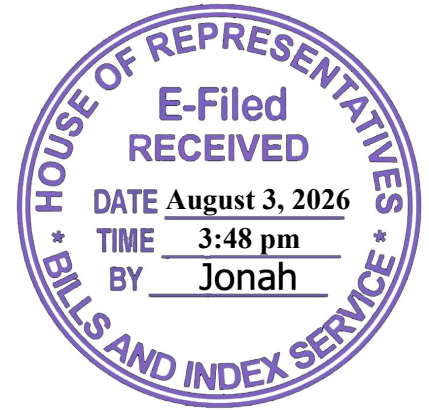


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 10531



Introduced by **ANG PROBINSYANO**
Party-List Representative Alfred Delos Santos

EXPLANATORY NOTE

Waste Workers are at the forefront of waste management systems. Across the Philippines, they are performing difficult, often invisible labor that puts their health at great risk, all the while facing systemic problems that prevent them from fully enjoying the benefits of work. Waste management, through the barangay, municipal, and city-levels, are an important, often unseen, facet of humane and civilized life. Its effective execution allows for communities that enjoy safe, hygienic, and resilient environments.

Proper waste management is a cornerstone of environmental protection. As the increase in consumption of single-use plastics demonstrates, the world is now facing a global plastic crisis.¹ In island communities for instance, geographic challenges, along with ageing or non-existent infrastructure prevent proper waste management leading to waste leakage into our oceans. This has far-reaching impacts on our marine biodiversity, the livelihoods of our island and coastal communities, and the overall survival of our biodiversity.

In such instances it is with the cooperation of the community and the labor of Waste Workers that make the crucial difference. Why then is this crucial, yet invisible sector so often forgotten? In communities throughout the country, Waste Workers perform the tasks that allow for society to function. They both safeguard public health and help protect the environment. In both formal and informal sectors, Waste Workers perform such tasks despite detrimental effects on their own health, the lack of medical access, little to no labor protection, unsure job security, lack of social protection, as well as stigma, to name a few.

¹ Global Alliance for Incinerator Alternatives (Philippines), "REGULATING SINGLE-USE PLASTICS IN THE PHILIPPINES OPPORTUNITIES TO MOVE FORWARD," 2020, available at <https://www.no-burn.org/wp-content/uploads/2021/11/Philippine-Policy-Brief-on-SUPs-Ban-1.pdf>

The Philippines, at this crucial moment, has already enacted multiple laws that advance waste management. Republic Act No. 6969, also known as the Toxic Substances and Hazardous and Nuclear Wastes Control Act of 1990, Republic Act No. 9003 Ecological Solid Waste Management Act of 2000, and Republic Act No. 11898 or the Extended Producer Responsibility (EPR) Law are all legislation aiming to improve and institutionalize waste management in the country. In addition to the aforementioned, this proposed Act aims to introduce protections for Waste Workers that shall improve, extend, and widen the inclusivity and encompassing nature of waste sector legislation.

Given all these, a comprehensive law, a Magna Carta for Waste Workers that aims to address all such issues, integrate them into formal labor structures, and protect their welfare while promoting inclusivity, is sorely needed. There is a great need to institutionalize the sector of Waste Workers, to give them the benefits that are rightfully theirs, and to recognize the importance of the role they play to keep our communities and environments safe, healthy, and resilient.

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



ALFRED C. DELOS SANTOS
Representative, Ang Probinsyano Partylist

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HOUSE OF REPRESENTATIVES
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HOUSE BILL NO. 10531

Introduced by **ANG PROBINSYANO**
Party-List Representative Alfred Delos Santos

**AN ACT
PROVIDING FOR THE MAGNA CARTA OF WASTE WORKERS**

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

CHAPTER I. – GENERAL PROVISIONS

SECTION 1. *Short Title.* – This Act shall be known as the “Magna Carta for Waste Workers.”

SECTION 2. *Declaration of Policy.* – The State recognizes the invaluable and far-reaching role of Waste Workers, both in the formal and informal economy, to Philippine society. The wellbeing of our communities, the preservation of public and ecological health, the generational sustainability of our natural environment, and the access of every Filipino citizen to safe, comfortable, and healthy surroundings rests on the vital contribution of our Waste Workers. The State shall ensure the protection of the rights of Waste Workers and endeavor to establish an inclusive Waste Worker sector, present fair and just opportunities and compensation, protect their labor rights, and establish policies and programs towards upholding Waste Workers’ inherent and basic human rights, including but not limited to right to recognition, right to just compensation, and the right to self-organize.

