

Parenthetically however, the above quoted Article 118 operates only where retaliatory measures are employed in wage-related cases.


This Bill seeks to broaden the application of Article 118 by criminalizing retaliatory acts of employers against employees who have filed any complaint or instituted any proceeding under the Labor Code or have testified or are about to testify in such proceedings.

Early passage of this Bill is earnestly sought.



MANNY VILLAR

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RECEIVED BY: 

SENATE

Senate Bill No. 2278

INTRODUCED BY SEN. MANNY VILLAR

**AN ACT
CRIMINALIZING RETALIATORY ACTS DIRECTED AGAINST AN EMPLOYEE
WHO HAS FILED ANY COMPLAIN UNDER THE LABOR CODE OR
TESTIFIED THEREUNDER, AMENDING FOR THIS PURPOSE THE LABOR
CODE OF THE PHILIPPINES**

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

SECTION 1. There shall be incorporated after Article 286 of Presidential Decree No. 442, as amended, otherwise known as the "Labor Code of the Philippines", a new Article 286-A which shall read as follows:

"ARTICLE 286-A. RETALIATORY MEASURES. - IT SHALL BE UNLAWFUL FOR AN EMPLOYER TO REFUSE TO PAY OR REDUCE THE WAGES AND OTHER BENEFITS AND PRIVILEGES, DISCHARGE OR IN ANY MANNER DISCRIMINATE AGAINST ANY EMPLOYEE WHO HAS FILED ANY COMPLAIN OR INSTITUTED ANY PROCEEDING UNDER THIS CODE OR HAS TESTIFIED OR IS ABOUT TO TESTIFY IN ANY SUCH PROCEEDINGS.

SECTION 2. Article 118 of the Labor Code of the Philippines and all other laws, decrees, executive orders, rules and regulations or parts thereof which are inconsistent with this Act are hereby repealed or amended accordingly.

SECTION 3. 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,