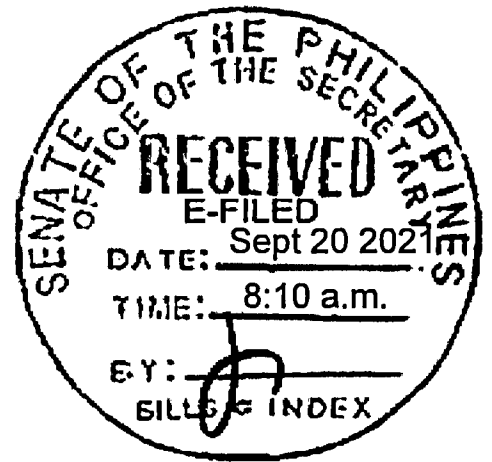


EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)

SENATE

S. No. **2404**



Introduced by Senator Manuel "Lito" M. Lapid

AN ACT
MANDATING PAID QUARANTINE LEAVE BENEFITS FOR QUALIFIED
WORKERS IN THE PUBLIC AND PRIVATE SECTORS

EXPLANATORY NOTE

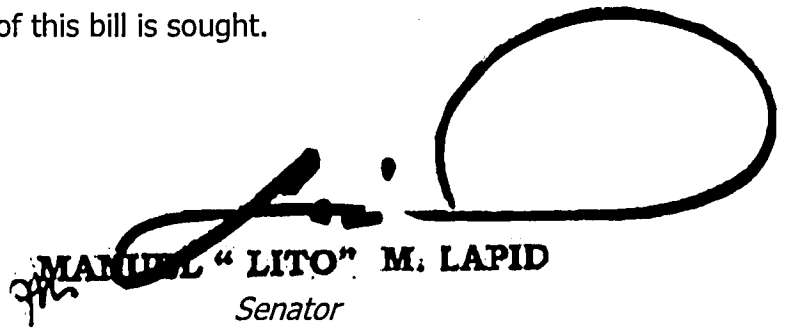
The COVID-19 pandemic has crystallized a number of vulnerabilities in our health, social and economic systems. The implementation of the lockdowns has placed a significant number of our workforce in a more disadvantageous state – loss of jobs, reduced work hours and pay, among others.

Pursuant to the declared policy of the State to guarantee protection and promotion of the welfare of workers, this bill aims to put in place a mechanism that will help address the negative effects of the current pandemic and similar future events to our workforce. It seeks to address the consequences when an employee, while in the performance of his/her tasks by reason of his/her employment, is exposed to or is infected with a highly contagious disease or dangerous chemical which would require quarantine for a certain period of time.

This bill provides for twenty-eight (28) paid quarantine leave benefits per year equivalent to the daily wage rate of workers in the public and private sectors. So as not to burden the employers of this additional overhead cost, leaves paid by the employers shall be reimbursable by the Social Security System (SSS) and the Government Service Insurance System (GSIS). This will prevent the spread of diseases not only in the workplace but possibly to any other member of the society. This will

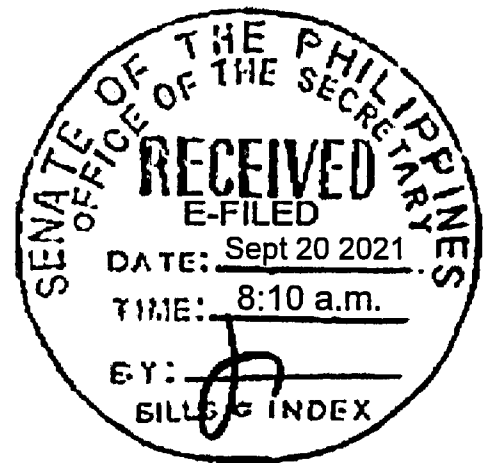
also be beneficial to the employers and employees as well as the entire country since contagious diseases have proven to significantly impair and impede economic growth, as seen and experienced during the current COVID-19 pandemic.

In view of this, early passage of this bill is sought.



MANUEL "LITO" M. LAPID
Senator

EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
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SENATE

S. No. 2404

Introduced by Senator Manuel "Lito" M. Lapid

AN ACT
MANDATING PAID QUARANTINE LEAVE BENEFITS FOR QUALIFIED
WORKERS IN THE PUBLIC AND PRIVATE SECTORS

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 "*Paid Quarantine Leave*
2 *Benefit Act.*"

3
4 Section 2. *Declaration of Policy.* – The State recognizes the indispensable role
5 of labor as a primary social economic force. As such, it is hereby declared the policy
6 of the State to guarantee protection and promotion of welfare of workers. Towards
7 this end, the State shall endeavor to protect and maintain a healthy workforce by
8 providing for paid quarantine leave benefits to employees required to undergo
9 quarantine due to exposure to highly contagious diseases or dangerous chemicals in
10 the line of duty.

11
12 Section 3. *Grant of Paid Quarantine Leave.* – Any person who, while performing
13 tasks as required for his/her employment whether in public or private and regardless
14 of employment status, shall be exposed to or be infected with a highly contagious
15 disease or dangerous chemical which would require quarantine for a certain period to
16 prevent its spread to the public as may be determined by the competent government
17 authority, shall be entitled to paid leave equivalent to his/her daily wage rate during

1 the entire period of his/her quarantine; *Provided*, that the quarantine period shall not
2 exceed twenty-eight (28) days for any given year.

3
4 Section 4. *Non-diminution of benefits.* – Nothing in this Act shall be construed
5 as to replace, diminish or prejudice existing sick leave, hazard pay and other benefits
6 currently enjoyed by an employee, granted under a collective bargaining agreement
7 or present laws. Rights already vested prior to the effectivity of this Act shall remain
8 to be in full force and effect upon the passage of this Act.

9
10 Section 5. *Funding.* – The Social Security System (SSS) and the Government
11 Service Insurance System (GSIS), as applicable, shall reimburse the employer for the
12 payment of its employees' paid quarantine leaves. *Provided*, that the employer shall
13 shoulder the payment of such quarantine leaves in cases where the exposure of an
14 employee to such highly contagious disease or dangerous chemicals was a result of
15 negligence on the part of the employer.

16
17 Section 6. *Penalty.* – An employer's willful refusal to grant the paid quarantine
18 leave benefit shall be punished by a fine of not less than thirty thousand pesos
19 (P30,000.00) but not more than two hundred thousand pesos (P200,000.00). If the
20 act or omission penalized by this Act was committed by an association, partnership,
21 corporation or any other institution, its managing head, directors or partners shall be
22 held liable to the penalties provided by this Act.

23
24 Section 7. *Implementing Rules and Regulations.* – Within thirty (30) days from
25 the effectivity of this Act, the Department of Labor and Employment (DOLE), Civil
26 Service Commission (CSC), Bureau of Internal Revenue (BIR) and other government
27 agencies charged with administration and enforcement of this Act shall issue the
28 necessary rules and regulations for the effective implementation of this Act.

29
30 Section 9. *Separability Clause.* – If any part, section or provisions of this Act
31 is declared invalid or unconstitutional, the other provisions not affected by such
32 declaration shall remain in full force and effect.

1

2 Section 10. *Repealing Clause.* – All laws, decrees, executive orders, rules and
3 regulations inconsistent with the provision of this Act are hereby repealed, amended
4 or modified accordingly.

5

6 Section 11. *Effectivity.* – This Act shall take effect fifteen (15) days after its
7 publication in the *Official Gazette* or in a newspaper of general circulation.

8

9 *Approved,*