

Republic of the Philippines House of Representatives Quezon City



First Regular Session

House Bill No. 6870

Introduced by REPRESENTATIVE ERIC L. OLIVAREZ

EXPLANATORY NOTE

The impact of the COVID-19 hit the world unexpectedly. Its swift and robust attack immobilized our country in so many ways that it is certain that the effects of this pandemic will be carried by our country for a long time. In order to be equipped and prepared for the continuation of economic and social activities once the COVID-19 pandemic is contained, measures defining the "new normal" is hereby proposed.

This bill is intended to provide guidelines that Filipinos should follow once COVID-19 restrictions are lifted. Included in this bill are universal and mandatory safety measures, guidelines on management of public spaces, management of public transportation, monitoring of schools and learning institutions, monitoring of private commercial and industrial workplaces, and other related matters. This bill institutionalizes a new way of life in order to prevent the spread of COVID-19 or any other infectious disease.

In view of the foregoing, the passage of this bill is earnestly sought.

ERIC OLIVAREZ



Republic of the Philippines House of Representatives Quezon City

EIGHTEENTH CONGRESS

First Regular Session

House Bill No. 6870

Introduced by REPRESENTATIVE ERIC L. OLIVAREZ

"AN ACT ESTABLISHING POLICIES AND REGULATIONS FOR THE NEW NORMAL FOR THE WORKPLACE AND PUBLIC SPACES AND INSTITUTING PENALTIES FOR VIOLATIONS THEREOF"

Be it enacted in the Senate and the House of Representatives of the Republic of the Philippines in Congress assembled:

SECTION 1. Short Title - This Act shall be known as the "The New Normal for the Workplace and Public Spaces Act of 2020".

SECTION 2. Declaration of Policy. — Considering the repercussions brought about by the COVID-19 pandemic, it shall be the declared policy of the State to prioritize the holistic being of the Filipino people by implementing measures in preventing the spread of the virus while taking into account the mobilization and resumption of economic and social activities in the country.

SECTION 3. Standards of "New Normal". – Subject to prevailing guidelines of the World Health Organization (WHO) and of the Department of Health (DOH) on the effectivity of the following measures, including the consensus of the international medical community on the need thereof should the threat of COVID-19 be subsequently contained or eradicated through a viable vaccine, the standards for "new normal" shall be as follows:

3.1 Universal and Mandatory Safety Measures

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 The mandatory wearing of masks in public places and workplaces and the institution of appropriate penalties for violations thereof;

b. The availability of handwashing/sanitizing stations in places frequented 1 by the public or those high-touch areas; 2 c. Mandatory physical and social distancing measured at least one (1) but 3 preferably two (2) meters between individuals in all public spaces; 4 d. Mandatory temperature checks in all enclosed and semi-enclosed areas 5 and, if possible, open areas in the locality where two (2) or more people 6 shall be gathered; 7 e. The procurement of and/or authorization for the use of COVID-19 testing 8 9

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- e. The procurement of and/or authorization for the use of COVID-19 testing kits (including rapid and antibodies testing kits), personal protective equipment (PPEs) or establishment of testing laboratories or facilities towards the mass-testing of the population including the installation of drive-through, phone-in, and other contactless modes of testing individuals for the COVID-19 virus;
- f. Contact-tracing systems for individuals who have been confirmed positive for the COVID-19 virus;
- g. The placement of relevant on-site signages and online information materials bearing reminders to practice physical distancing, regular handwashing and sanitizing, medical and health information, updates on local cases and initiatives of the government as well as directional signages to appropriate handwashing and sanitizing stations, testing stations or facilities, quarantine facilities, and other such information;
- h. The implementation, monitoring, and maintenance of a planned schedule for individuals traveling to and from their respective workplaces in coordination with private sector entities within the local government's territorial jurisdiction and, if applicable, the chartering of various means of transporting residents and workers to and from their respective destinations;
- Establishment and proper management of government-operated quarantine facilities in partnership with health authorities for individuals mandated by the Inter-Agency Task Force (IATF) and/or the Department of Health (DOH) regulations to undergo mandatory quarantine and cannot undergo the same in their respective places of residence;
- j. Establishment of various forms of electronic / digital (e-governance) mechanisms in coordination with other national government agencies and the private sector as provided for in Section 5 of this Act;
- k. Continuous profiling and monitoring of residents; and

 Continuous implementation of existing measures in dealing with residents or any other individual in the locality who has been confirmed positive for COVID-19 by authorized testing/medical facilities.

