformed agencies. As used in this Act, the term “non-uniformed personnel” shall mean all civilian employees in the Armed Forces of the Philippines (AFP), and all other uniformed agencies of the government including the Philippine National Police (PNP), Bureau of Jail Management and Penology (BJMP), Department of National Defense (DND), Bureau of Fire Prevention (BFP), Bureau of Corrections (BUCor), Philippine Coast Guard (PCG), Philippine Drug Enforcement Agency (PDEA), and the National Mapping and Resource Information Authority (NAMRIA).

SEC. 4. Definition of Terms. As used in this Act:

- a. Non-uniformed personnel refers to all civilian employees in the military and other uniformed agencies of the government including the AFP, PNP, BJMP, DND, BFP, BuCor, PCG, PDEA, and NAMRIA.
- b. Uniformed agencies refer to government agencies and institutions responsible in ensuring peace, order and security and protecting the people from crimes, disasters and other potential dangers and threats including law enforcement, firefighting, civil

defense, correctional services, medical and emergency services as well as other government agencies with uniformed personnel.

- c. Workplace refers to the office, premises or work site, where the workers are habitually employed and shall include the office or place where the workers, who have no fixed or definite work site, regularly report for assignment in the course of their employment.

CHAPTER II

RECRUITMENT, HUMAN RESOURCE DEVELOPMENT AND POLICIES

SEC. 5. Recruitment and Qualification. The recruitment policy and minimum requirements with respect to the selection and appointment of a non-uniformed personnel shall be developed and implemented by the appropriate government agencies concerned in accordance with policies and standards of the Civil Service Commission (CSC): Provided, That in the absence of eligible applicant and it becomes necessary in the public interest to fill a vacancy, a temporary appointment shall be issued to the person who meets all the requirements for the position to which one is being appointed except the appropriate civil service eligibility: Provided, further, That such temporary appointment shall not exceed twelve (12) months but that the appointee may be replaced sooner if (a) qualified civil service eligible becomes available or (b) the appointee is found wanting in performance or conduct befitting a government employee.

SEC. 6. Duties and Obligations. All non-uniformed personnel shall:

- a) discharge one's duty humanely with conscience and dignity;
- b) perform one's duty with utmost respect for life; and race, gender, religion, nationality, party policies, social standing or capacity to pay.

SEC. 7. Screening and Selection for Appointment. Applicants for the non-uniformed personnel positions shall undergo a screening process to be conducted by a duly constituted Human Resource Merit Promotion and Selection Board (HRMPSB) based on qualification standards set forth by the respective agencies in accordance with CSC Law, rules and regulations: Furthermore, That the HRMPSB shall assist the appointing authority in the judicious and objective selection of candidates for appointment in the agency in accordance with the approved Agency Merit Selection Plan (MSP): Provided finally, That the appointing authority shall be guided by the report of HRMPSB's assessment from among top five (5) candidates or less, deemed most qualified for appointment to the vacant position, depending on the number of candidates.

SEC. 8. Next of Kin Privilege. Qualified next of kin of retired or deceased Non-Uniformed Personnel shall be given priority in recruitment and hiring subject to existing hiring and selection procedures.

SEC. 9 Code of Conduct. Within six (6) months from the approval of this Act, the military and other uniformed agencies upon consultation with other appropriate agencies and non-uniformed personnel organizations, whether registered or accredited, shall formulate and prepare a Code of Conduct for Non-Uniformed Personnel, which shall be disseminated as widely as possible.

SEC. 10. Human Resource Development for Non-Uniformed Personnel. There shall be established Human Resource Development Program for Non-Uniformed personnel in the military and all uniformed agencies of the government. The Human Resource Development Program shall be managed by its respective non-Uniformed Personnel Affairs Office manned by Non-Uniformed Personnel and to be established under its respective Administrative, Personnel or Human Resource Management Services. Human Resource Development Programs for non-uniformed personnel including, the provisions on merit promotion, performance evaluation, in service training grants, incentive and award system, job rotation, cross-posting overseas and local scholarships, training grants, incentive award system, and such other similar services and human resource development interventions, including programs on the job training, counseling, coaching, job rotation, secondment, job swapping etc. shall be developed by the concerned agencies in consultation with and with the concurrence of the accredited employees' organizations. The program shall conform to the rules and regulations of the CSC.

SEC 11. Upgrading of Salaries of Existing Non-Uniformed Personnel. The current salary grade of all non-uniformed personnel with salary grade 1 to 15 shall be upgraded to two (2) salary grades higher. Salary grades 16 to 22 shall be upgraded to one salary grade higher.