The State shall establish mechanisms for the effective implementation of this Act through, but not limited to, conduct of regular assessments of working conditions, benefits, and overall well-being of Waste Workers, making such policy adjustments as made necessary by emerging developments and challenges. Furthermore, the State shall establish mechanisms for training, occupational safety, inclusivity, gender-parity in the sector, and access to personal protective equipment (PPE) and medical support. The State shall

promote public awareness on proper waste management and the indispensable role of waste workers, in accordance with Republic Act No. 9003 and Republic Act No. 6969.

SECTION 3. Coverage. – This Act shall apply to all persons employed, contracted, or engaged, and all those economically dependent on the marginalized sectors, in activities on the management, collection, transportation, processing, and disposal of solid wastes, hazardous wastes, and toxic chemicals and substances including but not limited to residual waste, healthcare waste, and nuclear/radioactive waste.

SECTION 4. Definitions. – For purposes of this Act, the following terms shall mean:

- (a) **Waste worker** refers to all persons, formal and informal, whose livelihood depend on the collection, transportation, processing, disposal, and general management of wastes, including but not limited to garbage collectors, waste pickers, segregators, waste-to-energy/treatment staff, and recyclers;
- (b) **Benefits** refer to socioeconomic gains of Waste Workers beyond their income, including but not limited to bonuses, health insurance, subsidized housing, and protective equipment;
- (c) **Informal waste worker** refers to Waste Workers outside the formal economy, including but not limited to informal waste pickers (*mangangalakal*), itinerant waste buyers (*mambabakal*), *kariton* pushers, informal e-waste dismantlers/recyclers, junk shop owners, child waste pickers, and other informal composters;
- (d) **Public sector** refers to entities established by the government or facilities operated by the government that may include departments, agencies, authorities, bureaus, training institutions, and local government units (LGUs) within which Waste Workers can render their services;
- (e) **Private sector** refers to private individuals or private-owned and established companies, corporations, firms, or formations, whether organized for profit, that are engaged in waste management;
- (f) **Waste worker organizations** refers to an organized group, association, federation, alliance, or institution of Waste Workers that have at least fifteen (15) members, a set of officers, a constitution and by-laws, an organizational structure, and a program of action; and
- (g) **Waste management** shall refer to the discipline and set of activities associated with the control of the generation, source reduction, segregation, storage, collection, transport, transfer, processing, treatment, recovery, recycling, and disposal of solid, hazardous, and toxic wastes, including residual and healthcare wastes, undertaken in a manner consistent with the principles of public health,

environmental protection, resource conservation, and community well-being; and in accordance with Republic Act No. 9003.

CHAPTER II. – OBJECTIVES

SECTION 5. *Objectives.* – This Act aims to:

- (a) Promote measures to safeguard the rights of Waste Workers, informal and formal, and enable them to fully enjoy the rights, social protection, and livelihood opportunities accorded to other members of society;
- (b) Provide mechanisms to address the inequality in the economic, political, and social life of Waste Workers;
- (c) Provide opportunities for Waste Workers to enhance their skills, participate in government programs for upskilling and workers safety, and facilitate opportunities to allow them to acquire a productive source of livelihood, be fully integrated to waste management practices, and contribute to their families, communities, and environment;
- (d) Enhance and promote collaboration and coordination of Waste Workers with non-government organizations, people's organizations, and other development partners, for the reinforced delivery and implementation of government programs and basic services; and
- (e) Promote recognition of Waste Workers for their key role in enabling a safer and healthier ecology for Filipino society, as they help prevent waste leakage into the environment, helping safeguard our remaining natural resources and ensuring a more sustainable future for us all.

CHAPTER III. – RIGHTS AND PROTECTION OF WASTE WORKERS

SECTION 6. *Right to recognition.* – The State, the private sector, and society in general, shall actively work towards the recognition of Waste Workers, the protection of basic rights, the promotion of their collective welfare, as defined and guaranteed by this Act.

SECTION 7. *Right to decent work.* – The State shall realize decent work standards that are centered on the rights and welfare of Waste Workers, including but not limited to job security, readily available work opportunities, just compensation, social protection, and a safe working environment.

SECTION 8. *Right to Participation and Information.* – All Waste Workers shall have the right to participate meaningfully in decisions that affect their work, health, and overall well-being. This right includes access to timely and relevant information on policies, programs, projects, training, and other

initiatives concerning Waste Workers. Participation shall extend to the formulation, implementation, monitoring, and evaluation of policies, regulations, and practices related waste management and labor rights. Waste Workers shall be represented in relevant consultative and decision-making bodies to ensure that their voices are heard and their interests safeguarded.

