



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



Seventeenth Congress
Second Regular Session

508
COMMITTEE REPORT NO. _____

Submitted by the Committee on Labor and Employment on **07 DEC 2017**
Re: House Bill No. **6770**
Recommending its approval in substitution of House Bill No. 5067

Sponsors: Reps. Randolph S. Ting and Mark O. Go

Mr. Speaker:

The Committee on Labor and Employment, to which was referred House Bill No. 5067, introduced by Rep. Mark O. Go, entitled:


AN ACT
INCREASING THE SERVICE INCENTIVE LEAVE OF EMPLOYEES
AMENDING FOR THE PURPOSE ARTICLE 95 OF PRESIDENTIAL
DECREEE NO. 442, AS AMENDED, OTHERWISE KNOWN AS THE
LABOR CODE OF THE PHILIPPINES

has considered the same and recommends that the attached House Bill No. **6770**, entitled:

AN ACT
INCREASING THE SERVICE INCENTIVE LEAVE OF EMPLOYEES
AMENDING FOR THE PURPOSE ARTICLE 95 OF PRESIDENTIAL
DECREEE NO. 442, AS AMENDED, OTHERWISE KNOWN AS THE
LABOR CODE OF THE PHILIPPINES

be approved in substitution of House Bill No. 5067, with Reps. Mark O. Go, Deogracias Victor "DV" B. Savellano, Eleanor C. Bulut-Begtang, Ma. Lourdes R. Aggabao, Jesus "Boying" F. Celeste, Christopher P. De Venecia, Rodolfo C. Fariñas, Ronald M. Cosalan, Napoleon S. Dy, Leopoldo N. Bataoil, Luisa Lloren Cuaresma, Anthony M. Bravo, Ph.D. and Gus S. Tambunting as authors thereof.

Respectfully submitted,


RANDOLPH S. TING
Chairman
Committee on Labor and Employment

THE HONORABLE SPEAKER
HOUSE OF REPRESENTATIVES
QUEZON CITY



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

SEVENTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 6770

Introduced by Reps. Mark O. Go, Deogracias Victor "DV" B. Savellano, Eleanor C. Bulut-Begtang, Ma. Lourdes R. Aggabao, Jesus "Boying" F. Celeste, Christopher P. De Venecia, Rodolfo C. Fariñas, Ronald M. Cosalan, Napoleon S. Dy, Leopoldo N. Bataoil, Luisa Lloren Cuaresma, Anthony M. Bravo, Ph.D. and Gus S. Tambunting

AN ACT INCREASING THE SERVICE INCENTIVE LEAVE OF EMPLOYEES, AMENDING FOR THE PURPOSE ARTICLE 95 OF PRESIDENTIAL DECREE NO. 442, AS AMENDED, OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES

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

1 **SECTION 1.** Article 95 of Presidential Decree No. 442, as amended, is
2 hereby amended to read as follows:

3
4 "Article 95. *Right to service incentive leave.*- (a)
5 Every employee who has rendered at least one year of service
6 shall be entitled to a yearly service incentive leave of [five] **TEN**
7 days with pay.

8
9 "(b) This provision shall not apply to those who are
10 already enjoying the benefit herein provided, those enjoying
11 vacation leave with pay of at least [five] **TEN** days and those
12 employed in establishments regularly employing less than ten
13 employees or in establishments exempted from granting this
14 benefit by the Secretary of Labor after considering the viability or
15 financial condition of such establishment.

16
17 "(c) The grant of benefit in excess of that provided
18 herein shall not be made a subject of arbitration or any court or
19 administrative action."

1 **SEC. 2. Implementing Rules and Regulations.**- Within nine (90) days
2 from the approval of this Act, the Department of Labor and Employment shall
3 promulgate the rules and regulations implementing the provisions of this Act
4 which shall take effect thirty (30) days after its publication in any newspaper of
5 general circulation.

6
7 **SEC. 3. Repealing Clause.**- All laws, decrees, orders, rules and
8 regulations and other issuances or parts thereof which are inconsistent with the
9 provisions of this Act are hereby repealed or amended accordingly.

10
11 **SEC. 4. Effectivity.** – This Act shall take effect fifteen (15) days after its
12 publication in the *Official Gazette* or in any newspaper of general circulation.

Approved,