

13th CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
FIRST REGULAR SESSION)

'04 JUL -6 11:11

SENATE

RECEIVED BY: 

SENATE BILL NO. 1358

INTRODUCED BY HONORABLE RALPH G. RECTO

EXPLANATORY NOTE

This legislation shall be known as "School Visitation Rights Act."

This bill seeks to grant employed parents or legal guardians of schoolchildren three (3) days paid leave to attend school-related activities. It aims to encourage parental involvement in the educational system. Thus, employed parents and guardians who are unable to meet with educators because of a work conflict are given the right to an allotment of time during the school year to attend necessary educational or behavioral conferences in the educational institution of their children.

This bill covers employees who have rendered service for at least six (6) consecutive months and whose child is attending public or private pre-school, elementary, and secondary schools.

This measure is in line with the policy of the state to recognize the Filipino family as the foundation of the nation.

Hence, immediate passage of this bill is earnestly sought.


RALPH G. RECTO

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S. BILL NO. 1358

Introduced by SENATOR RALPH G. RECTO

AN ACT
GRANTING EMPLOYEES THREE DAYS PAID LEAVE TO ATTEND
SCHOOL-RELATED ACTIVITIES OF THEIR CHILDREN

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

1 **SECTION 1. -Title** This Act shall be known as School Visitation Rights Act.”

2 **SEC.2.- Declaration of Policy.** It is hereby declared the policy of the
3 State to encourage parental involvement in the educational system and grant employed
4 parents and guardians who are unable to meet with educators because of a work conflict
5 the right to an allotment of time during the school year to attend necessary educational or
6 behavioral conferences at the school their children attend.

7 **SEC.3.- Definition of Terms.** - As used in this Act, the following
8 terms shall mean:

9 (a) “Employee” means a person who performs services for hire for an
10 employer for at least six (6) consecutive months immediately
11 preceding a request for leave under this Act;

12 (b) “Employer” means any of the following: a government agency,
13 officer, or department, local government unit, a school district, an
14 individual, a corporation, a partnership, an association, or a
15 nonprofit organization;

16 (c) “Child” means a biological, adopted or foster child, a step-child or
17 a legal ward of an employee and who is enrolled in a public or
18 private pre-school, elementary or secondary school;

1 (d) "School" means any public or private pre-school, elementary or
2 secondary school or educational facility located within the country;

3 (e) "School administrator" means the principal or similar
4 administrator who is responsible for the operation of the school.

5 **SEC.4. - School conference and activity leave.-** An employer must
6 grant an employee paid leave of up to three days during any school year which
7 may be taken on any given day, to attend school conferences or classroom
8 activities related to the employee's child if the conference or classroom activities
9 cannot be scheduled during non-work hours; *Provided, However,* That no leave
10 may be taken by an employee unless he has exhausted all accrued vacation leave,
11 personal leave, compensatory leave and any other leave that may be granted to the
12 employee except sick leave and disability leave.

13 Before arranging attendance at the conference or activity, the employee
14 shall provide the employer with a written request for leave at least seven (7) days
15 in advance of the time the employee is required to utilize the visitation right. In
16 emergency situations, no more than 24 hours notice shall be required. The
17 employee must consult with the employer to schedule the leave so as not to
18 disrupt unduly the operations of the employer.

19 **SEC. 5. Verification. -** Upon completion of visitation rights by a parent or
20 guardian, the school administrator shall provide the parent or guardian
21 documentation of the school visitation. The parent or guardian shall submit such
22 verification to the employer. The Secretary of Labor and the Secretary of
23 Education shall suggest a standard form of documentation of school visitation to
24 schools for use as required by this Section. The standard form of documentation
25 shall include, but not limited to, the exact time and date the visitation occurred
26 and ended. Failure of a parent or guardian to submit verification statement from
27 the school to his employer within two (2) working days of the school visitation
28 subjects the employee to the standard disciplinary procedures imposed by the
29 employer for unexcused absences from work.

1 **SEC.6. - *No diminution of visitation rights.*** - Nothing in this Act
2 shall prevent an employer from providing school visitation rights in excess of the
3 requirements of this Act. The rights afforded by this Act shall not be diminished
4 by any collective bargaining act or by any employee benefit plan.

5 **SEC.7. *Limits on leave.*** - No employer that is subject to this
6 Act is required to grant school visitation leave to an employee if granting the
7 leave would result in more than 5% of the employer's work force or five percent
8 (5%) of an employer's work force shift taking school conference or activity leave
9 at the same time.

10 **SEC. 8. *Implementing Rules and Regulations.*** - The Department of Labor
11 and the Civil Service Commission shall issue the implementing rules and
12 regulations within one week from approval of this Act .

13 **SEC. 9. *Effectivity.*** - This Act shall take effect upon its publication in two
14 (2) newspapers of national circulation.

15
16 Approved,