



HOUSE OF REPRESENTATIVES

H. No. 9524

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

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

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

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

15 SEC. 3. **Definition of a Line Worker.** - As used in this Act, line workers
16 shall refer to any person including crew, drivers, and helpers, who are directly
17 responsible for the construction, installation, maintenance, reconstruction,
18 and repair of overhead transmission and distribution electrical systems,

1 including underground cables, electrical substations, and other related
2 electrical equipment and facilities.

3 SEC. 4. **Coverage** - This Act shall cover all line workers in the power
4 industry sector as defined in Section 3 hereof, including those working in
5 private distribution utilities (PDUs), electric cooperatives (ECs), and
6 transmission or grid operator.

7 SEC. 5. **Mandatory Insurance Coverage**. - All line workers shall be
8 entitled to life and accident or disability insurance benefits in accordance with
9 the following minimum required coverage schedule:

10 A. In the case of distribution utilities, the insurance coverage requirement
11 shall be calibrated according to the following classification:

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

12 B. For the transmission or grid operator, the minimum insurance coverage
13 shall be Two million pesos (P2,000,000.00).

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

18 Employers who are already providing insurance coverage to their line
19 workers equal to or more than the minimum requirement as prescribed herein
20 are no longer required to make adjustments to their insurance coverage.
21 Otherwise, they should augment the amount of coverage to comply with this
22 Act: *Provided*, That in no way shall this Act be construed to diminish or reduce
23 any insurance coverage which the line workers are already receiving or any

1 entitlements under existing laws, company policy, or employment contract
2 between the employer and the employees.

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

6 (a) Retirement benefits

7 (b) Mortuary assistance

8 (c) Disability benefits

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

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

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

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

28 (b) Notorious negligence;

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

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

32 SEC. 8. **Implementing Rules and Regulations (IRR).** - Within ninety (90)
33 days upon approval of this Act, the NEA shall, together with the DOLE, the

1 Energy Regulatory Commission, and in consultation with the PDUs and ECs,
2 promulgate and issue the rules and regulations to effectively implement the
3 provisions of this Act.

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

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

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

Approved,