SEC. 12. Rationalized Promotion System. There shall be a system of promotion for non-uniformed personnel which shall be based on merit and fitness on the available vacant positions in the agency's staffing pattern. Such system shall be gender fair and shall ensure that women non-uniformed personnel of the agency shall enjoy equal opportunity for promotions as that of men.

The performance evaluation plan shall consider foremost the improvement of individual employee efficiency and organizational effectiveness: Provided, That each employee shall be informed regularly by the supervisor of the performance evaluation.

The merit promotion plan shall be in consonance with the rules of the Civil Service Commission.

SEC. 13. Sustaining the Professionalization of the Non-Uniformed Personnel. To sustain the professionalization of non-uniformed personnel, training shall be done intensively and extensively. The cost of Continuing Professional Development (CPD) as required by the PRC shall be shouldered by the concerned uniformed agencies.

SEC. 14. Local Training Programs. The local training programs aimed at enhancing the professional growth of non-uniformed personnel shall be established and maintained. Such local training programs shall be undertaken in coordination with other governmental and non-governmental agencies, and shall provide managerial; technical; administrative and operational courses such as logistics and fiscal management, including training on professional services and legal procedures.

SEC. 15. Transfer or Geographical Reassignment of Non-Uniformed Personnel.

- a) A transfer is a movement from one position to another which is of equivalent rank, level or salary without break in service involving the issuance of an appointment;

- b) A geographical reassignment, hereinafter referred to as “reassignment,” is a movement from one geographical location to another which does not involve a reduction in rank, status or salary;
- c) non-uniformed personnel shall not be transferred or reassigned, except when made in the interest of exigency of public service, in which case, the employee concerned shall be informed of the reasons therefore in writing. The non-uniformed personnel can appeal to the CSC the transfer or re- assignment, which cause to be held in abeyance, if one believes that there is no justification for it: Provided, That no transfer or reassignment whatsoever shall be made three (3) months before any local or national elections: Provided, further, That the necessary expenses of the transfer or reassignment of the non-uniformed personnel and the immediate family shall be paid for by the government; and
- d) The criteria for transfer or geographical reassignment shall be defined in the IRR of this Act.

SEC. 16. Married couples / Domestic partnerships. Whenever possible, the proper authorities shall take steps to enable married couples, who may be both Non- Uniformed Personnel, or a Non-Uniformed Personnel and a Uniformed Personnel, to be employed or assigned in the same locality, but not in the same workplace.

SEC. 17. Solo parents. The proper authorities, in accordance with RA 8972, otherwise known as An Act Providing for Benefits and Privileges to Solo Parents and their Children, Appropriating Funds Therefor and for Other Purposes, shall take steps to enable solo parents to be employed or assigned in the same locality of ones’ residence.

Family members or relatives of non-uniformed personnel up to fourth degree of affinity and consanguinity shall not be assigned in the same workplace.

SEC. 18. Security of Tenure. Non-uniformed personnel shall be assured security of tenure. Their services shall not be terminated except for just cause provided by law and after due process: Provided, That if a non-uniformed personnel is found by the Civil Service Commission to be unjustly dismissed from work, the person shall be entitled to reinstatement without loss of seniority rights and to back wages and benefits in accordance with the CSC rules of Administrative Cases in the Civil Service.

SEC. 19- Prohibition against discrimination. Non-uniformed personnel in the exercise of employment, shall not be discriminated against with regard to age, sexual orientation, gender identity and expression, disability, civil status, creed, religious or political beliefs and ethnic groupings.

SEC. 20. No understaffing or overloading of Non-Uniformed Personnel. In accordance with the CSC and DBM Joint Circular on Policies and Guidelines on Overtime Services and Overtime Pay for Government Employees, there shall be no understaffing or overloading of non-uniformed personnel. The ratio of non-uniformed personnel to workload shall be such as to reasonably effect a sustained delivery of public services at all times without overworking the non-uniformed

personnel and overextending the duty and service. In excess of minimum working hours, the non-uniformed personnel shall be entitled to payment of overtime pay, night differential, holiday or rest day pay.

In line with the above policy, substitute officers or employees shall be provided in place of officers or employees who are on leave for over three (3) months.

