


THIRTEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
Second Regular Session

6 JUN -7 2025

RECEIVED BY: 

SENATE

Senate Bill No. 2277

INTRODUCED BY SEN. MANNY VILLAR

EXPLANATORY NOTE

Most of the time, workers fail to avail of the benefits due them under existing laws for the simple reason that they are not cognizant about them. It is needless to state that the constitutional provision which mandates thus:

“All persons shall have the right to a speedy disposition of their cases before all judicial, quasi-judicial or administrative bodies” (SEC. 16, ARTICLE III, 1987 Constitution).

could not come into play as the workers do not even know that they have rights under given premises in the first instance.


This Bill seeks to require the employers to inform their employees both at their engagement and at the time a particular contingency occurs of the benefits available to the latter.

Early passage of this Bill therefore is earnestly requested.


MANNY VILLAR

THIRTEENTH CONGRESS OF THE
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AN ACT
ENHANCING THE RIGHTS OF WORKERS TO SOCIAL WELFARE BENEFITS
UNDER EXISTING LAWS, COLLECTIVE BARGAINING AGREEMENTS OR
COMPANY POLICIES BY REQUIRING EMPLOYERS TO INFORM THEIR
EMPLOYEES THEREOF IN WRITING ON THE FIRST DAY OF THEIR
EMPLOYMENT AND EVERY TIME A PARTICULAR CONTINGENCY OCCURS

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

SECTION 1. It is hereby declared the policy of the State to provide adequate social services, promote full employment and an improved quality of life for all. Towards this end, the State shall institute mechanisms to facilitate, rather than prolong, the invocation and payment of benefits.

SECTION 2. Notwithstanding any law to the contrary, every employer must inform his employee in writing, on the first day of his employment and every time a compensable contingency occurs, of the benefits available to the latter under existing laws, collective bargaining agreements, company policies and practices and employment contracts, arising from employer-employee relationship. If the employer fails or refuses to so notify the affected employee as required herein, the employer shall be liable to pay to such employee, by way of damages, the amount equivalent to the benefits which said employee would otherwise be entitled to, and without prejudice to the right of said employee from recovering the same benefits from the appropriate entity including his employer.

For purposes of this Act, the employer, in coordination with the appropriate national agencies whenever applicable, shall conduct periodic orientation seminars.

SECTION 3. All laws, rules and regulations, decrees, issuance or any part thereof inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 4. This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) national newspapers of general circulation, whichever comes earlier.

Approved,