



HOUSE OF REPRESENTATIVES

H. No. 7239

BY REPRESENTATIVES DAGOOC, VILLAFUERTE (M.L.), VILLAFUERTE (V.R.L.), HORIBATA, RIDON, GARDIOLA, CRUZ (A.), ALVAREZ (J.), DY (F.), MARCOS, SINGSON-MEEHAN, DE JESUS, VERGARA, MATIBAG, VILLA, SALVACION, RODRIGUEZ (R.), NAVA, LUMAYAG, DALOG, BAUTISTA (J.M.), COJUANGCO (M.), COLLANTES, ROMAN, SALCEDA, SAGARBARRIA, ACOSTA, RODRIGUEZ (E.), DE LIMA, ROMUALDO AND LEGACION

AN ACT
PROVIDING FOR MANDATORY INSURANCE COVERAGE
AND BENEFITS FOR ALL LINE WORKERS

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

1 **SECTION 1. Short Title.** – This Act shall be known as the "*Line Workers Insurance*
2 *and Benefits Act.*"

3 **SEC. 2. Declaration of Policy.** – The State recognizes the role of the electrical line
4 workers in the quest for sustainable economic development through the continuous and
5 reliable supply of electricity, not only in residential dwellings, but most importantly, in
6 commercial and industrial establishments, specifically in the countryside and rural areas,
7 as envisioned by the Rural Electrification Program, and the risk they encounter in the
8 performance of their duties and responsibilities. As such, it shall provide measures that
9 recognize the contributions of line workers to nation-building particularly in the
10 transmission and distribution sectors of the power industry by ensuring that their
11 employers are providing them insurance coverage and other benefits in addition to what
12 is provided for regularly by existing labor laws.

13 **SEC. 3. Definition of Line Workers.** – As used in this Act, line workers shall refer to
14 all persons, regardless of employment status, nature of appointment, or method of
15 engagement, whether regular, probationary, project-based, co-terminus, contractual, or

1 job order who are directly responsible for the construction, installation, maintenance,
2 reconstruction, and repair of overhead transmission and distribution electrical systems,
3 including underground cables, electrical substations, and other related electrical
4 equipment and facilities.

5 **SEC. 4. Coverage.** – This Act shall cover all line workers regardless of employment
6 status, nature of appointment, or method of engagement, whether regular, probationary,
7 project-based, co-terminus, contractual, or job order in the power industry sector as
8 defined in Section 3 hereof, including those working in telecommunications companies,
9 telecommunication line contractors, powerline contractors, private distribution utilities
10 (PDUs), electric cooperatives (ECs), and transmission or grid operator.

11 **SEC. 5. Mandatory Insurance Coverage.** – All line workers shall be entitled to life and
12 accident or disability insurance benefits in accordance with the following minimum
13 required coverage schedule:

14 A. In the case of electric cooperatives, the insurance coverage requirement shall be
15 calibrated according to the following classification:

National Electrification Administration	Minimum Insurance Coverage
Classification	(Philippine Peso)
SMALL	200,000
MEDIUM	400,000
LARGE	600,000
EXTRA LARGE	800,000
MEGA LARGE	1,000,000

16 B. For the National Transmission Corporation and the transmission line or grid
17 operator, the minimum insurance coverage shall be Two million pesos
18 (₱2,000,000.00).

19
20 C. For PDUs, the minimum insurance coverage shall be One million five hundred
21 thousand pesos (₱1,500,000.00)

22 The coverage shall be effective upon the commencement of their employment until
23 their separation from the company, either by resignation, termination, or retirement. The
24 insurance premium payments shall be shouldered entirely by the employer.

25 Employers who are already providing insurance coverage to their line workers equal
26 to or more than the minimum requirement as prescribed herein are no longer required to
27 make adjustment to their insurance coverage. Otherwise, they should augment the

1 amount of coverage to comply with this Act: *Provided*, That in no way shall this Act be
2 construed to diminish or reduce any insurance coverage which the line workers are
3 already receiving or any entitlement under existing laws, company policy, or employment
4 contracts or collective bargaining agreements between the employer and the employees.

5 **SEC. 6. *Mandatory Benefits.*** – In addition to the mandated insurance coverage, the
6 employers of line workers shall also ensure the provision of the following mandatory
7 benefits:

8 (a) Retirement benefits;

9 (b) Mortuary assistance;

10 (c) Disability benefits;

11 (d) Partial disability benefits; and

12 (e) Reimbursement of actual medical expenses in case of death, accident, sickness,
13 disability or injury sustained by the line worker in the line of duty: *Provided*, That
14 when a line worker participates in power restoration and rehabilitation efforts in
15 calamity-stricken areas or similar engagements hosted by an entity other than the
16 employer of the line worker, such host entity may provide the line worker with
17 benefits similar to those provided under this Section and as may be allowed by its
18 financial capacity to cover death, accident, sickness, disability or injury sustained
19 by the line worker during such engagement.

20 The Department of Labor and Employment (DOLE) shall, in consultation with
21 stakeholders, provide comprehensive list of all other benefits that line workers should be
22 entitled to in addition to the above mandatory benefits and the same shall be incorporated
23 in the rules and regulations to be issued to implement this Act.

24 **SEC. 7. *Disqualifications from Benefits.*** – No benefits shall be given to any line
25 worker or the line worker's beneficiaries if and when the death, accident, sickness,
26 disability, or injury happened during an unauthorized absence or abandonment of office
27 or is caused by any of the following:

28 (a) Willful intention to injure or kill oneself;

29 (b) Notorious negligence;

30 (c) Failure to observe safety protocols or exercise reasonable care for one's own
31 safety; and

32 (d) Commission of a crime by the line worker.

33 **SEC. 8. *Implementing Rules and Regulations.*** – Within ninety (90) days upon
34 approval of this Act, the National Electrification Administration shall, together with the
35 DOLE, the Energy Regulatory Commission, and in consultation with the PDUs, ECs, and
36 telecommunications sector, promulgate and issue the rules and regulations to effectively
37 implement the provisions of this Act.

1 **SEC. 9. Separability Clause.** – If for any reason, any part or provision of this Act is
2 declared unconstitutional or invalid, the other parts or provisions hereof, which are not
3 affected thereby, shall continue to be in full force and effect.

4 **SEC. 10. Repealing Clause.** – All laws, presidential decrees, executive orders, letters
5 of instruction, administrative rules and regulations or parts thereof, which are contrary to
6 or inconsistent with the provisions of this Act, are hereby repealed or modified
7 accordingly.

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

Approved,