SEC. 21 Safeguards in disciplinary procedures. In every disciplinary proceeding, a non-uniformed personnel shall have the right to:

- a) Be informed, in writing, of the charges;
- b) Full access to the evidence in the case;
- c) Defend oneself and to be defended by a representative of one's or organization's choice, adequate time being given to the non-uniformed personnel for the preparation of the defense;
- d) Confront witnesses presented against the personnel and summon witnesses in one's behalf;
- e) Appeal to designated authorities;
- f) Reimburse the reasonable expenses incurred in defense in case of exoneration or dismissal of the charges; and
- g) Such other rights that will ensure fairness and impartiality during proceedings.

SEC. 22. Normal hours of work. The normal hours of work of any non-uniformed personnel shall not exceed eight (8) hours a day or forty (40) hours a week.

CHAPTER III

RIGHT TO SELF-ORGANIZATION

SEC. 23. Freedom of association. All non-uniformed personnel shall have the right to freely and without prior authorization, both to establish and to join organizations of their choice, whether local or national, to further and defend their interests.

SEC. 24. Freedom from interference or coercion. It shall be unlawful for any person to commit any of the following acts of interference or coercion:

- a) To require as a condition of employment that non-uniformed personnel shall not join a workers' organization or union or shall relinquish membership therein;
- b) To discriminate in regard to hiring or tenure of employment or any item or condition of employment in order to encourage or discourage membership in any workers' organization or union;

- c) To prevent non-uniformed personnel from carrying out its given duties in the organization or union, or to penalize the same for the action undertaken in such capacity;
- d) To harness or interfere with the discharge of the functions of the non- uniformed personnel when these are calculated to intimidate or to prevent the performance of ones' duties and responsibilities; and
- e) To otherwise interfere in the establishment, functioning, or administration of a non-uniformed personnel organization or unions through acts designed to place such organization or union under the control of government authority.

In no case shall existing laws, rules, and regulations requiring employees' organizations to register, petition for accreditation, or to register collective negotiation agreements be interpreted as interference or coercion.

SEC. 25. Consultation with the Non-uniformed Personnel Organizations. The organizations or unions of non-uniformed personnel shall be consulted in the formulation of national, regional and local policies that impact their working and social security. For this purpose, social dialogue mechanisms at the national, regional and other appropriate levels shall be institutionalized. The non-uniformed personnel organizations shall be represented in all relevant labor-management committees.

CHAPTER IV

EMPLOYMENT STATUS, SALARIES AND ALLOWANCES

SEC. 26. Status of Non-Uniformed Personnel. All non-uniformed personnel shall be considered employees of the national government and shall draw their salaries therefrom: Provided, That non-uniformed personnel in may be provided with monetary and non-monetary incentives by the local government unit concerned where one is assigned, subject to the availability of funds.

SEC. 27. Salary Scale. Salary scales of non-uniformed personnel shall be the same as the salary scale of uniformed personnel. The salaries of all non-uniformed personnel shall be based on the following:

- a) Salary shall be comparably equal to those paid in other occupations or professions requiring equivalent or similar qualifications, training and abilities regardless of rank positions;
- b) Salary scale shall ensure that the lowest rank and position receive an amount which will ensure him and his family to afford a reasonable and decent standard of living; and basic monthly salary shall exclude the subsistence allowance, cost of living allowance, 2 quarters allowance, clothing allowance, hazard pay, amelioration pay, health care pay and all other allowances as may be provided under existing laws.

SEC.28. Payment of Salary. The salaries of non-uniformed personnel shall be paid in legal tender of the Philippines or the equivalent in checks or treasury warrants; Provided, however, That such

checks or treasury warrants shall be convertible to cash in any national, provincial, city or municipal treasurer's office or any banking institution operating under the laws of the Republic of the Philippines.

Salaries shall be released on time and without undue delay. No deduction whatsoever shall be allowed from the salaries due to all non-uniformed personnel except under specific provisions of applicable laws authorizing such deductions: Provided, That written authority of the non-uniformed personnel concerned shall first be obtained.

SEC 29 Overtime work. In where the exigencies of the service so require, any non-uniformed personnel may be required to render service beyond the normal eight (8) hours a day In such case, the workers shall be paid an additional compensation in accordance with the existing budgeting, accounting and auditing rules and regulations of the government.

SEC. 30. Work during rest day.

- a) Wherein a non-uniformed personnel is made to work on a scheduled rest day, one shall be paid an additional compensation in accordance with existing laws, and
- b) Wherein a non-uniformed personnel is made to work on any special holiday, one shall be paid an additional compensation in accordance with existing laws. Further, even when such holiday work falls on the worker's scheduled rest day, one shall be entitled to an additional compensation as may be provided by existing laws.

