

Congress of the Philippines]
TWENTIETH CONGRESS]
First Regular Session]



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

HOUSE BILL NO. 4144

BY REPRESENTATIVE SUN J SHIMURA

**AN ACT PROVIDING FOR THIRTY (30) DAYS FORFEITABLE
LEAVE PRIVILEGES ANNUALLY TO ALL JUDGES OF SECOND LEVEL
COURTS**

EXPLANATORY NOTE

The demanding nature of judicial work, particularly for judges of second-level, places a significant burden on their personal well-being and work-life balance. These judges carry extensive caseloads and face continuous pressure, which can lead to professional burnout. This bill recognizes these unique challenges by providing an additional thirty (30) days of forfeitable leave annually.

This additional leave is intended to provide judges with the necessary time to rest, recover, and attend to personal matters without compromising their regular vacation and sick leave entitlements. By granting this privilege, we aim to enhance judicial efficiency and quality by ensuring that judges are able to return to their duties rejuvenated and focused.

Furthermore, this bill serves as a crucial incentive for retaining highly qualified and dedicated judges. Investing in the well-being of our judiciary is an investment in the strength and integrity of our legal system. This measure will help ensure a robust and effective judiciary that is vital to upholding justice and democratic principles in the Philippines.



REP. SUN J. SHIMURA

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

SECTION 1. Forfeitable Leave Privilege. — Judges of the Regional Trial Courts, known as second level courts, shall be entitled annually to thirty (30) days forfeitable leave with pay in addition to the fifteen (15) days' vacation leave and fifteen (15) days sick leave privileges provided for by law. In the computation thereof, Saturdays, Sundays and holidays shall be excluded.

The forfeitable leave privilege under this Act shall be noncumulative and nonconvertible to cash.

SECTION 2. The Supreme Court shall, within thirty (30) days after the effectivity of this Act, promulgate the rules and regulations for the effective implementation of this Act.

SECTION 3. All laws, decrees, executive orders, issuances, rules and regulations or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 4. This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,