



SENATE

S. No. 1571

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INTRODUCED BY SENATOR VILLANUEVA

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AN ACT AMENDING ARTICLE 83 OF THE  
PRESIDENTIAL DECREE NO. 442, OTHERWISE  
KNOWN AS THE LABOR CODE OF THE  
PHILIPPINES, AS AMENDED

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

1           SECTION 1. Article 83 of the Philippine Labor Code,  
2           as amended, is hereby amended to read as follows:

3                           “Article 83. *Normal Hours of Work.* – The  
4                           normal hours of work of any employee shall not  
5                           exceed eight (8) hours a day.

6                           “Health personnel in cities and  
7                           municipalities with a population of at least one  
8                           million (1,000,000) or in hospitals and clinics  
9                           with a bed capacity of at least one hundred

1 (100) shall hold regular office hours for eight  
2 (8) hours a day, for five (5) days a week,  
3 exclusive of time for meals, except where the  
4 exigencies of the service require that such  
5 personnel work for six (6) days or forty-eight  
6 (48) hours, in which case, they shall be  
7 entitled to an additional compensation of at  
8 least thirty percent (30%) of their regular wage  
9 for work on the sixth day. For purposes of this  
10 Article, "health personnel" shall include  
11 resident physicians, nurses, nutritionists,  
12 dietitians, pharmacists, social workers,  
13 laboratory technicians, paramedical  
14 technicians, psychologists, midwives,  
15 attendants and all other hospital or clinic  
16 personnel.

17 "ARTICLE 83-A. *ADOPTION OF*  
18 *VOLUNTARY WORK ARRANGEMENT.* -  
19 WHEN NATIONAL EMERGENCY  
20 REQUIRES OR THE PARTIES MUTUALLY

1           AGREE, THE EMPLOYER AND THE  
2           EMPLOYEE MAY ADOPT A VOLUNTARY  
3           WORK ARRANGEMENT: *PROVIDED*, THAT  
4           HOURS OF WORK SHALL NOT EXCEED  
5           FORTY-EIGHT (48) HOURS A WEEK:  
6           *PROVIDED, FURTHER*, THAT IT SHALL  
7           NOT RESULT IN THE DIMINUTION OF  
8           EXISTING BENEFITS AND THE RIGHT TO  
9           OVERTIME PAY CONSISTENT WITH  
10          ARTICLE 87 OF THE LABOR CODE, NIGHT  
11          SHIFT DIFFERENTIAL AND OTHER  
12          BENEFITS SHALL NOT BE VIOLATED.”

13           *SEC. 2. Rules and Regulations.* – The Secretary of  
14          Labor and Employment shall promulgate the necessary  
15          implementing rules and regulations within ninety (90)  
16          days from the effectivity of this Act.

17           *SEC. 3. Separability Clause.* – If any part of this Act  
18          shall be held unconstitutional or invalid, other parts not  
19          otherwise affected thereby shall remain in force and effect.

1           SEC. 4. *Repealing Clause.* – All laws, decrees,  
2 resolutions, orders, or ordinances or parts thereof  
3 inconsistent with this Act are hereby repealed, amended or  
4 modified accordingly.

5           SEC. 5. *Effectivity.* – This Act shall take effect fifteen  
6 (15) days after its publication in the *Official Gazette* or in  
7 one newspaper of general circulation.

Approved,