SEC. 31. Night-shift differential.

- a) Every non-uniformed personnel shall be paid night-shift differential in accordance with the DBM Budget Circular.
- b) Every non-uniformed personnel required to work on the period covered after ones' regular schedule shall be entitled to an overtime pay in accordance with the existing budgeting, accounting and auditing rules and regulations of the government.

SEC. 32. Hazard allowance. All non-uniformed personnel shall be compensated hazard allowances equivalent to at least twenty-five percent (25%) of the monthly basic salary of workers receiving salary grade 19 and below, and five percent (5%) for workers with salary grade 20 and above.

SEC. 33. Subsistence allowance. Non-uniformed personnel shall be entitled to full subsistence allowance of three (3) meals which may be computed in accordance with the existing rules and regulations of the government.

SEC. 34. Longevity pays. A monthly longevity pays comparable to the longevity pay of uniformed personnel shall be paid to all non-uniformed personnel for every five (5) years of continuous, efficient and meritorious services rendered as certified by the chief of office concerned, commencing with the original attested appointment of each non-uniformed personnel.

SEC. 35. Laundry allowance. All non-uniformed personnel who are required to wear uniforms regularly shall be entitled to laundry allowance equivalent to One thousand pesos (Php 1000.00)

per month: Provided, That this rate shall be reviewed periodically and increased accordingly in consultation with appropriate agencies and the non-uniformed personnel organizations taking into account existing laws and prevailing practices.

SEC. 36. Rice subsidy. All non-uniformed personnel shall be entitled to one (1) sack of rice a month or its monetary equivalent.

SEC. 37. Housing. All non-uniformed personnel who are on tour of duty and those who, because of unavoidable circumstances are forced to stay in their workplace, shall be entitled for free living quarters within their workplaces, or if such quarters are not available, shall receive quarters allowance: Provided, That this rate shall be reviewed periodically and increased accordingly in consultation with appropriate government agencies and the non-uniformed personnel organizations concerned.

SEC 38. Cost of Living Allowance. The salaries of non-uniformed personnel shall be based on the prevalent cost of living. The salaries shall automatically follow changes in the cost-of-living index determined after due consultation with the appropriate government agencies and non-uniformed personnel organizations.

SEC. 39. Clothing allowance. Non-uniformed personnel shall be entitled to clothing allowance equivalent to Three hundred (P300.00) pesos per month: Provided, That this rate shall be reviewed periodically and increased accordingly taking into account existing laws and prevailing practices.

SEC. 40. Uniform allowance. Non-uniformed personnel shall be entitled to clothing allowance equivalent to Eight thousand pesos (Php 8,000.00) per year. Provided, That this rate shall be reviewed periodically and increased accordingly taking into account existing laws and prevailing practices.

CHAPTER V

HEALTH MEASURES AND PROGRAMS

SEC 41. Medical Examination. Compulsory pre-employment and annual medical examinations shall be provided free of charge to all non-uniformed personnel during the tenure of employment: Provided, That where medical examination shows that medical treatment or hospitalization, or both is necessary for those already in government service, including medicines shall be provided free either in a government or a private hospital by the government entity who pays the salary of the non-uniformed personnel: Provided, further, That the cost of such medical examination and treatment shall be included as automatic appropriation in the said agency's annual budget.

SEC. 42. Physical and mental fitness programs. All public safety agencies shall formulate policies and guidelines on physical fitness and sports development programs.

SEC. 43. Hospitalization expenses. If any non-uniformed personnel suffers any injury or becomes ill in the performance of ones' official duties, the hospitalization expenses of such personnel shall be compensated by the office concerned.

SEC. 44. Compensation for injuries. Non-uniformed personnel shall be protected against the consequences of employment injuries in accordance with existing laws.

CHAPTER VI

LEAVES AND OTHER BENEFITS

SEC 45 Vacation Leave. All non-uniformed personnel is entitled to a vacation leave as mandated in the CSC Omnibus Rules on Leave.

SEC 46 Sick Leave. All non-uniformed personnel is entitled for a sick leave as mandated in the CSC Omnibus Rules on Leave.

A leave without pay not exceeding one year may be granted, in addition to the vacation leave and sick leave earned in accordance with the CSC Omnibus Rules on Leave

SEC 47 Mandatory leave. A Non-Uniformed Personnel is entitled to a mandatory leave with full pay for five (5) working days which is chargeable to ones' leave credits in accordance to CSC Law, rules, and regulations.

