

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4763



Introduced by **Representative AGATHA PAULA "AGAY" A. CRUZ**

EXPLANATORY NOTE

The National Labor Relations Commission (NLRC) serves as the principal quasi-judicial agency mandated to adjudicate labor and employment disputes. Its Chairperson, Commissioners, and Labor Arbiters perform functions of high public trust that directly shape industrial peace, workers' welfare, and employers' rights.

Despite the critical nature of their work, NLRC adjudicators currently receive survivorship benefits that are less comprehensive than those granted to comparable officials in other government offices. This disparity hampers the recruitment and retention of competent personnel and undermines the stability of the Commission.

This bill grants survivorship and related benefits to the Chairperson, Commissioners, and Labor Arbiters of the NLRC. It establishes clear rules on eligibility, dependents, and nomination of beneficiaries. It likewise provides safeguards such as an official registry of beneficiaries, a prohibition on double compensation, and a non-diminution clause. These provisions ensure fiscal prudence and transparent administration while preventing overlapping entitlements.

By granting these benefits, the measure recognizes the invaluable services rendered by these officials, enhances their welfare and security, and strengthens institutional capacity of our labor justice system.

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


AGATHA PAULA "AGAY" AGUILAR CRUZ
Representative, Fifth Legislative District of Bulacan



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Introduced by **Representative AGATHA PAULA “AGAY” A. CRUZ**

AN ACT
GRANTING SURVIVORSHIP AND ALL OTHER ADDITIONAL BENEFITS IN
FAVOR OF THE CHAIRPERSON, COMMISSIONER OR LABOR ARBITER OF THE
NATIONAL LABOR RELATIONS COMMISSION PROVIDED UNDER R.A. 9946,
PROVIDING FUNDS THEREFOR, AMENDING FOR THE PURPOSE
PRESIDENTIAL DECREE 442, OTHERWISE KNOWN AS THE LABOR CODE OF
THE PHILIPPINES, AND FOR OTHER PURPOSES

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

1 **Section 1. Short Title.** – This Act shall be known as the “Survivorship Benefits for
2 NLRC Act of 2025.”
3

4 **Section 2. Statement of Policy.** – It is hereby declared the policy of the State to
5 promote the welfare, security, and institutional stability of the National Labor Relations
6 Commission (NLRC) by ensuring that its Chairperson, Commissioners, and Labor
7 Arbiters, who discharge vital quasi-judicial functions affecting industrial peace, workers’
8 welfare, and employers’ rights, are granted retirement, survivorship, and related benefits
9 commensurate with the importance of their responsibilities. Toward this end, the State
10 shall strengthen the incentives and safeguards for these officials while maintaining fiscal
11 sustainability and preventing overlapping entitlements.
12

13 **Section 3. Parity in Salaries and Benefits.** – Article 223, Chapter I, Title II, Book
14 Five of Presidential Decree No. 442, otherwise known as the Labor Code of the
15 Philippines, as amended, is hereby amended to read as follows:
16

17 ART. 223. *Salaries, Retirement, Benefits, Emoluments, and Other*
18 *Privileges.* - The Chairman and members of the Commission shall have the
19 same rank, receive an annual salary equivalent to, and be entitled to the
20 same allowances, retirement and benefits as those of the Presiding Justice
21 and Associate Justices of the Court of Appeals, respectively. Labor Arbiters

1 shall have the same rank, receive an annual salary equivalent to and be
2 entitled to the same allowances, retirement and other benefits and
3 privileges as those of the judges of the Regional Trial Courts.
4

5 **IN ADDITION, THE CHAIRPERSON, MEMBERS OF THE**
6 **COMMISSION AND LABOR ARBITERS SHALL BE ENTITLED TO**
7 **SURVIVORSHIP AND OTHER RELATED BENEFITS AS PROVIDED**
8 **UNDER THIS ACT, SUBJECT TO THE RULES, CONDITIONS, AND**
9 **LIMITATIONS PRESCRIBED HEREIN AND IN APPLICABLE**
10 **RETIREMENT LAWS.**
11

12 **Section 4. Survivorship Benefits.** – In the event of the death of the Chairperson, a
13 Member of the Commission, or a Labor Arbiter who has retired or is eligible to retire
14 optionally at the time of death, whether still in service or not, the following rules on
15 survivorship shall apply:
16

