



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

House Bill No. **6384**



Introduced by Representative LORDAN G. SUAN

AN ACT
PROVIDING PROTECTION AND BENEFITS TO GARBAGE
COLLECTORS AND GARBAGE TRUCK DRIVERS

EXPLANATORY NOTE

Garbage collectors, alongside the garbage truck drivers, play a crucial role in our community. They are entrusted with the responsibility of collecting waste, often containing harmful bacteria, viruses, and pathogens that can pose health risks, all while contributing to the cleanliness and hygiene of our community. Furthermore, their role in the safe and responsible disposal of waste actively supports environmental preservation. This line of work exposes them to hazardous and toxic materials, making them susceptible to various diseases and physical challenges. Their diligent efforts to clear waste from our streets and highways put them at risk of accidents and dangers.

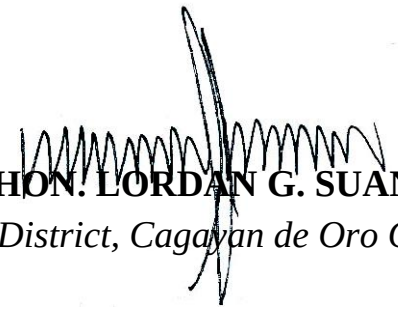
The role of garbage collectors and garbage truck drivers is truly commendable, benefiting our community each time they carry out their duties efficiently, regardless of weather conditions. Unfortunately, despite their strenuous efforts and sacrifices, they are often undercompensated and overlooked. Their income falls short of covering basic needs, healthcare, and even essential safety equipment to shield them from the elements.

They deserve comprehensive government support. When their health is compromised, it can lead to a backlog of waste, resulting in various health

issues such as respiratory infections and waterborne diseases. Additionally, it can attract disease-spreading pests like rats, cockroaches, and flies, creating unsanitary conditions in our homes and businesses.

The aim of this proposed measure is to safeguard the safety and well-being of our garbage collectors and drivers. It seeks to uphold their rights and entitlements, including provisions for hazard pay. By doing so, it will empower them to carry out their responsibilities with reduced health risks and minimize work-related injuries.

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



HON. LORDAN G. SUAN
1st District, Cagayan de Oro City



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

SECTION 1. *Short Title.* — This Act shall be known as the “*Garbage Collector Protection and Benefits Act*”.

SEC. 2. *Declaration of Policy.* — It is hereby declared the policy of the state to enhance the well-being, safety, protection, and entitlements of all garbage collectors and garbage truck drivers performing hazardous work and facing physical challenges, to uphold and defend their rights, and to shield them from any form of abuse, harassment, cruelty, or exploitation while performing their duties and responsibilities.

SEC. 3. *Definition of Terms.* — As used in this Act, the following words and phrases shall be defined as follows:

- (a) **Hazard Pay** – as defined by the Department of Budget Management (DBM), refers to the "additional compensation for performing hazardous duties and for enduring physical hardships in the course of the performance of duties."

(b) **Personal Protective Equipment** – clothing and equipment that are used or worn for protection against exposure to a variety of hazardous substances or environments.

(c) **Garbage Collector** – refers to an individual worker engaged in the collection, transportation, and disposal of solid waste, garbage, or refuse materials as part of their employment duties and is responsible for the proper and timely removal of waste from residential, commercial, or industrial areas, often in accordance with local government regulations and sanitation ordinances.

SEC. 4. *Barangay Garbage Collector Teams.* — All Barangays should have at least one (1) garbage collector team consisting of at least two (2) garbage collectors and a driver operating a garbage truck. The number of garbage collector teams, garbage truck drivers, and garbage collectors shall depend on the population of the Barangay.

SEC. 5. *Hazard Pay.* — Every garbage collector and garbage truck driver shall be entitled to a monthly hazard pay of no less than One Thousand Pesos (₱1,000.00). This hazard pay, as prescribed by this Act, shall be exempted from tax and shall be separate and distinct from the irregular monthly wages or salaries.

SEC. 6. *Annual Health Examination.* — Every garbage collector and garbage truck driver shall be entitled to a free annual medical check-up that shall include basic diagnostic and laboratory tests and a complete physical examination.

SEC. 7. *Upholding of Dignity and Protection from Discrimination, Harassment, and Unfair Treatment.* — The dignity of garbage collectors and garbage truck drivers shall be upheld at all times and they shall be protected from discrimination, harassment, and unfair treatment by reason of their job.

SEC. 8. *Personal Protective Equipment.* — All garbage collectors and garbage truck drivers shall receive from their employer essential equipments tools, and safety gear required for the efficient and safe execution of their duties. This includes but is not limited to safety glasses, reflective vests, appropriate clothing, rubberboots, masks, and protective gloves designed to safeguard their health during the performance of their tasks.

SEC. 9. *Seminars and Training on Proper Waste Management.* — Local Government Units shall conduct free seminars and training on proper waste

management for all garbage collectors and garbage truck drivers.

SEC. 10. *Other Benefits and Incentives.* — All garbage collectors and garbage truck drivers who rendered at least one (1) year of continuous service shall be entitled to the following:

- (a) Christmas bonus; and
- (b) Insurance coverage.

SEC. 11. *Implementing Rules and Regulations.* — Within six (6) months from the effectivity of this Act, the Department of Labor and Employment and the Civil Service Commission shall jointly promulgate rules and regulations to carry out the provisions of this Act.

SEC. 12. *Effectivity.* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette, in a newspaper of general circulation, or on a website provided for by law.

Approved,