



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. 4439



Introduced by Representative Johanne Monich G. Bautista

EXPLANATORY NOTE

Article 223 (formerly 216) of Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines (Labor Code), as amended by Republic Act No. 9347, provides that the Chairperson and Commissioners of the National Labor Relations Commission (NLRC) shall have the same rank, receive an annual salary equivalent to, and be entitled to the same allowances, retirement, and benefits as those of the Presiding Justice and Associate Justices of the Court of Appeals (CA), respectively. Moreover, Labor Arbiters shall have the same rank, receive an annual salary equivalent to and be entitled to the same allowances, retirement, and other benefits and privileges as those of the Regional Trial Court (RTC) Judges. Meanwhile, Republic Act No. 9946 grants additional retirement and survivorship benefits to members of the Judiciary.

However, in 2008, the funding for the retirement benefits of the NLRC officials was transferred from the Government Service Insurance System (GSIS) to the Department of Budget and Management. Thereafter, these officials have been denied the equivalent retirement, survivorship, and other benefits granted to their counterparts in the Judiciary under Republic Act No. 9946 despite the mandate of Article 223 of the Labor Code, as amended. The reason for such denial is anchored on the fact that the NLRC is an attached agency under the Department of Labor and Employment, making it part of the Executive, not the Judiciary, and therefore not entitled to the benefits granted to members of the Judiciary under Republic Act No. 9946.

This bill seeks to restore the parity intended under Article 223 (formerly 216) of the Labor Code, as amended; rectify the resulting diminution of benefits to the NLRC officials; and ensure that the families of the NLRC officials are guaranteed financial security upon their retirement. The passage of this bill is an act of justice and honoring the crucial service of the NLRC officials who administer labor justice in our country.

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


JOHANNE MONICH G. BAUTISTA
Representative, TRABAHO Party-List



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AN ACT GRANTING SURVIVORSHIP AND ALL OTHER ADDITIONAL BENEFITS, IN PARITY WITH THEIR COUNTERPARTS IN THE JUDICIARY, IN FAVOR OF THE CHAIRPERSON, COMMISSIONERS, AND LABOR ARBITERS 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, AS AMENDED, AND FOR OTHER PURPOSES

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

SECTION 1. *Short Title.* – This Act shall be known as the “National Labor Relations Commission (NLRC) Survivorship Benefits Act of 2025.”

SECTION 2. *Parity in Salaries and Benefits.* – Article 223, Chapter I, Title II, Book Five, of Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines, as amended by Republic Act No. 9347, is hereby amended to read as follows:

“ART. 223. Salaries, Benefits and Emoluments. – The Chairman and members of the Commission shall have the same rank, receive an annual salary equivalent to, and be entitled to the same allowances, retirement and benefits as those of the Presiding Justice and Associate Justices of the Court of Appeals, respectively. Labor Arbiters shall have the same rank, receive an annual salary equivalent to, and be entitled to the same allowances, retirement and other benefits and privileges as those of the judges of the Regional Trial Courts. **THE CHAIRPERSON, MEMBERS OF THE COMMISSION, AND LABOR ARBITERS SHALL LIKEWISE RECEIVE SURVIVORSHIP AND OTHER BENEFITS UNDER REPUBLIC ACT NO. 9946, ENTITLED “AN ACT GRANTING ADDITIONAL RETIREMENT, SURVIVORSHIP, AND OTHER BENEFITS TO MEMBERS OF THE**

JUDICIARY, AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 910, AS AMENDED, PROVIDING FUNDS THEREFOR AND FOR OTHER PURPOSES,” GRANTED TO THE MEMBERS OF THE JUDICIARY EQUIVALENT TO THEIR RANK. THEY SHALL ALSO BE ENTITLED TO ALL OTHER ALLOWANCES, RETIREMENT AND OTHER BENEFITS AND PRIVILEGES GRANTED IN FAVOR OF THE MEMBERS OF JUDICIARY, CONSTITUTIONAL COMMISSIONS, OR QUASI-JUDICIAL BODIES, AS MAY HEREINAFTER BE GRANTED BY LAW, RULES, OR REGULATIONS. In no case, however, shall the provision of this Article result in the diminution of the existing salaries, allowances and benefits of the aforementioned officials.”

SECTION 3. *Appropriations.* – The amount necessary for the initial and continuing implementation of this Act shall be included in the General Appropriations Act.

SECTION 4. *Separability Clause.* – If, for any reason, any section or provision of this Act is declared unconstitutional or invalid, the other sections or provisions which are not affected shall continue to be in full force and effect.

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

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

Approved,