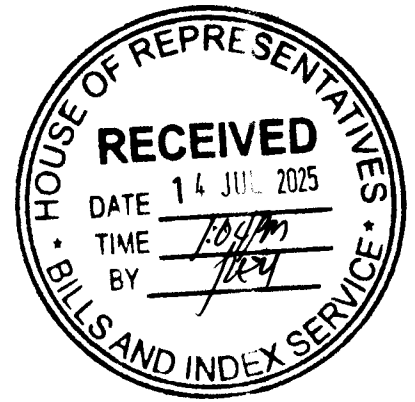


**Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City**

**TWENTIETH CONGRESS
First Regular Session**

House Bill No. 1832



**Introduced by Representative
ROLANDO M. VALERIANO**

EXPLANATORY NOTE

Presidential Decree No. 442, or the Labor Code of the Philippines, mandated the National Labor Relations Commission (NLRC) to have original and exclusive jurisdiction to hear and decide cases involving all workers.

On July 27, 2006, Republic Act No. 9347 was enacted. It rationalized the composition and functions of the NLRC. The appointment and qualifications of the Chairperson, Commissioners and Labor Arbiters were made more exacting to further professionalize the Commission. In turn, they were granted rank, salaries, benefits and other emoluments in parity with their counterparts in the judiciary. The Chairman and members of the Commission were given the same rank, receive an annual salary equivalent to, and are entitled to the same allowances, retirement and benefits as, those of the Presiding Justice and Associate Justices of the Court of Appeals, respectively. On the other hand, the Labor Arbiters were given the same rank, receive an annual salary equivalent to, and are entitled to the same allowances, retirement and other benefits and privileges, as those of the judges of the regional trial courts.

On July 13, 2010, Republic Act No. 9946 granted additional retirement, survivorship, and other benefits to members of the judiciary.

By operation of the parity rights granted under R. A. 9347, the benefits under R. A. 9946 should automatically have been granted to the Chairperson, Commissioners and Labor Arbiters of the NLRC. The contrary happened and the benefits were not given. This issue of entitlement has dragged on for more than a decade. In the meantime, there are at least twenty-five (25) widows and widowers of NLRC officials, who are not receiving any centavo of pension. This was after decades of service of their spouses to the NLRC and for the country.

It should be noted that in terms of workload, the NLRC has one of the biggest case volume among judicial and quasi-judicial bodies. It caters to millions of workers seeking labor justice. Performance wise, the NLRC has been outstanding in disposing of 100% of its cases within its process cycle time of 6 to 9 months. It has an affirmation rate of more than 90% with the Court of Appeals and the Supreme Court.

This bill seeks to rectify this seeming unfavorable circumstance against NLRC officials. It seeks to grant well deserved salaries, benefits and emoluments in their favor. It is to enjoin more lawyers of exceptional competence and indisputable integrity to join the NLRC and uphold labor justice.

It is in this view that the immediate passage of the bill is earnestly sought.

A handwritten signature in black ink, appearing to read 'R.M. Valeriano', with a stylized flourish extending to the right.

ROLANDO M. VALERIANO

Representative
Manila, 2nd District

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. **1832**

Introduced by Representative
ROLANDO M. VALERIANO

AN ACT
GRANTING SURVIVORSHIP AND ALL OTHER
ADDITIONAL BENEFITS IN PARITY WITH THEIR
COUNTERPARTS IN THE JUDICIARY, IN FAVOR OF
THE CHAIRPERSON, COMMISSIONER OR LABOR
ARBITER OF THE NATIONAL LABOR RELATIONS
COMMISSION, PROVIDING FUNDS THEREFOR,
AMENDING FOR THE PURPOSE PRESIDENTIAL
DECREE NO. 442, OTHERWISE KNOWN AS THE
LABOR CODE OF THE PHILIPPINES, AND FOR
OTHER PURPOSES

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as the
2 “Survivorship Benefits for NLRC Act of 2025.”

3 **SECTION 2. *Parity in Salaries and Benefits.*** – Article 223, Chapter
4 I, Title II, Book Five, of Presidential Decree No. 442, otherwise known as the
5 Labor Code of the Philippines, as amended, is hereby amended to read as
6 follows:

7 **ART. 223. *Salaries, Benefits, and Emoluments.*** – The
8 Chairman and members of the Commission shall have the same
9 rank, receive an annual salary equivalent to, and be entitled to
10 the same allowances, retirement and benefits as those of the

1 Presiding Justice and Associate Justices of the Court of Appeals,
2 respectively. Labor Arbiters shall have the same rank, receive an
3 annual salary equivalent to and be entitled to the same
4 allowances, retirement and other benefits and privileges as those
5 of the judges of the Regional Trial Courts. **THE**
6 **CHAIRPERSON, MEMBERS OF THE COMMISSION**
7 **AND THE LABOR ARBITERS SHALL LIKEWISE**
8 **RECEIVE SURVIVORSHIP AND OTHER BENEFITS**
9 **UNDER REPUBLIC ACT NO. 9946, ENTITLED “AN ACT**
10 **GRANTING ADDITIONAL RETIREMENT,**
11 **SURVIVORSHIP, AND OTHER BENEFITS TO MEMBERS**
12 **OF THE JUDICIARY, AMENDING FOR THE PURPOSE**
13 **REPUBLIC ACT NO. 910, AS AMENDED, PROVIDING**
14 **FUNDS THEREFOR AND FOR OTHER PURPOSES”.**
15 **THEY SHALL ALSO BE ENTITLED TO ALL OTHER**
16 **ALLOWANCES, RETIREMENT AND OTHER**
17 **BENEFITS AND PRIVILEGES GRANTED IN FAVOR OF**
18 **THE MEMBERS OF JUDICIARY, CONSTITUTIONAL**
19 **COMMISSIONS, OR QUASI JUDICIAL BODIES, AS**
20 **MAY HEREINAFTER BE GRANTED BY LAW, RULES**
21 **OR REGULATIONS.** In no case, however, shall the provision
22 of this Article result in the diminution of the existing salaries,
23 allowances and benefits of the aforementioned officials.

1 **SECTION 3. *Appropriations.*** – The amount necessary for the
2 continuing implementation of this Act shall be programmed by the
3 Commission to be included in the General Appropriations Act.

4 **SECTION 4. *Separability Clause.*** - If any provision of this Act, or any
5 parts thereof, is declared unconstitutional, the same shall not affect the validity
6 and effectivity of the other portions.

7 **SECTION 5. *Repealing Clause.*** - All laws, executive orders,
8 presidential decrees, proclamations, rules, regulations, issuances and
9 enactments of parts thereof inconsistent with this Act are hereby repealed or
10 modified accordingly.

11 **SECTION 6. *Effectivity.*** - This Act shall take effect fifteen (15) days
12 from its complete publication in the Official Gazette or in a newspaper of
13 general circulation in the Philippines, whichever comes earlier.

APPROVED.