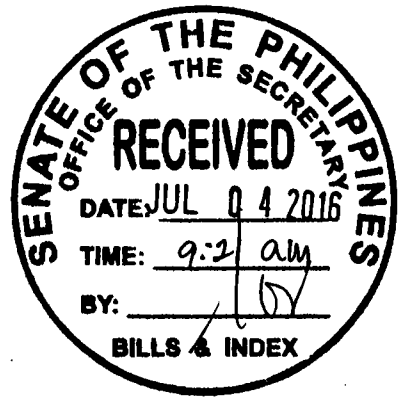


SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

SENATE

S. No. 290



Introduced by Senator Antonio "Sonny" F. Trillanes IV

AN ACT
PROVIDING FOR PROTECTION, SECURITY AND OTHER BENEFITS FOR
WHISTLEBLOWERS

EXPLANATORY NOTE

As an exercise of responsible citizenship, whistleblowing against corruption can help create new societal and organizational cultures and values that emphasize integrity and honesty in the workplace. As a courageous act, whistleblowing against corruption can create inspiring stories that may, in the long run, reduce people's tolerance for questionable practices of doing business and public service.

In the Philippines, initiatives to encourage whistleblowing are not new. In fact, several laws encourage whistleblowing to curb bribery and other corrupt practices. However, the existing legal framework barely meets the need for whistleblower's protection and support. Considering the risks of whistleblowing in a culture that has a high tolerance for corruption, the existing legal framework fails to provide attractive incentives for actual whistleblowing.

Thus, I filed this measure in the hope that it would help in curtailing graft and corruption in government by ensuring the security of whistle blowers who divulge the erring practices of public officials and employees. I also hope that the passage of this bill will counter the stigma of ostracism frequently suffered by whistleblowers.

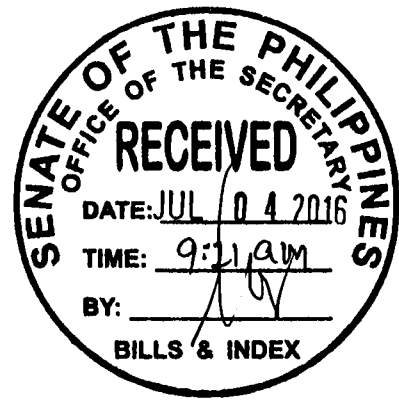
As Former Senator Diokno had said:

"Why be honest, when it pays to be dishonest? Why fight for others, when they won't fight for you? – or even for themselves? ... the answer I think lies in what life means to you. If life means having a good time, money, fame, power, security – then you don't need principles, all you need are techniques. On the other hand, if happiness counts more than a good time, respect more than fame, right more than power and peace of soul more than security; if death doesn't end life but transforms it, then you must be true to yourself and to God and to love the truth and justice and freedom that are God's other names."

In view of the foregoing, the early passage of this bill is earnestly sought.


ANTONIO "SONNY" F. TRILLANES IV
Senator

SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
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SENATE

S. No. 290

Introduced by Senator Antonio "Sonny" F. Trillanes IV

AN ACT
PROVIDING FOR PROTECTION, SECURITY AND OTHER BENEFITS FOR
WHISTLEBLOWERS

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 “Whistleblower Protection
2 Act of 2016”
3

4 **SEC. 2. Declaration of Policy.** – Public Office is a public trust. It is the policy of the
5 State to promote and ensure full accountability in the conduct of its officers and employees,
6 and exact full retribution from those who shall engage in improper conduct. Toward this end,
7 the State shall:

- 8 A. Maintain honesty and promote high standards of integrity in the public service;
9
- 10 B. Safeguard the national interest through the prosecution of corrupt and erring public
11 officials and employees; and
12
- 13 C. Encourage and facilitate the disclosure of corrupt conduct and practices in the public
14 service by providing benefits prescribed under existing laws.
15

16 **SEC. 3. Definitions.** – As used in this Act, the following terms shall be defined as
17 follows:
18

- 19 A. “Employer” shall mean any individual, partnership, association, corporation or entity,
20 including the government, or any person or group of persons who shall directly or
21 indirectly for on behalf of said individual, partnership, association, corporation or entity,
22 employ an employee as defines in this Act.
23
- 24 B. “Employee” shall mean any person who is made to work by, or who renders service for,
25 an employer. The term shall include public officers and employees as defined in this Act
26 as well as any person considered an “employee” under the Labor Code.
27
- 28 C. “Public officer/employee” shall refer to any person holding any office or performing any
29 function or duty in the Government of the Republic of the Philippines by virtue of an
30 appointment, election or contract.