Waste Workers shall be accorded representation in both the City or Municipal Solid Waste Management Board (SWM Board) and the Barangay Solid Waste Management Board (BSW Board), to wit:

- (a) At least one seat in the SWM Board shall be allocated for a representative(s) of Waste Workers directly involved in solid waste management activities within the jurisdiction;
- (b) The Waste Worker representative(s) shall be selected through a transparent and inclusive process;
- (c) The Waste Worker representative(s) shall report back to their respective constituencies on SWM Board activities, decisions, and outcomes; and
- (d) The SWM Board shall periodically review the effectiveness of worker representation and adjust as necessary to ensure meaningful participation and accountability.

SECTION 9. *Social Protection.* – The State shall ensure that all Waste Workers are covered under appropriate social protection programs. This includes mandatory coverage under the Social Security System (SSS) or the Government Service Insurance System (GSIS), as applicable, as well as membership in the Home Development Mutual Fund (Pag-Ibig), and Philippine Health Insurance Corporation (PhilHealth).

SECTION 10. *Hazard Pay.* – Waste Workers, in both private and public sectors, who are regularly exposed to health and occupational hazards, or to working conditions that involve a high risk of injury, illness, or deterioration of health, shall be entitled to hazard pay. The amount and conditions for the grant of such compensation shall be determined in accordance with existing labor laws, occupational safety and health standards, and the implementing rules and regulations of this Act.

SECTION 11. *Annual Medical, Dental, Mental, and Psychosocial Examination.* - All Waste Workers shall be provided with free annual medical services, which shall include, but not be limited to, physical, dental, mental health, and psychosocial examinations. These health services shall aim to monitor, prevent, and address occupational illnesses and work-related health conditions. This shall be administered by accredited health institutions in coordination with the Department of Health (DOH), local government units, and other relevant agencies.

SECTION 12. *Occupational Health and Safety Standards Program.* - There shall be an established occupational health program for all Waste Workers to provide basic equipment such as, but not limited to, the appropriate Personal Protective Equipment (PPE) based on the nature of their work. This program shall be implemented in coordination with the Department of Health (DOH), Department of Labor and Employment (DOLE), local government units, and other concerned agencies. The OHS Program shall be regularly reviewed and updated to respond to emerging occupational risks and public health concerns affecting Waste Workers.

CHAPTER IV. – WASTE WORKERS IN THE PRIVATE SECTOR

SECTION 13. *Right to a Minimum Wage.* - Waste Workers shall be entitled to receive no less than the minimum wage prescribed for non-agricultural workers in their respective regions, as determined by the Regional Tripartite Wages and Productivity Board (RTWPB). The Department of Labor and Employment (DOLE) shall issue the appropriate rules and regulations for the effective implementation of this provision, including wage payment schedules, methods, and compliance mechanisms.

SECTION 14. *Workdays and hours.* - Waste Workers shall be entitled to regular work hours and rest periods in accordance with the provisions of the Labor Code of the Philippines and other applicable laws, rules, and regulations. This includes entitlement to night shift differential pay for work performed between 10:00 p.m. and 6:00 a.m., as may be prescribed by the DOLE.

SECTION 15. *Overtime Pay.* - Waste Workers who render services beyond the prescribed working hours shall be entitled to overtime pay in accordance with the rates, conditions, and procedures provided under the Labor Code of the Philippines, its implementing rules, and other relevant regulations.

SECTION 16. *Overtime Pay.* - Waste Workers who are required or permitted to work on a regular holiday, special holiday, or rest day shall be entitled to additional compensation, as mandated by the Labor Code and relevant issuances of the Department of Labor and Employment (DOLE). The determination of applicable rates, holiday classifications, and entitlement shall be governed by existing laws and DOLE regulations: Provided, where the collective bargaining agreement or other applicable employment contract stipulates the payment of a higher premium pay than that prescribed under this Section, the employer shall pay such a higher rate.

SECTION 17. *Enforcement of Labor Laws.* - All rights and benefits pertaining to conditions of employment, occupational safety and health, social welfare, labor relations, and post-employment shall be enforced in accordance with the existing and applicable laws and rules. The DOLE, in coordination

with concerned agencies and local government units, shall issue the necessary rules and regulations for the effective enforcement of this Act.

