

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

24 APR 17 P4:54

SENATE

S. No. 2636

RECEIVED BY: LS

Introduced by Senator Loren B. Legarda

**AN ACT
PROVIDING FOR THE MAGNA CARTA OF WASTE WORKERS**

EXPLANATORY NOTE

Waste management is a critical aspect of public health and environmental sustainability, and waste workers play a vital role in ensuring the proper collection, disposal, and recycling of waste materials.

In the Philippines, waste workers are divided into formal and informal sectors. Formal waste workers are those employed by government agencies, private companies, or cooperatives, while informal waste workers, commonly referred to as "waste pickers" or "scavengers," operate independently or as part of small groups, often without formal employment contracts or legal recognition.

Both formal and informal waste workers face numerous challenges, including low wages, lack of job security, exposure to hazardous materials, and limited access to social protection and healthcare services. Despite their indispensable role in waste management, waste workers are often marginalized and face discrimination and stigma due to the informal nature of their work.

Given the significant contributions and vulnerabilities of both formal and informal waste workers, there is a pressing need for a Magna Carta or comprehensive

legislation to protect their rights, improve their working conditions, and integrate them into formal waste management systems.

A Magna Carta for waste workers would not only safeguard their rights and well-being but also contribute to the development of a more inclusive, sustainable, and equitable waste management system in the Philippines. It would recognize the dignity and value of waste workers' labor and empower them to lead healthier, more secure lives while contributing to environmental conservation and community resilience.

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



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

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**TITLE I
GENERAL PROVISIONS

CHAPTER I
BASIC PRINCIPLE**

SECTION 1. *Short Title.* This Act shall be known as the "Magna Carta of Waste Workers."

SEC 2. *Declaration of Policy.* In recognition of the vital role played by Waste Workers in preserving public health, environmental sustainability, and the overall well-being of our communities, the State shall endeavor to develop plans, policies, programs, measures, and mechanisms rooted in principles of fairness and social justice, safeguarding the rights and dignity of Waste Workers. These policies shall seek to empower and create a conducive and safe working environment for those engaged in the critical task of waste management.

The State, shall give an assurance of the inherent right of Waste Workers to a work environment that preserves their dignity, safety, and well-being.

1 Discrimination, harassment, or exploitation in any form shall be unequivocally
2 condemned. Moreover, Waste Workers shall be entitled to fair compensation
3 reflective of their responsibilities, skills, and the hazardous nature of their work,
4 accompanied by comprehensive benefits that prioritize their health and safety.

5 The State, acknowledging the unique challenges of the job, shall emphasize the
6 importance of establishing and enforcing robust occupational health and safety
7 standards. Adequate training, provision of protective gear, and access to medical
8 support are essential components of ensuring the overall welfare of Waste Workers.
9 R.A. 6969 or Toxic Substances and Hazardous and Nuclear Wastes Control Act of
10 1990, Section 4, provides that one of the objectives of the Act is to give specific
11 attention to active implementation and monitoring. And period reviews shall be
12 directed towards the management of hazardous waste, with the implementation of
13 stringent measures and specialized training to mitigate associated risks.

14 The State, beyond individual well-being, shall place a spotlight on advocacy
15 and awareness through state-funded training and education regarding the proper
16 handling, segregation and disposal of solid waste which is in line with Article 3
17 Section 23 of R.A. 9003 or the Ecological Solid Waste Management Act of 2003, and
18 the identification and handling of hazardous and toxic chemicals and substances
19 including but not limited to residual and healthcare wastes. Collaborative efforts
20 involving the government, civil society, and the private sector aim to raise public
21 awareness about the vital contributions of Waste Workers and foster a culture of
22 respect for their profession. Simultaneously, Waste Workers shall be positioned as
23 advocates for sustainable waste management practices, playing a crucial role in
24 promoting waste reduction and diversion initiatives.

25 The State, in the implementation and monitoring, shall establish mechanisms
26 to ensure the effective enforcement of this Act. A dedicated government body shall
27 oversee compliance with its provisions, addressing any violations promptly. There
28 shall be regular assessments of working conditions, benefits, and overall well-being
29 of Waste Workers conducted, with policy adjustments made as necessary to address
30 emerging challenges.

31 SEC 3. *Coverage.* The provisions of this law shall apply to all persons employed,
32 contracted or engaged, and all those economically dependent from the marginalized

1 sectors, in activities on the management, collection, transportation, processing and
2 disposal of solid wastes, hazardous wastes, and toxic chemicals and substances
3 including but not limited to residual and healthcare wastes.

