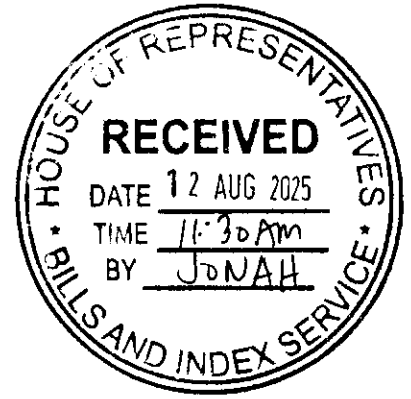


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City



TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 3532

Introduced by REP. FAUSTINO 'BOJIE' G. DY III

EXPLANATORY NOTE

This bill proposes to grant compassionate leave benefits of five (5) days to all employees in the public and private sectors.

Section 18, Article II of the 1987 Constitution provides that "*The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare.*"

Under this bill, compassionate leave benefits are given to all employees in the public and private sector every year, which they may use if they need to attend to critical family matters such as illnesses and death of immediate family members or relatives within the third degree of consanguinity or affinity. To be entitled to this benefit, the employee must have rendered at least six months of service. This 5-day compassionate leave is in addition to the employee's current leave benefits under existing laws and regulations.

This proposed measure honors the importance of strong family values embedded in the Filipino culture and recognizes the need for employees to attend to their family during unfortunate times without the extra burden of worrying about their work and

forfeiting their pay. This will boost the morale of the employees, and improve job satisfaction, productivity, and overall wellness. It will also strengthen family support and ties.

In view of the foregoing, immediate passage of this bill is earnestly sought.



FAUSTINO BOJIE' G. DY III

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 3532

Introduced by REP. FAUSTINO 'BOJIE' G. DY III

**AN ACT GRANTING COMPASSIONATE LEAVE OF FIVE (5) DAYS WITH
FULL PAY TO ALL EMPLOYEES IN THE PRIVATE AND PUBLIC
SECTORS, AND FOR OTHER PURPOSES**

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

SECTION 1. Notwithstanding any law, rules and regulations to the contrary, all employees in the private and public sectors who have rendered at least six (6) months of service and have to attend to critical family matters or emergencies such as deaths or illnesses of their immediate family or relatives within the third degree of affinity or consanguinity, is entitled to a compassionate leave of five (5) days with full pay every year, in addition to the leave benefits granted under existing laws and regulations.

The compassionate leave of five (5) days shall be non-cumulative and non-convertible to cash.

SECTION 2. Any person, natural or juridical, who violates the provision under Section 1 of this Act shall be punished by a fine of not less than Fifty thousand pesos (P50,000.00) but not more than One hundred thousand pesos (P100,000.00), or

imprisonment of not less than one (1) month but not more than three (3) months, or both, at the discretion of the court.

If the violation is committed by a juridical entity, the penalty shall be imposed on the president, chief executive officer, general manager, managing director or officer responsible for the violation.

SECTION 3. Nothing in this Act shall be construed to reduce any existing benefits of any form granted under existing laws, decrees, executive orders, or any contract, agreement or policy between employer and employee.

SECTION 4. The Chairperson of the Civil Service Commission and the Secretary of Labor and Employment shall issue the necessary rules and regulations for the effective implementation of this Act.

SECTION 5. This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,