

FIFTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

SENATE

S. No. 237

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Introduced by Senator Antonio "Sonny" F. Trillanes IV

EXPLANATORY NOTE

Several countries have been assisted by the Red Cross during times of disasters. Disaster preparedness, one of the major components of the Red Cross program, aims to prepare the vulnerable communities in the event of calamities. The Philippine National Red Cross (PNRC), specifically, has been offering a wide array of humanitarian services that include relief operations in times of disasters in the country.

In response to the increasing number of disasters in recent years and to the rising costs brought about by these calamities, it is timely and favorable to have a legislation authorizing a paid leave for employees who volunteer for the PNRC disaster operations. Those employees who possess skills that can be useful to disaster operations, such as shelter management, mass feeding, damage assessment and family services, deserve to be granted with particular kinds of benefits.

This bill grants public and private employees, who are also disaster service volunteers, a leave from work with pay in any twelve-month period to participate in specialized disaster relief services for the PNRC. This also considers it essential for the government to allow and encourage the employees to request for disaster leave during periods of disasters and humanitarian need to assist the PNRC.

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


ANTONIO "SONNY" F. TRILLANES IV
Senator

10 JUL 27 1977

SENATE

S. No. 237

RECEIVED [Signature]

Introduced by Senator Antonio "Sonny" F. Trillanes IV

AN ACT
GRANTING DISASTER SERVICE VOLUNTEERS A PAID LEAVE DURING
PERIOD OF DISASTERS

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 “Disaster Service
2 *Volunteer Leave Act*”.

3
4 **SEC. 2. Definition of Terms.** – For purposes of this Act, the following terms shall
5 mean:

6 (a) “Department” or “agency” - means any office, officer, official, department,
7 board, commission, institution, bureau, agency, division or unit, including
8 those within the legislative and judicial branches of the government;

9 (b) “Disaster” includes a local disaster designated at level I or higher in the
10 Philippine National Red Cross (PNRC) Regulations and Procedures or a
11 national disaster at level III or higher in the PNRC Regulations;

12 (c) “Certified disaster service volunteer” or “volunteer” means any person who
13 has completed the necessary training and has been certified as a disaster
14 service specialist by the PNRC.

15
16 **SEC. 3. Disaster Service Volunteer Leave.** – (a) An employee of an agency who
17 is a certified disaster service volunteer may be granted leave from work with pay, for up
18 to an aggregate of fifteen (15) days, consecutively or non-consecutively, in any twelve-
19 month period to participate in specialized disaster relief services for the Philippine
20 National Red Cross (PNRC) in connection with any disaster, upon the request of the

1 PNRC for such employee's services and upon the approval of such employee's employing
2 agency. An employee of any private sector business who is a certified disaster service
3 volunteer may be granted the same benefits.

4 (b) An employee of an agency granted leave pursuant to Subsection (a) of this
5 Section shall be compensated by the employing agency at the employee's regular rate of
6 pay for those regular work hours during which the employee is absent from work, but
7 shall not receive overtime pay, shift differential pay, hazardous duty pay or any other
8 form of pay or compensation in addition to the employee's regular pay. An employee who
9 is granted leave pursuant to Subsection (a) of this Section shall not lose any seniority or
10 any already accumulated vacation time, sick time or earned overtime due to such leave.

11 (c) The government shall not be liable for workers' compensation claims arising
12 from accident or injury while an employee is on assignment as a certified disaster service
13 volunteer for the PNRC. Duties performed while on disaster leave shall not be considered
14 to be a work assignment by any department or agency. In determining whether to grant
15 leave to an employee, the employing agency may consider the needs of the PNRC for
16 expertise in a particular certified area. The employee's activities and job functions while
17 on leave, however, shall not be directed by the government but shall be determined and
18 controlled solely by the PNRC.

19
20 **SEC. 4 . *Certification as a Disaster Service Volunteer.*** – No employee shall be
21 paid during regular work hours in the completion of any training towards a certification
22 as a disaster service volunteer unless such employee uses personal or annual leave.

23 **SEC. 5. *Separability Clause.*** - If any provision of this Act is declared
24 unconstitutional, the other provisions not affected thereby shall remain in full force and
25 effect.

26
27 **SEC. 6. *Repealing Clause.*** - All laws, decrees, orders, rules and regulations or
28 parts thereof which are inconsistent with the provisions of this Act are hereby repealed or
29 modified accordingly.

30
31 **SEC. 7. *Effectivity.*** - This Act shall take effect fifteen (15) days after its
32 publication in two (2) national newspapers of general circulation.

· Approved,