4 **CHAPTER II**
5 **DEFINITION OF TERMS**

6 SEC 4. *Definitions.* For purposes of this Magna Carta, the following terms shall
7 mean:

8 (a) *Waste Workers* shall include all persons in the marginalized sectors
9 whose livelihood is dependent on waste management, collection,
10 transportation, processing, and disposal, including but not limited to,
11 garbage collectors, waste pickers, segregators and recyclers.

12 Regardless of whether employed by the government or private sector,
13 contracted for services, or belonging to the informal waste sector, the
14 determination of being a waste worker, for the purposes of this Act, shall
15 lie on the nature of their livelihood, and their inclusion to the
16 disadvantaged, and vulnerable groups who are mostly living in poverty
17 and have little or no access to basic resources, social and economic
18 services such as health care, education, housing security, and the justice
19 system.

20 (b) *Rights and benefits* shall refer to all rights and benefits accorded to
21 workers by the 1987 Philippine Constitution, Presidential Decree No.
22 442 or the Labor Code of the Philippines, and relevant local and
23 international human rights instruments and labor standards. These refer
24 to the rights and benefits that the State shall guarantee to all workers.

25 (c) *Government* refers to entities established by the government or
26 government-operated services and facilities, which may include
27 departments, agencies, authorities, training institutions, and local
28 government units that work on the protection and welfare of Waste
29 Workers.

1 (d) *Private sector* refers to persons, partnerships, corporations, firms, or
2 associations privately owned and established, whether or not organized
3 for profit, that privately run waste management system.

4 (e) *Informal sector* refers to the individuals and families who are
5 independent, neither organized, contracted, financed, managed, nor
6 reported upon by the governmental authorities.

7 (f) *Self-organization* refers to the act of forming, joining and/or assisting
8 organizations or associations, not contrary to law, in order to promote,
9 defend, and/or protect their mutual interests and/or extend mutual aid.

10 **TITLE II**

11 **RIGHTS AND PROTECTION OF WASTE WORKERS**

12 **CHAPTER I**

13 **COMMON PROVISIONS**

14 SEC 5. *Right to Decent Work.* The State shall progressively realize and ensure
15 decent work standards for Waste Workers that are just and centered on the rights of
16 the Waste Workers. The State shall further ensure protection from occupational and
17 health hazards, and support services that will promote and fulfill the rights of Waste
18 Workers. Decent work involves job security, social protection, work opportunities that
19 provide for just and humane compensation, and a safe working environment, which
20 includes safe equipment, policies, and procedures.

21 SEC 6. *Right to Participation and Information.* All waste workers have the right to
22 participate, as well as decide, and access information relating to policies on Waste
23 Workers that affect their lives and well-being, including but not limited to programs,
24 projects, training, and workshops. Waste workers shall have the right to participate
25 actively and meaningfully in decisions that affect their work, health, and welfare.
26 Participation shall encompass involvement in the formulation, implementation, and
27 evaluation of policies, regulations, and practices related to waste management.

28 Acknowledging the critical importance of workers' participation, it is
29 mandated that waste workers be represented in both the City or Municipality Solid

1 Waste Management Board (SWM Board) and the Barangay Solid Waste Management
2 Board (BSW Board), governed by the following guidelines:

- 3 a) At least one seat in the SWM Board shall be allocated for a
4 representative(s) of waste workers directly involved in solid waste
5 management activities within the jurisdiction.
- 6 b) The waste worker representative(s) shall be selected through a
7 transparent and inclusive process.
- 8 c) The waste worker representative(s) shall report back to their respective
9 constituencies on SWM Board activities, decisions, and outcomes.
- 10 d) The SWM Board shall periodically review the effectiveness of worker
11 representation and make adjustments as necessary to ensure meaningful
12 participation and accountability.

13 SEC 7. *Social Protection.* The State shall ensure that all Waste Workers are
14 afforded with Social Security System (SSS) or Government Service Insurance System
15 (GSIS), as the case may be, Home Development Mutual Fund (Pag-Ibig), and
16 Philippine Health Insurance Corporation (PhilHealth).

17 SEC 8. *Right to Recognition.* The State, private sector, society in general, and all
18 individuals shall actively work towards the recognition, respect, and promotion of the
19 rights of Waste Workers defined and guaranteed under this Act.