- 1 D. "Government" shall include the National Government, and any of its subdivisions,
2 agencies or instrumentalities, including government-owned and controlled corporations
3 and their subsidiaries, and Local Government Units.
4
- 5 E. "Retaliatory action" shall refer to any negative or obstructive response, reaction or
6 reprisal to a disclosure made under this Act aimed at, pertaining to, or against a
7 whistleblower or any of the members of his/her family and relatives up to the fourth civil
8 degree of consanguinity or affinity. Said actions shall include criminal, civil or
9 administrative proceedings commenced or pursued against said whistleblower or any of
10 the members of his/her family or relatives up to the fourth civil degree of consanguinity
11 or affinity as well as any retaliatory action in the workplace.
12
- 13 F. "Retaliatory action in the workplace" shall mean any discriminatory conduct or policies
14 which affect promotion or job assignment including undue negative performance
15 appraisal, close monitoring by supervisors, unwarranted criticisms or avoidance by co-
16 employees, blacklisting from other job opportunities or prejudicial transfers by reason of
17 a disclosure made under this Act.
18
- 19 G. "Acts constituting improper conduct" shall mean any act or omission of a public officer
20 or employee solely, or in cooperation, conspiracy with, or with the assistance of, private
21 persons which is covered by or constitute a violation of:
- 22 1. Presidential Decree No. 46 otherwise known as "Making it punishable for Public
23 Officials and Employees to receive, and for Private persons to give, gifts on any
24 occasion, including Christmas;"
25
 - 26 2. Republic Act No. 3019 otherwise known as "Anti-Graft and Corrupt Practices
27 Act;"
28
 - 29 3. Republic Act No. 6713 otherwise known as "An Act Establishing a Code of
30 Conduct and Ethical Standards for Public Officials and Employees;"
31
 - 32 4. Republic Act No. 7080 otherwise known as the "Anti-Plunder Law;"
33
 - 34 5. Title VII of Book Two of the Revised Penal Code on Crimes Committed by
35 Public Officers; and
36
 - 37 6. All other laws which penalize or sanction any act or omission of a public officer
38 or employee.
39
- 40 H. "Whistleblower" shall refer to any person who has personal knowledge or access to any
41 data, information, fact or event constituting improper conduct; *Provided*, that such
42 person must not have any direct participation in such improper conduct, or in cases
43 where such person participated in any improper conduct, such person is not the most
44 guilty and shall therefore qualify as a state witness against the persons subject of such
45 disclosure.
46
- 47 I. "Qualified Whistleblower" shall mean a whistleblower qualified and admitted into the
48 Whistleblower's Program of the Implementing Agency in accordance with this Act and
49 is implementing rules and regulations.

1 J. "Implementing Agencies or Agency" shall collectively or individually refer to the
2 Department of Justice (DOJ), the Office of the Ombudsman, the Commission on Human
3 Rights (CHR), and the Public Attorney's Office (PAO)
4

5 K. "Whistleblower Council" shall refer to the council defined under Section 31 of this Act.
6

7 **SEC. 4. Coverage.** – Notwithstanding the provisions of law on prescription of crimes,
8 this Act shall cover all acts constituting improper conduct irrespective of the time or
9 commission thereof.
10

11 **SEC. 5. Admission/Qualification for the Program.** – Whistleblowers, whether from the
12 public or private sector, shall be entitled to the benefits provided under this Act, *Provided,*
13 That all the following requisites concur:
14

15 A. The disclosure is voluntary, in writing and under oath;

16 B. The disclosure relates to acts constituting improper conduct; and
17

18 C. The information to be disclosed is admissible in evidence.
19

20 **SEC. 6. Necessity of Testimony.** – The testimony of a qualified whistleblower in court
21 shall not be necessary for the entitlement or enjoyment of the benefits of this Act. In the
22 event that the said whistleblower's testimony is required as found by the Implementing
23 Agency to be necessary and indispensable for a successful prosecution of a case, he/she shall
24 be entitled to the additional benefits and protection provided under R.A. No. 6891 otherwise
25 known as the Witness Protection Program, funding for which shall be sourced from the
26 budget as provided under Section 32 hereof.
27

