



Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

**TWENTIETH CONGRESS**  
First Regular Session

HOUSE BILL NO. **1478**

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**Introduced by Representative Crispin Diego "Ping" D. Remulla**

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**AN ACT**  
**FURTHER STRENGTHENING WORKERS' RIGHT TO SELF-ORGANIZATION,**  
**AMENDING FOR THIS PURPOSE ARTICLES 240, 242, 243, 244, AND 285 OF**  
**PRESIDENTIAL DECREE NO. 442, OTHERWISE KNOWN AS THE LABOR CODE**  
**OF THE PHILIPPINES, AS AMENDED**

**EXPLANATORY NOTE**

This measure represents a decisive step toward strengthening the rights of Filipino workers by aligning key provisions of the Labor Code, specifically Articles 234, 235, 236, and 237, with the principles enshrined in International Labor Organization (ILO) Convention No. 87 on Freedom of Association and Protection of the Right to Organize, which the Philippines ratified as early as 1953.

For decades, the ability of workers to form and join unions has been hampered by high registration thresholds and complex requirements. This bill seeks to remove those barriers by reducing the minimum membership requirement for registering independent unions from 20% to 10%, and by lowering the number of local chapters required to form a federation from ten to five.

The proposed reforms are a fulfillment of our long-standing international commitments. More importantly, they affirm our belief that a just and democratic society must begin in the workplace.

Now more than ever, we must ensure that Filipino workers are not left behind. By making it easier for them to organize, we empower them to negotiate for fairer conditions, better wages, and safer environments.

In light of this, the immediate passage of this bill is earnestly requested.



**CRISPIN DIEGO "PING" D. REMULLA**



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

1 **SECTION 1.** Article 240(c) of the Labor Code, as amended by Republic Act 9481, is hereby  
2 amended to read as follows:

3 "Art. 240. Requirements of Registration. – x x x

4 "x x x

5 " (c) In case the applicant is an independent union, the names of all  
6 its members comprising at least [twenty percent (20%)] **TEN**  
7 **PERCENT (10%)** of all the employees in the bargaining unit where  
8 it seeks to operate;

9 "X x x"

10 **SEC. 2.** Article 242 of the Labor Code, as amended, is hereby renumbered as Article  
11 236 and amended to read as follows:

12 "[Art. 242. Action on Applications. – The Bureau shall act on all  
13 applications for registration within thirty (30) days from filing.]

14 "[All requisite documents and papers shall be certified under oath  
15 by the secretary or the treasurer of the organization, as the case may  
16 be, and attested to by its president.]

**“ART. 242. SUBMISSION AND ACTION ON APPLICATION.**  
— APPLICATIONS FOR REGISTRATION MAY BE SUBMITTED IN PERSON OR ONLINE TO THE APPROPRIATE DOLE REGIONAL OFFICE OR FIELD OFFICE OR THE BUREAU OF LABOR RELATIONS SUBJECT TO VERIFICATION BY THE APPROPRIATE OFFICE. THE BUREAU SHALL PRESCRIBE SUCH FORMS AS MAY BE NECESSARY FOR THIS PURPOSE.

**“THE BUREAU OR THE APPROPRIATE DOLE REGIONAL OFFICE OR FIELD OFFICE SHALL ACT ON ALL APPLICATIONS FOR REGISTRATION WITHIN FIVE (5) CALENDAR DAYS FROM RECEIPT THEREOF.”**

**SEC. 3.** Article 243 of the Labor Code, as amended, is hereby amended to read as

follows:

“Art. 243. Denial of Registration; Appeal. – The decision of the [Labor Relations Division in the regional office] **DOLE REGIONAL OFFICE OR FIELD OFFICE** denying registration may be appealed by the applicant union to the Bureau within ten (10) days from receipt of notice thereof.”

**SEC. 4.** Article 244 of the Labor Code, as amended, is hereby amended to read as

follows:

“Art. 244. [Additional] Requirements for Federations or National Unions. – [Subject to Article 238.] [i]If the applicant for registration is a federation or a national union, it shall, in addition to the requirements of the preceding Articles, submit the following:

“(a) Proof of affiliation of at least [ten (10)] **FIVE (5)** [locals or chapters] **LOCAL CHAPTERS**, each of which must be duly recognized collective bargaining agent in the establishment or industry in which it operates [~~, supporting the registration of such applicant federation or national union~~]; and

“(b) The names and the addresses of the companies where the [local chapters] **LOCAL CHAPTERS** operate and the list of all the members in each company involved.”

1           **SEC. 5.** Article 285, "Regulations of Foreign Assistance" of the Labor Code is hereby  
2 repealed.

3           **SEC. 6. *Implementing Rules and Regulations.*** – The Secretary of Labor and  
4 Employment shall promulgate the necessary rules and regulations to implement the provisions  
5 of this Act.

6           **SEC. 7. *Separability Clause.*** – If any part, section or provision of this Act shall be  
7 held invalid or unconstitutional, the other provisions not affected by such declaration shall  
8 remain in full force and effect.

9           **SEC. 8. *Repealing Clause.*** – All laws, acts, decrees, executive orders, rules and  
10 regulations or other issuances or parts thereof, which are consistent with this Act, are hereby  
11 modified and repealed.

12           **SEC. 9. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication  
13 in the Official Gazette or in at least two (2) newspapers of national circulation.

Approved,