20 SEC 9. *Protection from Discriminatory Acts.* Waste Workers shall not be subjected
21 to any form of discrimination. Any person who shall discriminate against Waste
22 Workers shall be guilty of discrimination acts and shall suffer a penalty of arresto
23 mayor in its maximum period and/or a fine of not less than fifty thousand pesos
24 (P50,000), but not more than One hundred fifty thousand pesos (P150,000), at the
25 discretion of the court.

26 SEC 10. *Hazard Allowance.* Waste Workers, who are exposed to health and
27 occupational hazards or elements involving high risk of perils to life, limbs, or likely
28 deterioration of health shall be compensated with hazard allowance.

29 SEC 11. *Annual Medical, Dental, Mental, and Psychosocial Examination.* Waste
30 workers shall be provided with annual medical services including but not limited to
31 physical, dental, mental, and psychosocial examinations.

1 SEC 17. *Holiday Pay.* Where a Waste Worker is made or permitted to work on
2 his or her scheduled rest day, he or she shall be paid an additional compensation of at
3 least thirty percent (30%) of his or her regular wage.

4 The Waste Worker may be required by his or her employer to work on a regular
5 holiday but he or she shall be paid a compensation twice his or her regular rate. For
6 the purpose of this paragraph, "holiday" shall mean any of the days enumerated
7 under Para. C, Art. 94 of the Labor Code of the Philippines.

8 Work performed on any special holiday shall be paid an additional
9 compensation of at least thirty percent (30%) of the regular wage of the employee.
10 Where such holiday work falls on the employee's scheduled rest day, he or she shall
11 be entitled to an additional compensation of at least fifty percent (50%) of his regular
12 wage.

13 Where the collective bargaining agreement or other applicable employment
14 contract stipulates the payment of a higher premium pay than that prescribed under
15 this Section, the employer shall pay such a higher rate.

16 SEC 18. *Enforcement of Labor Laws.* All other relevant provisions including but
17 not limited to conditions of employment, health, safety and social welfare, labor
18 relations, and post-employment set forth by Presidential Decree No. 442 or the Labor
19 Code of the Philippines and Presidential Decree 851 shall apply to Waste Workers.

20 SEC 19. *Health Services.* Waste Workers shall have access to comprehensive
21 health services provided by a Health Maintenance Organization (HMO), which covers
22 hospitalization and regular medical check-ups in accredited hospitals, medical
23 facilities, and clinics.

24 SEC 20. *Security of Tenure.* No Waste Worker can be dismissed from work
25 except for a just or authorized cause, and only after due process.

26 SEC 21. *Independent Waste Worker Organization.* Waste Workers have the right
27 to self-organization, to form or join a legitimate worker's union, free from interference
28 of their employer or the government in order to promote, defend, and protect their
29 mutual interests and/or extend mutual aid. All Waste Workers may join a union for
30 the purpose of collective bargaining and are eligible for union membership on the first
31 day of their employment.

1 SEC 22. *Non-Abridgement of the Right to Self-Organization.* No person shall be
2 allowed to restrain, coerce, or unduly interfere with the Waste Workers in the exercise
3 of their right to self-organization in accordance with law.

4 It shall be unlawful for any person to commit the following acts of restraint,
5 coercion, or undue interference:

- 6 a) To prevent a Waste Worker from carrying out his or her duties in his
7 organization or association;
- 8 b) To discriminate in hiring a Waste Worker or setting unfavorable
9 conditions upon him or her to discourage him or her from membership
10 in any organization or association;
- 11 c) To require as a condition of employment that a Waste Worker must not
12 join any organization or association;
- 13 d) To interfere in the functioning and administration of the organization or
14 association.

15 SEC 23. *Transportation, Communication, and Subsistence Allowance.* Waste
16 Workers who are required to render service in the field during emergencies and
17 disasters in order to make their services available at any time shall be entitled to a full
18 subsistence allowance of three (3) meals which may be computed under prevailing
19 circumstances.

20 SEC 24. *Longevity Pay.* A monthly longevity pay equivalent to five percent (5%)
21 of the monthly basic pay shall be paid to a Waste Worker for every five (5) years of
22 continuous, effective, and meritorious services rendered as certified by the immediate
23 supervisor concerned.

24 SEC 25. *Laundry Allowance.* Waste Workers who are required to wear uniforms
25 regularly shall be entitled to a laundry allowance equivalent to One Hundred Fifty
26 (150) Pesos per month, to be effective from the date of enactment of this law. The
27 Laundry compensation or allowance shall be adjusted annually based on the
28 Consumer Price Index to account for inflation.