28 **SEC. 7. Credibility of a Whistleblower.** – In all cases, the fact of the entitlement of the
29 qualified whistleblower to the protection and benefits provided in this Act shall not be
30 admissible in evidence to diminish or affect his credibility.
31

32 **SEC. 8. Perpetuation of Testimony.** – Once admitted into the program, a whistleblower
33 may perpetuate his/her testimony pursuant to Rule 134 of the Revised Rules of Court.
34

35 **SEC. 9. Memorandum of Agreement with the Person to be Protected.** – Before a
36 person is provided protection and benefits as a whistleblower for the State, he/she shall first
37 execute a Memorandum of Agreement with the Implementing Agency which shall set forth
38 his/her responsibilities as follows:
39

40 A. To provide information to and testify before all branches or agencies of government in an
41 appropriate proceeding on facts constituting improper conduct;

42 B. To avoid commission of crime;
43

44 C. To take all necessary precautions to preclude detection by others of the facts concerning
45 the protection provided him/her under this Act;
46

47 D. To cooperate with all reasonable requests of officers and employees of the government
48 who are providing him/her protection under this Act; and
49

1 E. To regularly inform the Implementing Agency's program official concerned of his/her
2 current activities and address.
3

4 **SEC. 10. Breach of the Memorandum of Agreement.** – Substantial breach of the
5 Memorandum of Agreement, provided in Section 9 hereof shall be sufficient ground for the
6 termination of the protection and benefits provided under this Act; *Provided*, however, that
7 before terminating the protection and benefits extended to him/her, the Implementing Agency
8 shall send notice to the qualified whistleblower concerned, stating therein the reason for such
9 termination and shall give him/her sufficient opportunity to explain and respond to such
10 notice.
11

12 **SEC. 11. Confidentiality.** – Except insofar as allowed by this Act, during and after the
13 disclosure, and throughout and after any proceedings undertaken thereafter, a whistleblower
14 is entitled to absolute confidentiality as to:

15 A. His/her identity;

16
17 B. The subject matter of his/her disclosure; and
18

19 C. The person to whom such disclosure has been made.
20

21 There shall be no such confidentiality regarding his/her identity if a whistleblower
22 makes a public disclosure of acts constituting improper conduct unless, notwithstanding such
23 public disclosure, he/she has taken means obviously intended to preserve his/her anonymity.
24

25 **SEC. 12. Confidentiality of Information.** – No person to whom a disclosure has been
26 made or referred to shall divulge any information that may identify or tend to identify a
27 whistleblower or reveal the subject matter of such disclosure, except only as to the following
28 circumstances:

29 A. The whistleblower consents in writing prior to such a disclosure of;
30

31 B. The disclosure is indispensable and essential as determined by the Implementing Agency,
32 taking into consideration the necessary proceedings to be had after said disclosure; or
33

34 C. The disclosure or referral is made pursuant to an obligation under this Act. The
35 prohibition on disclosure under this Section shall apply to any person who has become
36 privy to any confidential information, whether officially or otherwise.
37

38 **SEC. 13. Violation of Confidentiality.** – Any person who shall violate the protection of
39 confidentiality of a protected disclosure under Sections 11 and 12 of this Act, shall suffer the
40 penalty of imprisonment of not less than six (6) months but not more than one (1) year with
41 the accessory penalty of temporary absolute disqualification for public office, in case of a
42 public officer or employee, and shall be civilly liable to the whistleblower in such amount of
43 damages as may be awarded and deemed reasonable by tile court.
44

45 The proceedings herein shall be independent of any action that an aggrieved
46 whistleblower may take before the Civil Service Commission of the Department of Labor and
47 Employment for unfair or discriminatory practices, back wages, or other labor dispute, or
48 before other quasi-judicial agencies that may or may not have arisen from a disclosure, or a
49 believed or suspected disclosure.
50

1 **SEC. 14. *No Breach of Duty of Confidentiality.*** – A whistleblower who has made a
2 disclosure under this Act upon whom a provision of law, regulation, issuance, practice or
3 other convention, imposes upon him/her the duty to maintain confidentiality with respect to
4 any information disclosed to him/her shall be considered not to have committed a breach
5 thereof.
6

7 **SEC. 15. *Defense of Privileged Communication.*** – A whistleblower who has made a
8 disclosure under this Act shall have in any other injury of proceeding the defense of absolute
9 privileged communication with respect to the subject matter of his/her disclosure or
10 information given to the proper authorities.
11