17 (a) *Primary Beneficiaries.* The surviving legitimate spouse and/or dependent
18 children shall be entitled to receive, on a monthly basis, the retirement benefits
19 the deceased was receiving or entitled to receive under applicable laws. The
20 surviving legitimate spouse shall continue to receive said benefits during his
21 or her lifetime or until remarriage: *Provided*, That the surviving spouse and/or
22 dependent children shall each equally share the retirement benefits: *Provided*,
23 *further*, That dependent children shall be disqualified upon reaching the age of
24 majority, except if incapable of self-support because of a mental or physical
25 condition.
26

27 (b) *Definition of Dependent.* For purposes of this Act, “dependent” refers to a
28 legitimate, illegitimate, or legally adopted child who is chiefly dependent on
29 the deceased official if such dependent is not more than eighteen (18) years of
30 age, unmarried and not gainfully employed, or if such dependent, regardless
31 of age, is incapable of self-support because of any mental or physical defect or
32 condition.
33

34 (c) *Solo Parent Cases.* In the case of a deceased official who was a solo parent, as
35 defined under Republic Act No. 8972, otherwise known as the “Solo Parents’
36 Welfare Act of 2000”, the dependent children, including those who have
37 reached the age of majority but are unable to support themselves because of a
38 mental or physical disability as defined under Republic Act no. 7610, otherwise
39 known as the “Special Protection of Children Against Abuse, Exploitation and
40 Discrimination Act”, shall be entitled to the benefits under paragraph (a) until
41 they are disqualified under this Act.
42

43 (d) *Secondary Beneficiaries.* In case the deceased leaves no surviving spouse or
44 dependent children, whether legitimate, illegitimate, or legally adopted, the

1 survivorship benefits shall accrue to the surviving parents, if any. If there are
2 no surviving parents or they are disqualified by law, the benefits shall accrue
3 to up to two (2) dependent next-of-kin nominated by the deceased official prior
4 to or on the date of retirement. The rules on disqualification applicable to
5 primary beneficiaries shall likewise apply to the nominees.
6

7 **Section 5. *Administrative and Fiscal Safeguards.*** – The following rules on
8 survivorship shall specifically govern under this Act:
9

10 (a) *Registry of Beneficiaries.* The National Labor Relations Commission shall
11 maintain an official registry of nominated beneficiaries for purposes of this Act.
12 The registry shall be regularly updated and shall form part of the official
13 records of the Commission.
14

15 (b) *Non-Diminution of Benefits.* Nothing in this Act shall be construed to diminish
16 the existing salaries, allowances, retirement benefits, and other privileges of the
17 Chairperson, Commissioners, and Labor Arbiters of the National Labor
18 Relations Commission.
19

20 (c) *Prohibition on Double Compensation.* Survivorship benefits under this Act shall
21 not be granted if the surviving spouse or dependent is already receiving similar
22 benefits under other laws for the same deceased official.
23

24 (d) *Non-Accrual of Forfeited Benefits.* Any subsequent death or disqualification of a
25 beneficiary shall not result in the accrual of the forfeited benefits to the
26 remaining beneficiaries.
27

28 **Section 6. *Application.*** – The benefits under this Act shall be granted to all officials
29 who have retired prior to the effectivity of this Act: *Provided,* That payment of benefits
30 shall accrue prospectively from the effectivity of this Act.
31

32 **Section 7. *Implementing Rules.*** – Within ninety (90) days from the effectivity of
33 this Act, the National Labor Relations Commission En Banc, in consultation with the
34 Department of Budget and Management (DBM) and the Government Service Insurance
35 System (GSIS), shall promulgate the necessary rules and regulations to implement this
36 Act. Such rules shall take effect fifteen (15) days after publication in the Official Gazette
37 or in a newspaper of general circulation and proper filing with the Office of the National
38 Administrative Register (ONAR) of the University of the Philippines Law Center.
39

40 **Section 8. *Appropriations.*** – The amount necessary for the implementation of this
41 Act shall be programmed by the Commission to be included in the General
42 Appropriations Act.
43

44 **Section 9. *Separability Clause.*** – If any part or provision of this Act is held

1 unconstitutional or invalid, the remainder thereof not otherwise affected shall remain in
2 full force and effect.

3
4 **Section 10. *Repealing Clause.*** – All laws, decrees, executive orders, rules, and
5 regulations, or parts thereof inconsistent with the provisions of this Act are hereby
6 repealed or modified accordingly.

7
8 **Section 11. *Effectivity.*** – This Act shall take effect fifteen (15) days following the
9 completion of its publication in the *Official Gazette* or in a newspaper of general circulation.

10
11 *Approved,*