29 SEC 26. *Hazard Allowance.* Waste Workers in the private sector, who are
30 exposed to health and occupational hazards or elements involving a high risk of perils
31 to life, limbs, or likely deterioration of health shall be compensated with hazard
32 allowance.

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CHAPTER III

WASTE WORKERS IN THE GOVERNMENT

SEC 27. *Coverage.* This Chapter shall apply to all persons rendering services in the Government for compensation, regardless of status of employment and/or engaged or contracted for services.

SEC 28. *Right to self-organization.* Waste Workers of government corporations established under the Corporation Code shall have the right to organize and to bargain collectively with their respective employers. All other employees in the civil service shall have the right to form associations for purposes not contrary to law.

SEC 29. *Health Care System.* Every Waste Worker shall be guaranteed with a health care delivery system and access to public or private primary care provider of choice. The respective LGU shall establish a program and promulgate guidelines for the availment of health care benefits.

SEC 30. *Financial Assistance.* The Local Government Unit shall endeavor to provide assistance to Waste Workers in crisis situation including but not limited to, medical assistance, burial, transportation, education, food, or financial assistance for other support services or needs of a Waste Worker or family.

SEC 31. *Cash Incentive.* In recognition of the contribution of Waste Workers to public health and safety, the environment, and local economy, the Local Government Unit shall grant an annual cash incentive for all Waste Workers without distinction.

SEC 32. *Socialized Housing Program.* The Local Government Unit shall, in the implementation and development socialized housing program, ensure that Waste Workers who are able to qualify under the guidelines shall be included as target beneficiaries.

SEC 33. *Hazard Allowance.* Waste Workers in the government Sector, who are exposed to health and occupational hazards or elements involving a high risk of perils to life, limbs, or likely deterioration of health shall be compensated with hazard allowance.

CHAPTER IV

1 **INFORMAL WASTE WORKER SECTOR**

2 Waste Workers in the informal sector are hereby guaranteed all civil, political,
3 social and economic rights recognized, promoted and protected under existing laws,
4 including, but not limited to, Article II, Section 9 of the 1987 Constitution, the Republic
5 Act No. 8425, otherwise known as the Social Reform and Poverty Alleviation Act, and
6 Republic Act No. 7875, otherwise known as the National Health Insurance Act.

7 SEC 34. *Formalization of Waste Workers.* Waste Workers in the informal sector
8 shall have the right to form or join an association of waste workers for purposes not
9 contrary to law, and to promote, defend, and protect their mutual interests and/or to
10 extend mutual aid.

11 SEC 35. *Recognition of Informal Waste Workers Organization.* The organizations or
12 associations founded, formed, and established by Waste Workers in the informal
13 sector shall be registered with the Department of Labor and Employment.

14 SEC 36. *Social Protection and Inclusion.* The Department of Labor and
15 Employment, in consultation with the Department of Environment and Natural
16 Resources, Department of Health, Commission on Human Rights, and the Local
17 Government Units, shall develop programs for the informal sector of Waste Workers
18 and ensure their access to medical assistance, burial, transportation, education, food,
19 or financial assistance for other support services or needs.

20 **TITLE III**

21 **PARTICIPATION OF GOVERNMENT AGENCIES**

22 SEC 37. *Role of DOLE and the Local Government Units.* The local government
23 units shall be charged with the implementation of this Act in their respective localities,
24 in coordination with the Department of Labor and Employment. It shall be the
25 responsibility of the LGU to:

- 26 a) Ensure the proper enforcement of labor standards, occupational safety,
27 and health regulations, as well as other pertinent laws and policies
28 related to Waste Workers within their jurisdiction. The LGU shall also
29 assist waste workers in their registration with DOLE;

- 1 b) Establish local mechanisms to monitor and address issues related to
2 Waste Workers, including but not limited to, workplace safety, social
3 protection, and access to training and skills development programs;
- 4 c) Submit periodic reports to the DOLE on the status of Waste Workers
5 within their jurisdictions, outlining the measures taken to address issues
6 related to employment and working conditions;
- 7 d) Advocate for the inclusion of Waste Workers in social protection
8 programs, working with DOLE to explore avenues for health insurance,
9 retirement benefits, and other welfare initiatives.
- 10 e) Implementation of barangay and municipality practices on Solid Waste
11 Management;
- 12 f) Drafting and Implementation of 10-year plans on Solid Waste
13 Management and Disposal;
- 14 g) Equip the Waste Workers directly dealing with waste with personal
15 protective equipment, and other necessary resources to ensure
16 protection from hazards brought about by handling waste;
- 17 h) Submit periodic reports to the DENR on the status of the
18 implementation of the Solid Waste Management and Disposal to
19 address issues and concerns related to waste management and disposal;
- 20 i) Ensure inclusion and active participation of Waste Workers groups or
21 associations in governing bodies or councils responsible for waste
22 management oversight.