SECTION 18. *Health services.* – Waste Workers shall be entitled to access comprehensive health services, including regular medical check-ups, hospitalization, and preventive health care, through arrangements with Health Maintenance Organizations (HMOs) or other accredited medical providers, subject to guidelines to be issued in the implementing rules and regulations.

SECTION 19. *Security of tenure.* – No Waste Worker shall be dismissed from employment except for a just or authorized cause, and only after the observance of due process, in accordance with the Labor Code and existing rules and regulations.

SECTION 20. *Self organization and union membership.* – All Waste Workers shall have the right to self-organization, including the right to form, join, or assist legitimate labor organizations, cooperatives, or associations of their own choosing, for the purpose of promoting, protecting, and advancing their collective interests, and extending mutual support and assistance. This right shall be exercised free from interference, restraint, or coercion by employers, government authorities, or any other entity. Waste Workers shall be eligible for union membership from the first day of their employment and may engage in collective bargaining and other lawful concerted activities, in accordance with the Labor Code of the Philippines and applicable laws, rules, and regulations.

SECTION 21. *Security of tenure.* – No person shall be allowed to restrain, coerce, or unduly interfere with the Waste Workers in their exercise of their right to self-organization in accordance with law. It shall be unlawful for any person to commit the following acts of restraint, coercion, or undue interference:

- (a) To prevent a Waste Worker from carrying out their duties in their organization or association;
- (b) To discriminate in hiring a Waste Worker or setting unfavorable conditions upon him to discourage him from membership in any organization or association;
- (c) To require as a condition of employment that a Waste Worker must not join any organization or association; and
- (d) To interfere in the functioning and administration of the organization or association.

SECTION 22. *Emergency Allowance Provision.* – Waste Workers who are required to render service in the field during emergencies and disasters shall be entitled to emergency allowance computed based on prevailing rates and conditions as may be determined by the DOLE.

CHAPTER V. – WASTE WORKERS IN THE GOVERNMENT

SECTION 23. *Coverage.* – This Chapter shall apply to all persons rendering services in the Government for compensation, regardless of status of employment and/or engaged or contracted for services.

SECTION 24. *Right to self-organization.* - Waste Workers of government corporations established under the Corporation Code shall have the right to organize and to bargain collectively with their respective employers. All other employees in the civil service shall have the right to form associations for purposes not contrary to law.

SECTION 25. *Health Care System.* - Every Waste Worker shall be guaranteed a health care delivery system and access to public or private primary care providers of choice. The respective LGU shall establish a program and promulgate guidelines for the availment of health care benefits.

SECTION 26. *Financial Assistance.* - Local Government Units (LGUs) shall endeavor to provide financial assistance to Waste Workers in crisis situations, including but not limited to, medical assistance, burial, transportation, education, food or financial assistance for other support services or needs of a Waste Worker or family.

SECTION 27. *Cash Incentive.* - In recognition of the contribution of Waste Workers to public health and safety, environment, and local economy, LGUs shall include Waste Workers in the grant of an annual cash incentive for all their personnel.

SECTION 28. *Socialized Housing Program.* - The Local Government Unit shall, in the implementation and development of socialized housing program, ensure that Waste Workers who are able to qualify under the guidelines shall be included as target beneficiaries.

CHAPTER VI. – WASTE WORKERS IN THE INFORMAL SECTOR

SECTION 29. *Socialized Housing Program.* - Waste Workers in the informal sector are hereby guaranteed all civil, political, social and economic rights recognized, promoted and protected under existing laws, including but not limited to, Article I Section 9 of the 1987 Constitution, the Republic Act No. 8425, otherwise known as the Social Reform and Poverty Alleviation Act, 3 and Republic Act No. 7875, otherwise known as the National Health Insurance Act.

SECTION 30. *Formalization and Recognition of Waste Workers.* - Waste Workers in the informal sector shall have the right to form or join organizations

or associations for purposes not contrary to law, and to promote, defend, and protect their mutual interests or extend mutual aid and cooperation.

Organizations or associations established by informal Waste Workers shall be recognized and registered with the DOLE or other appropriate government agencies, in accordance with existing laws, rules, and regulations. Such recognition shall serve as a basis for accessing government support, representation, and participation in decision-making processes affecting their work and welfare.

SECTION 31. *Social Protection and Inclusion.* - The DOLE, in consultation with the Department of Environment and Natural Resources, Department of Health, Commission on Human Rights, and the Local Government Units, shall develop programs for the informal sector of Waste Workers and ensure their access to medical assistance, burial, transportation, education, food, or financial assistance for other support services or needs.

