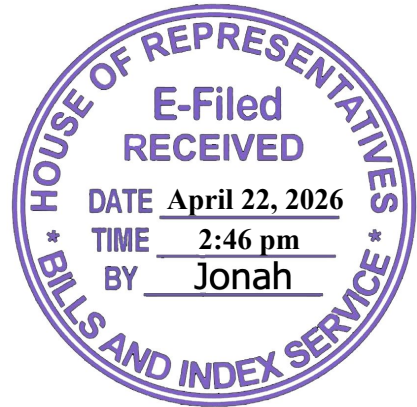


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. **8936**



Introduced by Representatives JEFFREY SORIANO and JOCELYN P. TULFO

EXPLANATORY NOTE

This bill seeks to mandate the grant of hazard pay to traffic enforcers and aides, street sweepers, and garbage collectors, recognizing the inherently hazardous nature of their work and ensuring that they receive just and adequate compensation for the risks they face on a daily basis.

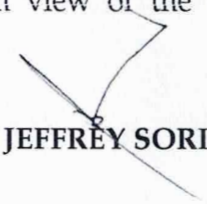
These workers perform essential public services under conditions that expose them to significant dangers, including prolonged exposure to vehicular traffic, air pollution, extreme weather, hazardous waste, and the constant risk of accidents and health-related illnesses. Despite the role they play in maintaining public order, sanitation, and safety, many of them remain undercompensated and lack uniform entitlement to hazard pay, particularly those employed under contractual or job order arrangements.

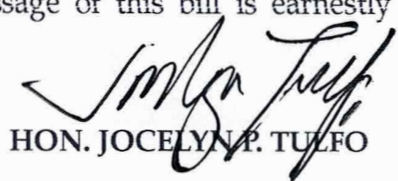
The measure addresses these gaps by institutionalizing hazard pay as an automatic and non-discretionary benefit, removing the need for case-by-case approvals or certifications that often delay or deny rightful compensation.

Moreover, the bill ensures inclusivity by covering all qualified workers regardless of employment status, including those engaged through private contractors, and mandates that hazard pay be integrated into government contracts. It further strengthens worker protection through the provision of work-related accident insurance, safeguards against retaliation, and clear mechanisms for implementation, documentation, and audit.

Ultimately, this measure upholds the constitutional mandate to protect labor, promote humane working conditions, and ensure just compensation. By recognizing the risks borne by these frontline workers and guaranteeing them adequate hazard pay, the State affirms their dignity, welfare, and indispensable contribution to society.

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


HON. JEFFREY SORIANO


HON. JOCELYN P. TULFO

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AN ACT
MANDATING HAZARD PAY FOR TRAFFIC ENFORCERS AND AIDES, STREET SWEEPERS, AND GARBAGE COLLECTORS, PROVIDING IMPLEMENTATION AND FUNDING MECHANISMS, 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 “*Traffic Enforcers and Aides, Street Sweepers, and Garbage Collectors Hazard Pay Act*”.

SEC. 2. *Declaration of Policy.* — It is the policy of the state to afford full protection to labor and guarantee humane conditions of work and a living wage; to affirm labor as a primary socioeconomic force and promote workers’ welfare; and to advance social justice, human dignity, and the general welfare, it is the policy of the State to protect labor, promote safe and healthy working conditions, and ensure just compensation for work that entails exposure to hazards, pursuant to Article XIII, Section 3; Article II, Section 18; and supporting policies in Article II, Sections 9–11 of the 1987 Constitution.

SEC. 3. *Definition of Terms.* — As used in this Act:

- a. Traffic aide refers to a person employed or engaged by a national government agency (NGA), local government unit (LGU), government-owned or -controlled corporation (GOCC), or government financial institution (GFI) whose primary duty is on-street traffic direction, management, enforcement assistance, or incident response on public roads.
- b. Traffic enforcer refers to a person employed or engaged by a national government agency (NGA), local government unit (LGU), government-owned or -controlled corporation (GOCC), or government financial institution (GFI) whose primary duty is on-street traffic law enforcement, direction, incident response, or management on public roads
- c. Street sweeper refers to any person engaged by a national government agency (NGA), local government unit (LGU), government-owned or -controlled

corporation (GOCC), or government financial institution (GFI), whether as a permanent, temporary, casual, contractual, or job order worker, whose primary duty is the manual or mechanical cleaning, sweeping, collection, or removal of litter, debris, or waste along public roads, sidewalks, esteros, waterways, or public open spaces.

- d. Garbage collector refers to a person employed or engaged by an NGA, LGU, GOCC, or GFI whose primary duty is the curbside collection, handling, loading, transport, or transfer of municipal solid waste, including collection vehicle crew.
- e. Government contractor personnel refers to personnel of a private contractor performing any of the services described in (a) to (d) under a government procurement contract.

SEC. 4. *Coverage*. — This Act shall apply to:

- a. All traffic enforcers and aides, street sweepers, and garbage collectors employed or engaged by NGAs, LGUs, GOCCs, and GFIs, regardless of employment status (regular, casual, contractual, temporary, job order); and
- b. Government contractor personnel while rendering any of the services described in Section 3 under a government contract.