12 **SEC. 16. *False and Misleading Disclosures.*** – Any person found guilty of deliberately
13 and voluntarily gives false or misleading information in connection with acts or omissions
14 constituting improper conduct shall suffer imprisonment for a period of one (1) year and one
15 (1) day up to two (2) years at the discretion of the court as well as perpetual absolute
16 disqualification from holding public office, in case of a public officer or employee, without
17 prejudice to other liabilities under existing laws.
18

19 **SEC. 17. *Protection against Disciplinary Action or Reprisals and Prohibited Acts.*** – A
20 whistleblower who has made or is believed or suspected to have made a disclosure under this
21 Act shall not be liable to disciplinary action for making said disclosure.
22

23 Prohibited acts under this section include retaliatory action in a workplace or prejudicial
24 conduct towards a whistle blower, such as: discriminatory actions, reprimand, punitive
25 transfers, unwarranted referral to psychiatrist or counselor, and undue or inappropriate poor
26 or failing performance reviews. Other prejudicial conducts include obstruction of an
27 investigation, withdrawal of essential resources, alteration of policies and procedures, undue
28 reports and the attachment of unfair personnel file notes.
29

30 Any employer who has undertaken reprisals and/or initiated disciplinary actions and/or
31 imposed sanctions or other forms of retaliatory actions, including but not limited to
32 workplace ostracism, questions and attacks on motives, accusations of disloyalty and
33 dysfunction, public humiliation and the denial of work or promotion, or who encourages,
34 causes or commits, directly or indirectly, retaliatory action or reprisals against a
35 whistleblower, or anyone believed or suspected to be one, shall be liable for the offense
36 defined under this Act.
37

38 Any officer or employee who refuses to follow orders of superior that would cause them
39 to violate any provision of this Act shall likewise be protected from reprisals and retaliatory
40 action in the workplace.
41

42 For purposes of this protection, an applicant for employment shall be deemed an
43 employee and entitled to such protection.
44

45 *Provided, however,* That an employer of a whistleblower shall be notified through a
46 certification issued by the Implementing Agency within a period of thirty (30) days, from the
47 date when the whistleblower last reported for work. *Provided, further,* That an employer shall
48 have the option to remove said whistleblower from employment after securing a clearance
49 from the Civil Service Commission and the Department of Labor and Employment, as may

1 be appropriate, in case of a prolonged absence due to transfer or permanent relocation under
2 this Act or R.A. No. 6891.

3
4 **SEC. 18. Protection against other Actions.** – A whistleblower who has made a
5 disclosure under this Act shall not be subject to any liability, whether administrative, civil, or
6 criminal, for making such a disclosure. No action, claim or demand may be taken against a
7 whistleblower for making such disclosure, not shall any evidence presented be used against
8 him/her in court.

9
10 This protection shall also operate as immunity in favor of a whistleblower against any
11 action or proceeding taken against him/her by reason of his/her disclosure.

12
13 Provided, however, that the whistleblower does not appear to be the most guilty in the
14 commission of the act or acts constituting improper conduct.

15
16 **SEC. 19. Discriminatory Hiring.** – Any individual, firm, corporation, office or employer
17 who shall deny a qualified applicant of employment, or who shall reject his/her application
18 for employment solely on the ground that the applicant is or will be a whistleblower, shall be
19 guilty of an offense punishable by not more than six (6) months imprisonment with the
20 accessory penalty of suspension of the right to hold public office, in case of a public officer
21 of employee, and shall be civilly liable to indemnify the whistleblower for such damages as
22 may be awarded by the court.

23
24 **SEC. 20. Retaliatory Action in the Workplace.** – Any person who shall commit any
25 retaliatory act in a workplace as defined under this Act, against an employee who is a
26 whistleblower, or believed or suspected to be one, shall be guilty of an offense and shall
27 suffer the penalty of not more than six (6) months imprisonment with the accessory penalty
28 of suspension of the right to hold public office, in case of a public officer or employee, and
29 shall be civilly liable to indemnify a whistleblower in case damages are incurred and as may
30 be awarded by the court.

31
32 The aggrieved whistleblower shall be entitled to the provisional remedy of injunction
33 against any retaliatory action in the workplace, prejudicial conduct or discriminatory
34 treatment by reason of the said whistleblower's intended or actual disclosure.

35
36 The proceedings herein shall be independent of any action that an aggrieved person may
37 take before the Civil Service Commission of the Department of Labor and Employment for
38 unfair discriminatory practices, back wages, or other labor dispute, or before other quasi-
39 judicial agencies that may or may not have arisen from a disclosure, or a believed or
40 suspected disclosure.

