

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

18<sup>th</sup> Congress  
First Regular Session

House Bill 1897



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Introduced By: **HON. LORNA C. SILVERIO**

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### EXPLANATORY NOTE

The culture of Filipinos has a diverse cultural background. This can be seen through the diversity of its culture and traditions. A good example of this diversity is seen through the traditions that surround death and dying.

Considering that Filipinos are known as family centered, it is this time of loss when Filipino families stick together. Paying their last respect or honoring a dead loved one, an immediate family member, is seen as a fitting tribute and manifestation of their love to be beloved departed.

However, it is lamentable to note that while vacation leaves are granted on top of other leave benefits such as paternity, maternity and sick leaves, no leave is granted in the event death of an immediate family member.

It is therefore the objective of this to grant a bereavement leave of the five (5) working days, with full compensation, to employees in the private and public sectors, subject to reasonable limitations which will maintain a productive work environment while providing support to a grieving employee.

It is assumed that the approval of this bill uplift the morale of the working force which also benefits employers as it their employees feel valued and promotes loyalty to the company while enhancing their efficiency and productivity.

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

  
Hon. Lorna C. Silverio

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AN ACT GRANTING BEREAVEMENT LEAVE OF FIVE (5) DAYS WITH PAY TO EMPLOYEES IN THE PRIVATE AND PUBLIC SECTOR IN THE EVENT OF DEATH OF AN IMMEDIATE FAMILY MEMBER

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

**SEC 1. Title.** This Act shall be known as the "Bereavement Leave Act"

**SEC 2. Declaration of State Policy.** It is the policy of the State to prioritize, strengthen, and to recognize that the Filipino family is the basic foundation of the society wherein the primordial duty is to promote solidarity and wholistic development. The State recognizes that the death of an immediate family member bears a significant and emotional and psychological burden to the loved ones who were left behind. This gives the family time to mourn together and share in the emotional and material burden in the interment of the departed.

**SEC 3. Bereavement Leave.** There shall be granted under this Act a Bereavement Leave of five (5) working days with full compensation to any employee of both the private and public sectors in the event of death of an immediate family member. For purposes of this Act, an immediate member of an employee's family refers to the spouse, a parent, a child, of a sibling.

**SEC 4. Non-Diminution of Benefits.** Nothing in this Act shall be construed as a diminution of any existing benefits granted under the existing benefits granted under existing laws, decrees, orders or any contract, agreement or policy between employee and employers.

**SEC 5. Implementing Rules and Regulations.** The Secretary of Labor and Employment and the Chairperson of the Civil Service Commission shall, within thirty (30) days from the approval of this Act, issue such rules and regulations necessary for the proper implementation of the provisions hereof.

**SEC 6. Penalties.** Any person, corporation, trust, firm, partnership, association, or entity found violating this Act or the rules and regulations promulgated thereunder shall be punished by a fine not exceeding fifty thousand pesos (Php 50,000) or imprisonment of not less than thirty (30) days to not more than six (6) months.

If the violation is committed by a corporation, partnership, association, firm or similar entities, the penalty of imprisonment shall be imposed on the officer or officers directly responsible for the violation.

**SEC 7. Separability Clause.** If any provision of this Act shall be held unconstitutional or invalid, the other provisions not otherwise affected shall remain in full force and effect.

**SEC 8. Repealing Clause.** All laws, presidential decrees, executive orders, ordinances, rules and regulation, and other issuances or part thereof which are inconsistent with this Act, are hereby repealed or modified accordingly

**SEC 9. Effectivity.** This Act shall take after fifteen (15) days after its publication in the Official Gazette or in newspapers of general circulation.

*Approved,*

