



NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)

23 AUG -1 A11 :21

SENATE
S. No. 2376

RECEIVED BY _____

Introduced by: Senator Raffy T. Tulfo

AN ACT
PROVIDING FOR MANDATORY INSURANCE COVERAGE
AND BENEFITS FOR ALL LINE WORKERS

EXPLANATORY NOTE

Electricity powers the entirety of the modern world and permeates every aspect of human life. From powering people’s homes and industries to fueling numerous technological advancements, electricity is undeniably an essential part of society. Behind the scenes, there are unsung heroes who ensure that the flow of electricity remains uninterrupted and safe. These heroes are the electrical linemen, a dedicated and skilled workforce that plays a crucial role in maintaining the power infrastructure.

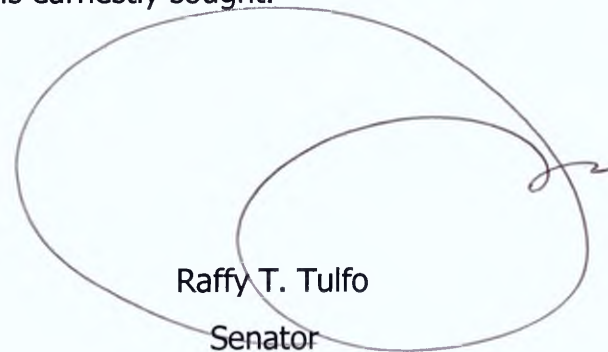
Electrical line workers are responsible for constructing, maintaining, and repairing power transmission and distribution lines. Without their expertise, the electricity generated at power plants would never reach our homes and businesses. Regular maintenance of power lines is essential to prevent outages and ensure a continuous supply of electricity. In times of natural disasters like storms and hurricanes, electrical line workers toil tirelessly to restore power, helping communities to recover and resume normalcy.

The work of electrical line workers involves inherent risks as they deal with high-voltage power lines and work at great heights. Despite these dangers, line workers put their lives on the line to ensure a reliable power supply to the public. They undergo rigorous training to ensure their safety and the safety of others. Their

commitment to public service, especially during emergencies, is a testament to their dedication and selflessness. In this regard, this proposed measure aims to ensure that electrical line workers employers are provided with adequate insurance coverage and other essential benefits in addition to what is provided for by existing labor laws.

Electrical line workers are the backbone of our electrical power systems, ensuring that electricity reaches every corner of our modern world. Their relentless commitment to safety, reliability, and public service makes them indispensable contributors to the energy sector.

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



Raffy T. Tulfo
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 “Line Workers Insurance
2 and Benefits Act”.

3 Sec. 2. *Declaration of Policy.* – The State recognizes the role of the electrical
4 line workers in the quest for sustainable economic development through the
5 continuous and reliable supply of electricity, not only in residential dwellings, but most
6 importantly, in commercial and industrial establishments, specifically in the
7 countryside and rural areas, as envisioned by the Rural Electrification Program, and
8 the risk they encounter in the performance of their duties and responsibilities. As such,
9 it shall provide measures that recognize the contributions of line workers to nation-
10 building particularly in the transmission and distribution sectors of the power industry
11 by ensuring that their employers are providing them insurance coverage and other
12 benefits in addition to what is provided for regularly by existing labor laws.

13 Sec. 3. *Definition of Line Workers.* – As used in this Act, line workers shall refer
14 to persons including crew, drivers, and helpers, who are directly responsible for the
15 construction, installation, maintenance, reconstruction, and repair of overhead
16 transmission and distribution electrical systems, including underground cables,
17 electrical substations, and other related electrical equipment and facilities.

1 Sec. 4. *Coverage.* – This Act shall cover all line workers in the power industry
2 sector as defined in Section 3 hereof, including those working in private distribution
3 utilities (PDUs), electric cooperatives (ECs), and transmission or grid operators.

4 Sec. 5. *Mandatory Insurance Coverage.* – All line workers shall be provided
5 with life, accident, and disability insurance benefits in accordance with the following
6 minimum required coverage schedule:

7 A. In the case of ECs, the insurance coverage requirement shall be calibrated
8 according to the following classification:
9

National Electrification Administration Classification	Minimum Insurance Coverage (in Philippine Peso)
SMALL	200,000
MEDIUM	400,000
LARGE	600,000
EXTRA LARGE	800,000
MEGA LARGE	1,000,000

10
11 B. For the transmission or grid operator, the minimum insurance coverage shall
12 be Two million pesos (₱2,000,000.00).

13 C. For PDUs, the minimum insurance coverage shall be One million five hundred
14 thousand pesos (₱1,500,000.00).

15 The coverage shall be effective upon the commencement of their employment
16 until their separation from the company, either by resignation, termination, or
17 retirement. The insurance premium shall be shouldered entirely by the employer.

18 Employers who are already providing insurance coverage to their line workers
19 equal to or more than the minimum requirement as prescribed herein are no
20 longer required to make adjustments to their insurance coverage. Otherwise,
21 they should augment the amount of coverage to comply with this Act: Provided,
22 that in no way shall this Act be construed to diminish or reduce any insurance

1 coverage which the line workers are already receiving or any entitlement under
2 existing laws, company policy, or employment contracts or collective bargaining
3 agreements between the employer and the employees.

4 *Sec. 6. Mandatory Benefits.* – In addition to the mandated insurance coverage,
5 line workers shall also be provided with the following mandatory benefits:

6 (a) Retirement benefits;

7 (b) Mortuary assistance;

8 (c) Disability benefits; and

9 (d) Reimbursement of actual medical expenses in case of death, accident,

10 sickness, disability, or injury sustained by the line worker in the line of

11 duty: Provided, That when a line worker participates in power restoration

12 and rehabilitation efforts in calamity-stricken areas or similar

13 engagements hosted by an entity other than the employer of the line

14 worker, such host entity shall provide the line worker with benefits

15 similar to those provided under this Section and as may be allowed by

16 its financial capacity to cover death, accident, sickness, disability or

17 injury sustained by the line worker during such engagement.

18 The Department of Labor and Employment (DOLE), in consultation with
19 stakeholders, shall provide a comprehensive list of all other benefits that line
20 workers should be entitled to in addition to the above mandatory benefits and
21 the same shall be incorporated in the rules and regulations to be issued to
22 implement this Act.

23 *Sec. 7. Implementing Rules and Regulations.* – Within ninety (90) days upon
24 approval of this Act, the National Electrification Administration shall, together with the
25 DOLE, the Energy Regulatory Commission, and in consultation with the PDUs and ECs,
26 promulgate and issue the rules and regulations to effectively implement the provisions
27 of this Act.

1 Sec. 8. *Separability Clause.* – If for any reason, any part or provision of this
2 Act is declared unconstitutional or invalid, the other parts or provisions hereof, which
3 are not affected thereby, shall continue to be in full force and effect.

4 Sec. 9. *Repealing Clause.* – All laws, presidential decrees, executive orders,
5 letters of instruction, administrative rules and regulations or parts thereof, which are
6 contrary to or inconsistent with the provisions of this Act, are hereby repealed or
7 modified accordingly.

8 Sec. 10. *Effectivity.* – This Act shall take effect fifteen (15) days after its
9 publication in the Official Gazette or in a newspaper of general circulation.

Approved,