CHAPTER VII. – PARTICIPATION OF GOVERNMENT AGENCIES

SECTION 32. *Social Protection and Inclusion.* - The local government units shall be charged with the implementation of this Act in their respective localities, in coordination with the Department of Labor and Employment. It shall be the responsibility of the LGU to:

- (a) Ensure the proper enforcement of labor standards, occupational safety, and health regulations, as well as other pertinent laws and policies related to Waste Workers within their jurisdiction. The LGU shall also assist waste workers in their registration with DOLE;
- (b) Establish local mechanisms to monitor and address issues related to Waste Workers, including but not limited to, workplace safety, social protection, and access to training and skills development programs
- (c) Submit periodic reports to the DOLE on the status of Waste Workers within their jurisdictions, outlining the measures taken to address issues related to employment and working conditions;
- (d) Advocate for the inclusion of Waste Workers in social protection programs, working with DOLE to explore avenues for health insurance, retirement benefits, and other welfare initiatives.
- (e) Implementation of barangay and municipality practices on Solid Waste Management;
- (f) Drafting and Implementation of 10-year plans on Solid Waste Management and Disposal;
- (g) Equip the Waste Workers directly dealing with waste personal protective equipment, and other necessary resources to ensure protection from hazards brought about by handling of waste;

- (h) Submit periodic reports to the DENR on the status of the implementation of the Solid Waste Management and Disposal to address issues and concerns related to waste management and disposal; and
- (i) Ensure inclusion and active participation of Waste Workers groups or associations in governing bodies or councils responsible for waste management oversight.

The DOLE shall:

- (a) Establish guidelines and mechanisms for coordination in overseeing the working conditions, rights, and benefits of Waste Workers;
- (b) Provide technical assistance to LGUs in the formulation and implementation of programs and initiatives aimed at improving the welfare of Waste Workers;
- (c) Conduct capacity-building programs for local authorities, waste management agencies, and other relevant stakeholders;
- (d) Enhance employment opportunities through trade policies and skill building;
- (e) Establish guidelines and mechanisms for the application of the occupational health and safety regulations as well as the regular reporting of the working conditions of the Waste Workers;
- (f) Promulgate the basis for the adjustment of monetary allowances based on the annual inflation; and
- (g) Assist the LGUs in providing necessary training to the collectors and personnel in accordance with the waste management plan of the LGUs.

SECTION 33. *The role of the DSWD.* - The Department of Social Welfare and Development shall be charged with the social protection of the Waste Workers through:

- (a) Adaptation of Social Insurance Policy which aims to mitigate income risks by applying diversification, a risk management technique through a shared fund. This includes programs for micro-insurance payment that will help shield the Waste Workers from unforeseeable risk of unemployment due to sickness, retrenchment, national security issues, and national health issues;
- (b) Provision of resources and basic minimum requirements to the marginalized sector to aid in the employment as Waste Workers. This shall include assistance programs through cash or in-kind transfers as well as alternative care and referral services; and
- (c) Provision of Social Safety Nets to respond to urgent issues like disasters, calamities, economic shocks, pandemics and epidemics that will affect the vulnerable part of the waste workforce. These measures include emergency assistance, price subsidies, food

programs, employment programs in partnership with DOLE, retraining programs and emergency loans, and health assistance.

The DSWD, in partnership with the Barangay and Municipal Officials, shall maintain national and regional profiles of beneficiaries of the programs to be shared with the appropriate stakeholders to assess the applicability and the development of comprehensive statistics for Waste Workers.

SECTION 34. *The role of the DENR.* - The Department of Environment and Natural Resources shall be responsible to:

- (a) Ensure that the Solid Waste Management and Disposal plans of the LGUs are properly implemented, as per Republic Act No. 9003;
- (b) Conduct capacity building with the Waste Workers, LGUs, waste management agencies, and other relevant stakeholders on the assessment of impact of Waste Workers to climate change.
- (c) Conduct seminars and workshops on the proper waste management and disposal to help minimize environmental effects specifically climate change;
- (d) Provide technical assistance to LGUs in identifying and implementing best practices on the conduct of work of Waste Workers that minimizes environmental effects;
- (e) Identify areas with high risk of adverse environmental effects of waste and implement a mitigation plan through the aid of Waste Workers;
- (f) Provide economic incentives and assistance to local governments for their waste reduction, sustainable waste management, and safe disposal initiatives; and
- (g) Provide economic incentives and assistance to local governments for recycling initiatives.

