

SENATE
S.B. No. 1515

20 MAY -6 P4 :23

RECEIVED

INTRODUCED BY **SENATOR VICENTE C. SOTTO III**

AN ACT
PROVIDING LIABILITY PROTECTION FOR PRIVATE
ESTABLISHMENTS AND THEIR OWNERS FROM
CORONAVIRUS-RELATED CLAIMS OF THEIR EMPLOYEES

EXPLANATORY NOTE

The Philippines, together with the whole world, has been battling with COVID-19 for several months now. Thankfully, the local cases are declining and more and more provinces and cities are becoming COVID-19 free. If these positive developments continue, we can now anticipate the reopening of our economy. As part of the stimulus package of the government, businesses will be reopening to reinvigorate employment and spending.

Employers and private establishment owners are aware of the risks their returning employees will face in the workplace and their responsibilities to their workers as employers.

To uplift the confidence of employers to open their businesses, this measure is being proposed by this representation. This act will protect the employers from lawsuit and claims from

their employees who may contract COVID-19 in the workplace or in the performance of their work. However, this act is not an absolute blanket shield from any liability of the employer. Employers must observe the mandated work and community safety protocols issued by the Government for this law to be applicable.

Small and mid-size enterprises (SMEs) will greatly benefit in this law. This will prevent the further depletion of their already exhausted resources in defending themselves against labor lawsuits in relation to COVID-19 infection of their workers.

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


VICENTE C. SOTTO III

SENATE
S.B. No. 1515

20 MAY -6 P4:23

INTRODUCED BY **SENATOR VICENTE C. SOTTO III**

AN ACT
PROVIDING LIABILITY PROTECTION FOR PRIVATE
ESTABLISHMENTS AND THEIR OWNERS FROM
CORONAVIRUS-RELATED CLAIMS OF THEIR EMPLOYEES

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

1 SECTION 1. **Title.** – This Act shall be known as “*Employer’s*
2 *Liability Protection from COVID-19 Act.*”

3 SECTION 2. **Declaration of Policy.** – It is the policy of the
4 State to encourage private enterprises and support businesses,
5 especially during the COVID-19 outbreak, by protecting
6 businesses from coronavirus-related claims from their employees.

7 SECTION 3. **Liability Protection for Private**
8 **Establishments.** – No private establishment authorized by the
9 government to operate during the coronavirus disease 2019
10 (COVID-19) outbreak shall be liable to any claims made by its
11 employees by reason of the latter being infected with the COVID-
12 19 virus while working, *Provided* that the private establishment

1 has fully complied with the relevant laws, rules and regulations,
2 policies, guidelines and such other government issuances relative
3 to the prevention, spread, and management of the COVID-19
4 2019.

5 The liability protection shall extend to the registered owner of
6 the private establishment and its officers.

7 SECTION 4. **Exception.** – The liability protection mentioned
8 in the immediately preceding paragraph shall not apply if the act
9 committed constitutes a crime.

10 SECTION 6. **Separability Clause.** – In case any provision of
11 this Act is declared invalid or unconstitutional, such declaration
12 shall have no effect in the validity or constitutionality of the
13 remaining provisions hereof.

14 SECTION 7. **Repealing Clause.** – All laws, decrees, rules and
15 regulations inconsistent with the provisions of this Act are hereby
16 repealed or amended accordingly.

17 SECTION 8. **Effectivity.** – This Act shall take effect fifteen
18 (15) days after publication in the Official Gazette or in a newspaper
19 of general circulation.

Approved,