

16th CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
Second Regular Session)



Senate
Office of the Secretary

15 FEB 23 A11-39

SENATE
S.B. No. 2662

Introduced by Senator Ramon Bong Revilla, Jr.

**AN ACT GRANTING PATERNITY LEAVE BENEFITS TO MEMBERS OF
THE ARMED FORCES OF THE PHILIPPINES**

EXPLANATORY NOTE


This bill seeks to expand our social legislation by granting paternity leave benefits to male members of the Armed Forces of the Philippines. Memorandum Circular No. 41, s-98, subject: Amendment to Rules I and XVI (Leave) of the Omnibus Rules Implementing Book V of the Administrative Code of 1987 (Executive Order 292) and GHQ AFP Ltr Directive dtd 20 Sep 93, subject: Guidelines on the Filing of Application for Vacation and/or Sick Leave of Absence of Civilian Employees grants OJ6 civilian personnel paternity leave benefits. Moreover, Republic Act No.8187, otherwise known as Paternity Leave Act of 1996 grants male employees in public and private sectors paternity leave benefits. Conversely, it is only appropriate that the same paternity leave benefits should also be granted to members of the Armed Forces of the Philippines.

Immediate passage of this bill is highly needed.


RAMON BONG REVILLA, JR.
Senator

15 FEB 23 AM 11:39

SENATE
S.B. No. 2662

RECEIVED BY. 

Introduced by Senator Ramon Bong Revilla, Jr.

**AN ACT GRANTING PATERNITY LEAVE BENEFITS TO MEMBERS OF
THE ARMED FORCES OF THE PHILIPPINES**

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

SECTION I. Notwithstanding any law, rules and regulations to the contrary, every married male member of the Armed Forces of the Philippines in active service shall be entitled to a paternity leave of fifteen (15) days with full pay for the first four (4) deliveries of the legitimate spouse with whom he is cohabiting; provided that, in times of national emergency, the paternity leave benefit may be reduced to such number which shall not be less than seven (7) days. The male member of the Armed Forces of the Philippines applying for paternity leave shall notify the Office of the Chief of Staff of the pregnancy of his legitimate spouse and the expected date of such delivery.

SECTION 2. Paternity Leave Benefits. The paternity leave to the benefits granted to married male members of the Armed Forces of the Philippines allowing him not to report for work or service, but continue to earn the compensation therefor, on the condition that his spouse has delivered a child or suffered a miscarriage. For purposes of this Act, Delivery shall include childbirth or any miscarriage.

SECTION 3. Non-diminution Clause. Nothing in this Act shall be construed to reduce any existing benefits of any form granted under existing laws, decrees, executive orders or any policy between employer and employee.

SECTION 4. Implementing Rules and Regulations. The Armed Forces of the Philippines, the Department of National Defense, and the Department of Health shall, within ninety (90) days

1 from the effectivity of this Act, issue such rules and regulations necessary for the proper
2 implementation of the provisions hereof.

3 Section 5. *Repealing Clause.* - All decrees, executive orders, rules and regulations, or parts'
4 thereof, inconsistent with the provisions of this Act are hereby deemed repealed or modified
5 accordingly.

6 Section 6. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its complete
7 publication in the Official Gazette or in two (2) newspapers of general circulation.

8 *Approved,*