

THIRTEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
Second Regular Session

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RECEIVED BY: _____

SENATE

Senate Bill No. 2280

INTRODUCED BY SEN. MANNY VILLAR

AN ACT
PROVIDING THAT ANY COMPROMISE AGREEMENT ON MONEY CLAIMS
ARISING FROM EMPLOYER-EMPLOYEE RELATIONS MUST NOT BE LESS
THAN FIFTY PERCENT (50%) OF SUCH MONEY CLAIMS, AMENDING FOR
THIS PURPOSE ARTICLE 277 OF THE "LABOR CODE OF THE
PHILIPPINES" AND FOR OTHER PURPOSES

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

SECTION 1. Article 277 of Presidential Decree No. 442, as amended,
otherwise known as the "Labor Code of the Philippines" is hereby further
amended by adding a new paragraph (j) to read as follows:

"ARTICLE 277. Miscellaneous Provisions.-

- (a) xxx
- (b) xxx
- (c) xxx
- (d) xxx
- (e) xxx
- (f) xxx
- (g) xxx
- (h) xxx
- (i) xxx

(j) NOTWITHSTANDING ANY PROVISION OF LAW TO THE CONTRARY, ANY COMPROMISE/AMICABLE SETTLEMENT OR VOLUNTARY AGREEMENT ON ANY MONEY CLAIMS EXCLUSIVE OF DAMAGES ARISING FROM EMPLOYER-EMPLOYEE RELATIONS MUST NOT BE LESS THAN FIFTY PERCENT (50%) OF SUCH MONEY CLAIMS. *PROVIDED*, THAT ANY INSTALLMENT PAYMENTS, IF ANY, TO SATISFY ANY SUCH COMPROMISE OR VOLUNTARY SETTLEMENT SHALL NOT BE LONGER THAN TWO (2) MONTHS. ANY COMPROMISE/VOLUNTARY AGREEMENT IN VIOLATION OF THIS PARAGRAPH SHALL BE NULL AND VOID.

SECTION 2. *Repealing Clause.* – All laws, orders, issuance, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SECTION 3. *Effectivity Clause.* - 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,