SEC. 48. Maternity leave. All qualified female Non-Uniformed Personnel are entitled to maternity leave benefits as mandated in the CSC Omnibus Rules on Leave.

SEC. 49. Paternity leave. All qualified male personnel shall be entitled to paternity leave in accordance to CSC Law, rules, and regulations.

SEC. 50. Study leave. In addition to the leave privileges enjoyed under this Act and other existing laws, non-uniformed personnel shall be entitled to study leaves not exceeding six (6) months with pay, subject regardless of the field of study chosen by the employee.

SEC. 51. Christmas and New Year's break. All non-uniformed personnel shall be granted seven (7) days break during the Christmas and New Year seasons for them to spend time for their families.

SEC. 52. Scholarship privileges for dependents. The Republic Act No. 10931 or otherwise known as the "Universal Access to Quality Tertiary Education Act" provides the surviving children of the deceased or permanently incapacitated non- uniformed personnel shall be given priority in the availment of scholarships up to college in a non-exclusive institution, subject to the policies on the tuition of said institution.

Subsidies shall also be provided to scholars for their books, transportation, stipend and lodging.

CHAPTER VII RETIREMENT

SEC. 53. Early retirement program. Any non-uniformed personnel who has reached the age of sixty (60) years may avail of this program and shall be paid separation benefits in accordance with applicable laws: Provided, That the person has rendered at least fifteen (15) years of continuous service in the agency. Provided, further: That those who have availed of this benefit shall not be

allowed to re-entry into the said agency. Provided, finally: That the employee who opt to retire under this program may be hired as consultant in accordance with the provisions of existing laws.

SEC. 54. Compulsory retirement. Compulsory retirement shall be upon the attainment of age 65 years old.

SEC. 55. Highest basic salary upon retirement. A retired non-uniformed personnel shall automatically be granted one (1) salary grade higher than the basic salary and the retirement benefit thereafter, computed on the basis of ones' highest salary, which shall be given in effect three (3) months prior to the compulsory retirement: Provided, That the personnel has reached the age and fulfilled service requirements under the existing laws.

SEC. 56. Gratuity pay. All non-uniformed personnel shall be entitled to gratuity pay, which shall be computed using the NUP's last drawn salary, the basic salary plus the Personnel Economic Relief Allowance multiplied by the number of years of service rendered.

CHAPTER VIII

GRIEVANCES AND DISPUTE SETTLEMENT

SEC. 57. Complaints and grievances. Every non-uniformed personnel shall have e right to present complaints and grievances to the superior officers for the immediate redress thereof.

The exercise of this right shall not be used as a ground for discrimination nor as bar for the exercise of other privileges, rights, and benefits afforded by law.

SEC. 58. Dispute settlement. Each agency shall put in place their own dispute settlement systems and procedures. The composition of which should ensure the representation of the accredited employees' organization.

CHAPTER IX

FINAL PROVISIONS

SEC. 59. Implementing Rules and Regulations. Within ninety (90) days of the enactment of this Act, in consultation with the CSC and DBM the military and all other uniformed agencies shall jointly formulate the implementing rules and regulations (IRR) of this Act. The said IRR shall be liberally construed in favor of the non-uniformed personnel so as to give NUP, the greatest degree of benefits that can be derived from this Act.

SEC. 60. Appropriation. The amount necessary to carry out he provisions of this Act shall be included in the annual General Appropriations of the uniformed agencies.

SEC. 61. Penal Provision. Any person shall willfully interfere with, restrain or coerce any non-uniformed personnel in the exercise of ones' rights or shall in any manner act in violation of any of the provisions of this Act, upon conviction, shall be punished by a fine of not less than Five hundred thousand pesos (PHP 500,000.00) but not more than One million pesos (PHP 1,000,000.00), or imprisonment of up to six (6) years or combination of both.

If the offender is a public official, the court, in addition to the penalties provided in the preceding paragraph, may impose the additional penalty of perpetual disqualification from office.

SEC 62. Interpretation. Nothing in this Act shall be construed to prejudice and diminish "whatever benefits non-uniformed personnel is entitled to receive under existing laws.

SEC. 63. Separability Clause. In the event that any portion or provision of this Act be declared unconstitutional, the remaining provisions shall remain in full force and effect.

SEC. 64. Repealing Clause. All laws, decrees, executive orders, rules and regulations and other issuances inconsistent with this Act are deemed repealed, amended, or modified accordingly.

SEC. 65. Effectivity. The provisions of this Act shall take effect after fifteen (15) completion of publication in a newspaper of general circulation.

Approved,