SEC. 5. *Nature and Grant of Hazard Pay*. —

- a. Inherently hazardous assignments. — The occupations of traffic enforcer and aide, street sweeper, and garbage collector are hereby declared inherently hazardous for purposes of hazard pay entitlement under this Act.
- b. Automatic entitlement. — Covered workers shall be automatically entitled to hazard pay for all days actually worked performing their covered duties, without need of case-by-case area certifications or discretionary approvals.
- c. Contractor personnel. — Procuring entities shall ensure, through mandatory contract stipulations, that government contractor personnel receive not less than the hazard pay rates prescribed in Section 6 for all days actually worked performing covered duties. Such payments shall be a cost component of the contract price.

SEC. 6. *Rates and Computation*. —

- a. Daily rate. — Hazard pay shall be equivalent to not less than twenty percent (20%) of the basic daily wage/salary for each day actually worked performing covered duties.
- b. Monthly minimum. — For full-time covered workers, monthly hazard pay shall not be less than Two Thousand Pesos (₱2,000.00), prorated for less than full-time service.
- c. More favorable terms. — LGUs and agencies may grant higher rates subject to budgeting laws and regulations.

- d. Indexation. — Beginning the second fiscal year from effectivity, the Department of Budget and Management (DBM) shall review and may adjust the monthly minimum in subsection (b) to account for inflation and risk factors, subject to applicable budget laws.

SEC. 7. *Work-Related Accident Insurance.* — NGAs, LGUs, GOCCs, and GFIs shall procure and maintain, at their expense, a group accident insurance policy covering all covered workers for accidents arising out of and in the course of performing covered duties under this Act, including while on authorized duty travel and official training directly related to such duties. For services rendered through government procurement, procuring entities shall require contractors to provide equivalent coverage to their personnel.

Claims shall be processed in accordance with the policy upon proof of a covered accident, regardless of employer fault, without prejudice to remedies against negligent third parties. Payment shall be made directly to the worker or beneficiaries, or directly to medical providers when covered.

SEC. 8. *Non-Diminution and Relationship to Other Benefits.* — Hazard pay under this Act shall be in addition to, and shall not diminish or replace, any existing compensation, allowances, or benefits. Where other laws, ordinances, contracts, or collective bargaining agreements provide more favorable hazard pay or risk allowances, the more favorable benefit shall apply.

SEC. 9. *Funding and Appropriations.* —

- a. NGAs, GOCCs, and GFIs shall charge hazard pay to their Personnel Services (PS) appropriations; savings may be realigned consistent with budget law.
- b. LGUs shall charge hazard pay to the PS component of their annual budgets, subject to the Local Government Code personnel services limitations; *Provided*, That there is hereby created a Hazard Pay Support Fund to be included in the General Appropriations Act (GAA) for the first three (3) fiscal years from effectivity to provide matching grants to fiscally constrained LGUs, as determined by DBM in consultation with the Department of the Interior and Local Government (DILG).
- c. For contracts covering services under Section 3, procuring entities shall ensure that the Approved Budget for the Contract (ABC) and the contract price include the cost of hazard pay, and that such cost is remitted by contractors to their personnel.

SEC. 10. *Implementation, Documentation, and Audit.* —

- a. The DBM, in coordination with the DILG and the Department of Labor and Employment (DOLE), shall promulgate the implementing rules and regulations (IRR) within sixty (60) days from effectivity, including standard payroll documentation, timesheets, and compliance templates.
- b. Procuring entities shall insert hazard pay compliance clauses in all bidding documents and contracts for covered services, require submission with each progress billing of payrolls, payslips, government contribution remittance

proofs, and worker acknowledgments, and impose withholding or liquidated damages for non-compliance.

- c. The Commission on Audit (COA) may issue audit guidelines consistent with this Act and its IRR, and shall audit compliance by covered entities and contractors.

SEC. 11. *Protection Against Retaliation.* — No covered worker shall be dismissed, disciplined, or otherwise discriminated against for asserting rights under this Act or assisting in its enforcement. Violations shall be administrative offenses for public officials and grounds for contract sanctions for contractors, without prejudice to civil and criminal liabilities under other laws.

SEC. 12. *Supersession Clause.* — Notwithstanding Section 68 of the Administrative Code of 1987 and any provision of the General Appropriations Acts, rules, or issuances that condition the grant of hazard pay on area certifications, discretionary approvals, or agency-prescribed rates, the entitlement, rates, and conditions under this Act shall exclusively govern hazard pay for traffic enforcers and aides, street sweepers, and garbage collectors. All inconsistent laws, rules, and issuances are hereby repealed or modified insofar as they apply to the occupations covered by this Act.

SEC. 13. *Transitory Provision.* — Within ninety (90) days from effectivity, covered employers shall adjust payroll systems and, for contractor arrangements, amend existing contracts to incorporate hazard pay consistent with this Act.

SEC. 14. *Separability Clause.* — If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 15. *Repealing Clause.* — All laws, presidential decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 16. *Effectivity.* — This Act shall take effect fifteen days (15) after its publication in the Official Gazette or in a national newspaper of general circulation.

Approved,