41
42 **SEC. 21. Penalty for Retaliatory Acts against a Whistleblower.** – Any person who
43 commits any of the retaliatory acts as defined in this Act against a whistleblower and/or who
44 hinders, delays, prevents or dissuades a whistleblower from:

- 45 A. Attending, assisting or testifying, before any investigating agency and/or judicial or
46 quasi-judicial body;
47
48 B. Reporting to a law enforcement agency, public official and/or the judiciary the
49 commission or possible commission of an offense or a violation of conditions of
50 probation, parole, or release pending judicial proceedings;

- 1 C. Seeking the arrest of another person in connection with the offense;
2
3 D. Causing a criminal prosecution, or a proceeding for the revocation of a parole or
4 probation; or
5
6 E. Performing and enjoying the rights and benefits under this Act, or who attempts to do so
7 shall be fined not more than One Hundred Thousand Pesos (Php 100,000.00) and/or
8 suffer imprisonment of not less than six (6) months but not more than six (6) years or
9 both at the discretion of a court and shall also suffer the penalty of perpetual
10 disqualification from holding public office in case of a public officer or employee.
11

12 **SEC. 22. *Benefits and Security and Protection of a Qualified Whistleblower.*** – A
13 qualified whistleblower shall be entitled to an allowance sufficient for his/her daily basic
14 financial requirements considering his personal circumstances, provided he/she requests for
15 said allowance and the Implementing Agency determines and approves the reasonableness of
16 such request, in accordance with the implementing rules and regulations of this Act.
17

18 A qualified whistleblower shall likewise be entitled to housing and personal security
19 regardless of whether the disclosure is made in confidence or in public. Accordingly, the
20 Implementing Agency is hereby authorized to allocate funds and resources as provided for in
21 Section 32 hereof for the full satisfaction of the benefits and security and protection of a
22 qualified whistleblower, in accordance with the implementing rules and regulations of this
23 Act.
24

25 This section is without prejudice to any benefits a qualified whistleblower may be
26 entitled to under R.A. No. 6891 provided that the necessary amount shall be sourced from the
27 budget as provided for in Section 32 hereof and that no duplication of benefit shall ensue.
28

29 **SEC. 23. *Financial Rewards for Whistleblower.*** – A qualified whistleblower shall be
30 entitled to a monetary reward on a contingency basis, equivalent to at least ten per centum
31 (10%) of the amount which may be recovered as a result of his disclosure or the amount of
32 One Million Pesos (Php 1,000,000.00), whichever is lower.
33

34 **SEC. 24. *Abstract.*** – All government agencies, offices, bureaus and local government
35 units, including government owned or controlled corporations, whether or not with original
36 charters, shall conspicuously display an abstract of this Act and the rights and protections of
37 whistleblowers, including the obligations of employers under this Act. Such abstract shall be
38 provided in the implementing rules and regulations.
39

40 All government agencies, offices, bureaus and local government units, including
41 government owned and controlled corporations, whether or not with original charters, shall
42 likewise put in place internal procedures for dealing with whistleblowers, consistent with the
43 provisions of this Act and its implementing rules and regulations. Said internal procedure
44 shall be widely disseminated to all employees.
45

46 All other employers, specifically those in the private sector, shall also conspicuously
47 display notices of their employee's protections and their obligations under this Act and its
48 implementing rules and regulations.

1 **SEC. 25. Failure of an Employer to Post Abstract.** – The failure to post an Abstract or to
2 adopt internal procedures as requires under Section 24 of this Act shall constitute an offense
3 and shall be penalized with a fine in the amount of One Hundred Thousand Pesos (Php
4 100,000.00) for the first offense. Said amount shall be doubled for every succeeding
5 offense/s.
6

7 **SEC. 26. Failure to Act or Report to the Implementing Agency.** – Any person under
8 obligation to report a disclosure under this Act to the Implementing Agency but who fails to
9 do so within the period of two (2) months, or who fails to act thereon or cause an
10 investigation thereof, shall be guilty of an offense and shall suffer the penalty of not more
11 than six (6) months imprisonment, and/or a fine amounting to not more than Three Hundred
12 Thousand Pesos (Php 300,000.00) without prejudice to any other liability that may be
13 imposed upon such person under existing laws.
14

