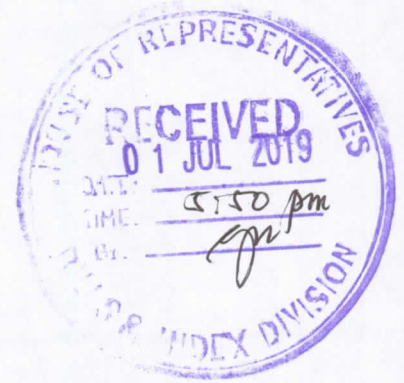




Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

**EIGHTEENTH CONGRESS**  
**First Regular Session**

**House Bill No. 852**



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Introduced by **DIWA Party-list Representative Hon. Michael Edgar Y. Aglipay**

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**EXPLANATORY NOTE**

This bill based on House Bill 989, which was approved on third and final reading during the 17<sup>th</sup> Congress, seeks to regulate the practice of employers in publicly post notices of termination of former employees in newspapers, social media and other venues.

The proposed measure adheres the policy of the state to protect all workers from abusive acts of employers.

It is provided under this bill that no employer in the private sector should publish notices of termination of employment unless the employee has committed serious misconduct or willful disobedience, gross and habitual neglect of duty, fraud, and commission of crime. It further provides that, employers who will violate of the provisions of the bill will be liable to pay damages amounting to P10,000 to P50,000, upon the discretion of the court.

Given the plight of Filipino workers today, it is only timely that this measure should be approved.

  
**MICHAEL EDGAR Y. AGLIPAY**  
Representative, DIWA Party-list



Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

**EIGHTEENTH CONGRESS**  
**First Regular Session**

House Bill No. **852**

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Introduced by **DIWA Party-list Representative Hon. Michael Edgar Y. Aglipay**

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**AN ACT**

**REGULATING THE PRACTICE OF EMPLOYERS IN POSTING NOTICES OF  
TERMINATION OF EMPLOYMENT OF FORMER EMPLOYEES IN  
NEWSPAPERS, SOCIAL MEDIA AND OTHER PUBLIC INFORMATION VENUES**

*Be it enacted by the Senate and House of Representatives of the Philippines in congress assembled:*

**SECTION 1. *Declaration of Policy.*** – It is the policy of the state to protect all workers from abusive acts of employers. Every employer, in publishing notices or termination of employment, must observe good faith, act with fairness, and respect the dignity of its former employees.

**SECTION 2. *Limitations in the Publication of Notices of Termination of Employment.***  
– No employer in the private sector shall publish notices of termination of employment in newspaper, social media and other public information venues unless upon the concurrence of the following factor:

(a) The subject employee has, based on employee records, committed any of the following acts:

- (1) Serious dishonesty;
- (2) Grave misconduct;
- (3) Falsification of documents;
- (4) Conviction of a crime involving moral turpitude; or
- (5) Analogous acts.

(b) The subject employee was accountable officer or staff, to include the following:

- (1) Cashiers

- (2) Treasures
- (3) Collection officers
- (4) Sale agents or representatives
- (5) Other officers or employees who handle cash, property, stocks and other assets of the employer; and

(c) The employer has reasonable grounds to believe that the former employee shall cause loss or damage or otherwise compromise the interests of the employer

SECTION 3. *Penalties.* – An employer who publishes a notice of termination of employment in a newspaper, social media or other public information venues in violation of section 2 of this Act shall be liable to pay the aggrieved former employee damages in an amount not less than Ten thousand pesos (P10,000.00) but not more than Fifty thousand pesos (P50,000.00), upon the discretion of the court, without prejudice to the filing of any criminal case.

SECTION 5 *Repealing clause.* – All laws, decrees, executive orders, rules and regulation and other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed, modified or amended accordingly.

SECTION 6 *Effectivity clause.* – This Act shall take effect fifteen (15) days after its publication either in the Official Gazette or in a newspaper of general circulation

Approved,