SECTION 35. *The role of the TESDA.* - The Technical Education and Skills Development Authority shall:

- (a) Adopt a training program for the proper waste collection, recovery, and safe handling and disposal of wastes as per Republic Act No. 9003 or the Ecological Solid Waste Management Act of 2000.;
- (b) Certify and accredit technical and vocational education and training programs for waste workers to ensure that they receive recognized qualifications for their knowledge and skills, and to improve their employability and working conditions. For this purpose, TESDA shall develop training curricula to meet the demands of various industries for waste workers; and
- (c) Collaborate with various stakeholders, including government agencies, industry partners, and educational institutions to provide an effective training and development of framework for waste workers.

SECTION 36. *The role of the DOH.* - The Department of Health shall:

- (a) Provide for health programs, services, and facilities for waste workers as may be needed, subject to availability of funds and administrative rules and regulations - including, but not limited to:
 - i. Vaccinations;
 - ii. Anti Tetanus shots;
 - iii. Periodic health check-up;
 - iv. Annual Physical Examinations;
 - v. Provision of Supplements and necessary medicines.
- (b) Coordinate or collaborate with, and assist local communities, agencies and interested groups in the implementation of programs catered for waste workers;
- (c) Collect, analyze and disseminate statistical and other relevant information on the waste worker's health situation, and to revise the Department's programs based on the outcome of the statistics; and
- (d) Propagate health information and educate the waste workers on health hazards and environmental impacts to their health, geared to prevent health related problems while performing their duties.

SECTION 37. *The role of the Public Attorney's Office.* - The Public Attorney's Office (PAO) shall have the following responsibilities:

- (a) Provide waste workers with free access to courts, judicial, and quasi-judicial agencies by ensuring that they receive adequate legal representation, counseling, and assistance;
- (b) Waste workers who encounter legal issues related to their employment, working conditions, or rights violations shall have the right to seek assistance from PAO, which shall endeavor to provide timely and effective support;
- (c) Offer counseling and assistance to waste workers through personalized legal support and guidance, and empower waste workers to assert their rights and seek redress for any injustices or grievances they may face in the course of their work;
- (d) Conduct awareness campaigns and outreach programs targeted at waste workers, ensuring that they are informed about their legal entitlements and the services available to them through PAO;
- (e) Collaborate with relevant stakeholders, including government agencies, non-governmental organizations, and legal advocacy groups, to address systemic issues affecting waste workers and advocate for policy reforms that uphold their rights and welfare; and
- (f) Provide waste workers with legal assistance and representation during mediation and arbitration proceedings aimed at resolving labor disputes.

CHAPTER VIII. – FINAL PROVISIONS

SECTION 38. *Implementing Rules and Regulations.* - The Secretary of the Environment and Natural Resources, after consultation with the participating Government agencies as specified in Chapter VII of this Act, including in consultations with environmental and natural resources workers' organizations, unions, and non-government organizations, shall formulate and prepare the necessary rules and regulations to implement the provisions of this Act. Rules and regulations issued pursuant to this Section shall take effect thirty (30) days after publication in a newspaper of general circulation.

SECTION 39. *Special Treatment for Benefits of Waste Workers.* - All benefits received by a Waste Worker under this law, including but not limited to, benefits given to rank- and-file employees, whether granted under a collective bargaining agreement or not, fringe benefits, and de minimis benefits, are not taxable pursuant to Section 3 (C)(3) of the Republic Act 8424 (Tax Reform Act of 1997).

SECTION 40. *Waste Worker Day.* - It is hereby declared that the last Sunday of January of every year as Waste Workers Appreciation Day in recognition of the invaluable contributions made by our waste workers to keep our communities clean and safe.

SECTION 41. *Appropriations.* - The initial funding requirements for the implementation of this Act shall be charged against the current appropriations of the agencies concerned. Thereafter, such sums as may be necessary for the implementation of this Act shall be included in the agencies' yearly budgets under the General Appropriations Act.

SECTION 42. *Separability Clause.* – If any provision or part of this Act is held invalid or unconstitutional, the remaining provisions or parts unaffected shall remain in full force and effect.

SECTION 43. *Repealing Clause.* – All laws, executive orders, presidential decrees or issuances, letters of instruction, administrative orders, rules, and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 44. *Effectivity Clause.* – This Act shall take effect thirty (30) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,