23 The DOLE shall:

- 24 a) Establish guidelines and mechanisms for coordination in overseeing the
25 working conditions, rights, and benefits of Waste Workers;
- 26 b) Provide technical assistance to LGUs in the formulation and
27 implementation of programs and initiatives aimed at improving the
28 welfare of Waste Workers;
- 29 c) Conduct capacity-building programs for local authorities, waste
30 management agencies, and other relevant stakeholders;

- 1 d) Enhance employment opportunities through trade policies and skill
2 building;
- 3 e) Establish guidelines and mechanisms for the application of the
4 occupational health and safety regulations as well as the regular
5 reporting of the working conditions of the Waste Workers;
- 6 f) Promulgate the basis for the adjustment of monetary allowances based
7 on the annual inflation;
- 8 g) Assist the LGUs in providing necessary training to the collectors and
9 personnel in accordance with the waste management plan of the LGUs.

10 SEC 38. *Role of DSWD*. The Department of Social Welfare and Development
11 shall be in charge of the social protection of the Waste Workers through:

- 12 a) Adoption of Social Insurance Policy which aims to mitigate income risks
13 by applying diversification, a risk management technique through a
14 shared fund. This includes programs for micro-insurance payment that
15 will help shield the Waste Workers from the unforeseeable risk of
16 unemployment due to sickness, retrenchment, national security issues,
17 and national health issues;
- 18 b) Provision of resources and basic minimum requirements to the
19 marginalized sector to aid in the employment as Waste Workers. This
20 shall include assistance programs through cash or in-kind transfers as
21 well as alternative care and referral services;
- 22 c) Provision of Social Safety Nets to respond to urgent issues like disasters,
23 calamities, economic shocks, pandemics and epidemics that will affect
24 the vulnerable part of the waste workforce. These measures include
25 emergency assistance, price subsidies, food programs, employment
26 programs in partnership with DOLE, retraining programs and
27 emergency loans, and health assistance;

28 The DSWD, in partnership with the Barangay and Municipal Officials, shall
29 maintain national and regional profiles of beneficiaries of the programs to be shared
30 with the appropriate stakeholders to assess the applicability and the development of
31 comprehensive statistics for Waste Workers.

1 SEC 39. *Role of DENR.* The Department of Environment and Natural Resources
2 shall be responsible to:

- 3 a) Ensure that the Solid Waste Management and Disposal plans of the
4 LGUs are properly implemented, as per Republic Act 9003;
- 5 b) Conduct capacity building with the Waste Workers, LGUs, waste
6 management agencies, and other relevant stakeholders on the
7 assessment of the impact of Waste Workers on climate change.
- 8 c) Conduct seminars and workshops on the proper waste management
9 and disposal to help minimize environmental effects specifically climate
10 change;
- 11 d) Provide technical assistance to LGUs in identifying and implementing
12 best practices on the conduct of work of Waste Workers that minimizes
13 environmental effects;
- 14 e) Identify areas with a high risk of adverse environmental effects of waste
15 and implement a mitigation plan through the aid of Waste Workers; and
- 16 f) Provide economic incentives and assistance to local governments for
17 their waste reduction, sustainable waste management, safe disposal,
18 and recycling initiatives.

19 SEC 40. *Role of TESDA.* The Technical Education and Skills Development
20 Authority shall:

- 21 a) Adopt a training program for the proper waste collection, recovery, and
22 safe handling and disposal of wastes as per Republic Act No. 9003 or the
23 Ecological Solid Waste Management Act of 2000;
- 24 b) Certify and accredit technical and vocational education and training
25 programs for waste workers to ensure that they receive recognized
26 qualifications for their knowledge and skills, and to improve their
27 employability and working conditions. For this purpose, TESDA shall
28 develop training curricula to meet the demands of various industries for
29 waste workers; and
- 30 c) Collaborate with various stakeholders, including government agencies,
31 industry partners, and educational institutions to provide an effective
32 training and development of framework for waste workers.