15 **SEC. 27. Confidentiality of the Proceedings.** – All proceedings involving application
16 and/or enjoyment of the benefits under this Act, including any action taken thereon, shall be
17 confidential in nature. No information or documents given or submitted in support thereof
18 shall be released except upon written order of the Implementing Agency, and provided such
19 disclosure shall not endanger the life of a qualified whistleblower.
20

21 **SEC. 28. Powers and Functions of the Implementing Agencies or Agency.** – In addition
22 to their respective powers and functions under existing laws, the Implementing Agencies
23 shall:

- 24 A. Supervise, monitor and coordinate all efforts relative to the implementation and
25 enforcement of the provisions of this Act;
26
- 27 B. Investigate all disclosures made under this Act, prosecute or recommend prosecution of
28 the same when warranted;
29
- 30 C. Evaluate the qualification of whistleblowers for coverage under this Act, and whenever
31 appropriate, make the appropriate decision on their entitlement to the benefits and
32 security and protection extended herein;
33
- 34 D. Undertake, in coordination and cooperation with the private and public sectors, an
35 information campaign to educate the public on the provisions and benefits of this Act;
36
- 37 E. Develop plans and implement programs to further encourage whistleblowers with a view
38 for effective deterrence and/or prosecution of improper conduct as well as acts amounting
39 to graft and corrupt practices;
40
- 41 F. Control and administer, through coordination and consistent with the provisions and
42 purpose of this Act, the protection and benefits of whistleblowers and the funds necessary
43 to carry out the provisions of this Act;
44
- 45 G. Call upon, or deputize any department, bureau, office or any other government agency or
46 public official to assist in the effective implementation and enforcement of this Act; and
47
- 48 H. Grant immunity in accordance with the provisions of this Act and its implementing rules
49 and regulation.
50

1 **SEC. 29. Implementing Agency, Option of Whistleblower.** – A whistleblower shall have
2 the right to indicate his preference as to the Implementing Agency he/she intends to be
3 admitted and/or qualifies in as a whistleblower. The Implementing Agency so chosen shall
4 have the primary jurisdiction and authority to exercise the powers and functions provided for
5 under Section 28 of this Act.

6 **SEC. 30. Congressional Whistleblower Program.** – The Senate and the House of
7 Representatives may have their own Whistleblower's Program for resource persons and/or
8 whistleblowers appearing before them or their respective committees.
9

10 The resource person and/or whistleblower, with his/her express consent, may be admitted
11 into the program upon the recommendation of the legislative committee where his/her
12 testimony is needed when in its judgment there is pressing necessity therefor: *Provided*, that
13 such recommendation is approved by the President of the Senate or the Speaker of the House,
14 whichever the case may be.
15

16 The Senate or the House of Representatives, as the case may be, shall have primary
17 jurisdiction in the administration and implementation of the program independent from any
18 other agency of government when the investigation of the safety of the resource person or
19 whistleblower shall be prejudiced.
20

21 **SEC. 31. Implementing Rules and Regulations.** – There is hereby created a
22 Whistleblower Council which shall be composed of the Implementing Agencies and headed
23 by the Office of the Solicitor General.
24

25 The Council shall be primarily and solely responsible for the drafting and promulgating
26 of the necessary Implementing Rules and Regulations (IRR) for the effective implementation
27 of this Act. The Council's submission to Congress of the approved IRR and the causing of its
28 publication in at least two (2) newspapers of general circulation shall render the council
29 *functus officio*.
30

31 **SEC. 32. Funding.** – The amount One Hundred Million Pesos (Php 100,000,000.00) is
32 hereby authorized to be appropriated out of any funds in the National Treasury not otherwise
33 allocated to carry into effect the purpose of this Act.
34

35 Other funding schemes or sources that may be authorized under existing laws shall be
36 allowed in furtherance hereof.
37

38 **SEC. 33. Separability Clause.** – If any provision or part hereof, is held invalid or
39 unconstitutional, the remainder of the law or the provisions not otherwise affected thereby
40 shall remain valid and subsisting.
41

42 **SEC. 34. Repealing Clause.** – Any law, presidential decree or issuance, executive order,
43 letter of instruction, administrative order, rule or regulation contrary to or inconsistent with,
44 the provisions of this Act, is hereby repealed, modifies, or amended accordingly.
45

46 **SEC. 35. Effectivity Clause.** – This Act shall take effect fifteen (15) days after its
47 publication in the Official Gazette or at least two (2) newspapers of general circulation.

Approved,