

SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)



14 APR -12 05:09

SENATE
S.B. No. 2183

RECEIVED BY: *f*

Introduced by Sen. Manuel "Lito" M. Lapid

AN ACT
GRANTING PARENTAL BEREAVEMENT LEAVES TO PARENTS IN THE EVENT
OF THE DEATH OF A SON OR DAUGHTER


EXPLANATORY NOTE

There are few things more devastating than the loss of a child. The observation has been made that parents who are not given sufficient time to grieve for their lost children exhibit decreased work performance, suffer from protracted periods of depression and develop other psychological problems. Campaigns for the welfare of parents dealing with such loss have been initiated in several jurisdictions, including the United States and the United Kingdom.

The least that could be accomplished for bereaved parents is the State's protection of their welfare by giving them sufficient time to bury and mourn the loss of a beloved child. Such consideration would not only protect the quality of life of citizens but more so promote sustained efficiency in the workplace.

This bill proposes the grant of seven (7) days paid leave to employees in consideration of the death of their son or daughter. By so doing, employees suffering from the loss of a child are given sufficient time to attend to needed funeral preparations as well as to psychologically cope with their loss.

The passage of this measure is earnestly sought.


MANUEL "LITO" M. LAPID
Senator
MUK

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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 "Parental Bereavement
2 Act of 2014."

3
4 **SEC. 2.** In addition to other benefits under the law, individuals who are
5 employed in the private sector or in public service shall be entitled to seven (7) days
6 paid leave in consideration of the death of a son or daughter, subject to the following
7 conditions:

8 (a) The employee is currently employed in the private sector or the
9 government, as the case may be, and shall have paid at least three (3) monthly Social
10 Security System ("SSS") or Government Service Insurance System ("GSIS")
11 contributions, as the case may be, in the twelve month period preceding the death of the
12 son or daughter.

13 (b) In any case in which the necessity for leave under this Act is foreseeable,
14 the employee shall provide appropriate notice to the employer, or the head or chief of
15 the bureau or office, as the case may be, and as may be reasonable and practicable:
16 *Provided,* That such notice shall be transmitted to SSS or GSIS in accordance with the
17 implementing rules and regulations of this Act.

18 (c) An employer may require that a request for leave pursuant to this Act be
19 supported by a certification issued at such time and in such manner as may be provided
20 in the implementing rules and regulations of this Act; and

1 (d) In any case in which a husband and wife entitled to leave under this Act
2 are employed by the same employer, the fact that one parent has availed of the benefits
3 herein shall not be a bar to the other's availment thereof.

4
5 **SEC. 3. *Implementing Rules and Regulations.*** - The Social Security System
6 ("SSS") and Government Service Insurance System ("GSIS"), in coordination with all
7 relevant government offices, shall issue such rules and regulations necessary for the
8 proper implementation of this Act within sixty (60) days from its effectivity.

9
10 **SEC. 4. *Separability Clause.*** If any part or provision of this Act is held to be
11 unconstitutional or invalid, the other parts or provisions hereof which are not affected
12 thereby shall continue to be in full force and effect.

13
14 **SEC. 5. *Repealing Clause.*** All laws, presidential decrees, executive orders,
15 rules and regulations, or portions thereof inconsistent with this Act are hereby repealed
16 or modified accordingly.

17
18 **SEC. 6. *Appropriations.*** Such amounts necessary to implement the
19 provisions of this Act shall be included in the annual General Appropriations Act of the
20 year following its enactment.

21
22 **SEC. 7. *Effectivity.*** This Act shall take effect fifteen (15) days after its
23 publication in two (2) newspapers of general circulation.

Approved,