



SENATE
S.B. NO. 1368

20 FEB 19 P4:50

RECEIVED BY: _____

Introduced by Senator Maria Lourdes Nancy S. Binay

AN ACT
ALLOWING EMPLOYEES TO TAKE SCHOOL INVOLVEMENT LEAVE TO
PARTICIPATE IN THE ACADEMIC SCHOOL ACTIVITIES OF THEIR
CHILDREN OR TO PARTICIPATE IN LITERACY TRAINING

EXPLANATORY NOTE

Article II, Section 17 of the 1987 Philippine Constitution provides:

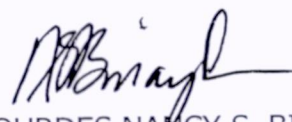
“The State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism, nationalism, accelerate social progress, and promote total human liberation and development.”

The Administration Code, Presidential Decree No. 442, otherwise known as the “Labor Code of the Philippines,” and Republic Act No. 8187, otherwise known as the “Paternity Leave Act of 1996,” provides for a particular time when an employee can take a leave of absence with pay.

Parents play a vital role in their children’s learning and education. They are role models that inspire and encourage their children to learn. Their attitude towards education shows that it is indeed important.

The proposed bill seeks to give employees the necessary time to participate in the academic school activities of their children or to participate in literacy training by allowing them to take time through a regulated leave.

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

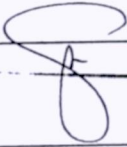


MARIA LOURDES NANCY S. BINAY
Senator

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

1 Section 1. *Short Title.* – This Act shall be known as the “Time for Schools
2 Act of 2020.”

3
4 Sec. 2. *Declaration of Policy.* – It is the policy of the State to give priority
5 to education, science and technology, arts, culture, and sports to promote total
6 human liberation and development.

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8 Sec. 3. *Definition of Terms.* – For purposes of this Act, the term:

9 (A) “Family literacy program” means a program of services that are
10 of sufficient duration, to make sustainable changes in a family
11 and that integrate the following activities:

- 12 (1) Interactive literacy activities between parents and
13 their sons and daughters;
14 (2) Training for parents on how to be the primary teacher
15 for their sons and daughters and full partners in the
16 education of their sons and daughters;
17 (3) Parent literacy training; and

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- (4) An age-appropriate education program for sons and daughters.
- (B) "Literacy" used with respect to an individual, means the ability of the individual to speak, read, and write English, and complete and solve problems, at levels of proficiency necessary –
 - (1) To function on the job, in the family of the individual, and in society;
 - (2) To achieve the goals of the individual; and
 - (3) To develop the knowledge potential of the individual.
- (C) "School" means an elementary school or secondary school, and a child care facility operated by a provider who meets the applicable government licensing, certification, approval, or registration requirements, if any.

Sec. 4. *Entitlement to School Leave.* –

- (A) *In General.* – An eligible employee shall be entitled to a total of twenty-four (24) hours of leave during any twelve (12)-month period to participate in an academic activity of a son or daughter of the employee, such as a parent-teacher conference or an interview for a school, or to participate in literacy training under a family literacy program.
- (B) *Notice.* – In any case in which the necessity for leave is foreseeable, the employee shall provide the employing agency with not less than seven (7) days' notice, before the date of leave is to take effect, of the employee's intention to take leave. If the necessity for the leave is not foreseeable, the employee shall provide such notice as is practicable.

Sec. 5. *Penalties.* – Any person, corporation, trust, firm, partnership, association, or entity found violating this Act or the rules and regulations

1 promulgated pursuant to this Act shall be punished by a fine not exceeding Twenty
2 Five Thousand Pesos (P25,000.00) or imprisonment of not less than thirty (30)
3 days or more than six (6) months. If the violation is committed by a corporation,
4 trust, firm, partnership, association, or any other entity, the penalty of
5 imprisonment shall be imposed on the entity's responsible officers, including, but
6 not limited to, the president, vice-president, chief executive officer, general
7 manager, managing director, or partner directly responsible for the same.

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9 *Sec. 6. Non-Diminution Clause.* – Nothing in this Act shall be construed to
10 reduce any existing benefits of any form granted under existing laws, decrees,
11 executive orders, or any contract, agreement or policy between employer and
12 employee.

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14 *Sec. 7. Separability Clause.* – If any provision or part hereof is held invalid
15 or unconstitutional, the remainder of the law or the provision not otherwise
16 affected shall remain valid and subsisting.

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18 *Sec. 8. Repealing Clause.* – Any law, presidential decree or issuance,
19 executive order, letter of instruction, administrative order, rule or regulation
20 contrary to or inconsistent with the provisions of this Act is hereby repealed,
21 modified, or amended accordingly.

22
23 *Sec. 9. Effectivity Clause.* – This Act shall take effect fifteen (15) days after
24 its publication in at least two (2) newspapers of general circulation.

Approved,