1 SEC 41. *Role of the Department of Health.* The Department of Health shall:

- 2 a) Provide for health programs, services, and facilities for waste workers
3 as may be needed, subject to availability of funds and administrative
4 rules and regulations - including, but not limited to:
- 5 i. Vaccinations;
 - 6 ii. Anti Tetanus shots;
 - 7 iii. Periodic health check-up;
 - 8 iv. Annual Physical Examinations;
 - 9 v. Provision of Supplements and necessary medicines.
- 10 b) Coordinate or collaborate with, and assist local communities, agencies
11 and interested groups in the implementation of programs catered for
12 waste workers.
- 13 c) Collect, analyze and disseminate statistical and other relevant
14 information on the waste worker's health situation, and to revise the
15 Department's programs based on the outcome of the statistics; and
- 16 d) Propagate health information and educate the waste workers on health
17 hazards and environmental impacts to their health, geared to prevent
18 health related problems while performing their duties.

19 SEC 42. *Role of the Public Attorney's Office.* The Public Attorney's Office (PAO)
20 shall have the following responsibilities:

- 21 a) Provide waste workers with free access to courts, judicial, and quasi-
22 judicial agencies by ensuring that they receive adequate legal
23 representation, counseling, and assistance;
- 24 b) Waste workers who encounter legal issues related to their employment,
25 working conditions, or rights violations shall have the right to seek
26 assistance from PAO, which shall endeavor to provide timely and
27 effective support;
- 28 c) Offer counseling and assistance to waste workers through personalized
29 legal support and guidance, and empower waste workers to assert their
30 rights and seek redress for any injustices or grievances they may face in
31 the course of their work;
- 32 d) Conduct awareness campaigns and outreach programs targeted at

- 1 waste workers, ensuring that they are informed about their legal
2 entitlements and the services available to them through PAO; and
- 3 e) Collaborate with relevant stakeholders, including government agencies,
4 non-governmental organizations, and legal advocacy groups, to address
5 systemic issues affecting waste workers and advocate for policy reforms
6 that uphold their rights and welfare; and
- 7 f) Provide waste workers with legal assistance and representation during
8 mediation and arbitration proceedings aimed at resolving labor
9 disputes.

10 **TITLE IV**
11 **FINAL PROVISIONS**

12 *SEC 43. Implementing Rules and Regulations.* The Secretary of the Environment
13 and Natural Resources, after consultation with the participating Government agencies
14 as specified in Title III of this Act, as well as professional and environment and natural
15 resources workers' organizations or unions, shall formulate and prepare the necessary
16 rules and regulations to implement the provisions of this Act. Rules and regulations
17 issued pursuant to this Section shall take effect thirty (30) days after publication in a
18 newspaper of general circulation.

19 *SEC 44. Special Treatment for Benefits of Waste Workers.* All benefits received by a
20 Waste Worker under this law, including but not limited to, benefits given to rank-and-
21 file employees, whether granted under a collective bargaining agreement or not,
22 fringe benefits, and de minimis benefits, are not taxable pursuant to Section 33 (C)(3)
23 of the Republic Act 8424 (Tax Reform Act of 1997).

24 *SEC 45. Waste Workers Appreciation Day.* It is hereby declared that the last
25 Sunday of January of every year as Waste Workers Appreciation Day in recognition
26 of the invaluable contributions made by our waste workers to keep our communities
27 clean and safe.

28 *SEC 46. Penalties.* Any person or group who shall willfully interfere with,
29 restrain or coerce any Waste Worker in the exercise of their rights guaranteed by this

1 Act or who shall in any other manner commit any act to defeat any of the provisions
2 of this Act shall, upon conviction, be held liable under this Act.

3 SEC 47. *Appropriations/Funding.* The initial funding requirements for the
4 implementation of this Act shall be charged against the current appropriations of the
5 agencies concerned. Thereafter, such sums as may be necessary for the
6 implementation of this Act shall be included in the agencies' yearly budgets under the
7 General Appropriations Act.

8 SEC 48. *Separability Clause.* If any provision of this Act is declared invalid, the
9 remainder of this Act or any provisions not affected thereby shall remain in force and
10 in effect.

11 SEC 49. *Repealing Clause.* Any law, presidential decree or issuance, executive
12 order, letter of instruction, administrative order, rule, or regulation contrary to, or
13 inconsistent with, the provisions of this Act is hereby repealed, modified, or amended
14 accordingly.

15 SEC 50. *Effectivity Clause.* This Act shall take effect fifteen (15) days after its
16 publication in at least two (2) newspapers of general circulation

17 Approved,