3.2 Management of Spaces

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a. Gatherings as well as the flow of people in government-managed public spaces (e.g. public markets, parks, plazas, covered courts, promenades, gymnasiums, arenas, cockpits, amusement and recreation centers, etc.) shall be highly regulated and subject to the guidelines onset and upon issuance of the new normal permit by the local government unit, if necessary;

Provided, that activities of agencies of the national government and/or their provincial or regional divisions for the distribution of all forms of public assistance or the facilitation thereof shall in no way be impeded nor be required a permit;

Provided further, that gatherings under this category shall observe the Universal and Mandatory Safety Measures enumerated in the preceding section; and

Provided finally, that local government units shall provide assistance to national, regional, and provincial agencies and/or their attached offices to carry out their activities requiring the presence or participation of a significant number of the population;

b. Privately-organized gatherings in privately managed spaces shall be highly regulated and shall be dispersed by the local government unit after determination by authorities that the said gathering is not observing the Universal and Mandatory Safety Measures enumerated above. The local government unit shall enact the necessary and appropriate ordinance to set penalties and/or fines for violators.

3.3 Management of Public Transportation

- a. The government shall monitor the implementation of the Universal and Mandatory Safety Measures in the monitoring and management of public transportation queuing/ticketing lines, queuing/ticketing areas/offices as well as interiors of vehicles and observance of such measures by their respective passengers/drivers/conductors;
- The operation of motorcycle taxis shall remain suspended to prevent the spread of the virus through shared helmets and close physical contact between the passenger and driver;

c. Passengers in all types of public transportation vehicles shall be required 1 to wash their hands or sanitize prior to boarding the vehicle and be seated 2 a seat apart and be at all times in face masks: 3 d. "Contactless" payment mechanisms and other such practices that will 4 minimize the risk of transmission shall be implemented; 5 e. Agencies and/or authorities tasked to manage transport hubs such as 6 7 airports, ports, harbors, and the like shall coordinate with local government units in the implementation of the Universal and Mandatory 8 Safety Measures enumerated above and shall consider the following 9 special measures: 10 The establishment of public health corridors in airports and 11 12 ports: The mandatory quarantine (home or in an authorized ii. 13 government facility) of all arriving passengers and the 14 maintenance of a database of information for contact tracing: 15 iii. The thorough sanitizing and disinfection of all arriving and 16 departing vessels; 17 If possible, the mandatory regular testing of all employees, iv. 18 personnel, staff, and crew attached to vessels and or have 19 assisted passengers; and 20 If possible and available, the rapid testing of arriving and 21 22 departing passengers; f. The national government authorities, in coordination with the transport 23 sector, shall establish green lanes in roads, avenues, highways and other 24 transport infrastructure networks for healthcare, emergency, peace and 25 26 order, and supply-chain vehicles transporting or delivering individuals, goods, equipment, or in pursuit of services deemed essential and critical. 27 3.4 Monitoring of Schools and Learning Institutions 28 a. Subject to the consultation with the Department of Education (DepEd) 29 and the Commission on Higher Education (CHED), all classes and 30 31 school activities including sports, athletics, cultural, and academic meets, exhibitions, and/or competitions as well as extra-curricular 32 field/exposure trips and exchanges shall remain suspended until 33 further notice without prejudice to the academic freedom and levels of 34 autonomy enjoyed by institutions of higher learning in the governance 35 of their own academic affairs (i.e. grading status, promotion and 36 retention mechanisms, etc.) 37

Provided, that no student shall be unreasonably penalized for 1 their inability to participate in online means of learning due to issues 2 in connectivity or availability of gadgets or equipment; 3 b. Public and private education institutions including private and public 4 colleges and universities shall prioritize the establishment of online 5 6 platforms of learning, instruction, and evaluation; 7 c. Funding for the research, curriculum development, monitoring and evaluating, benchmarking, and the development of systems for 8 learning continuity during times of crisis shall be made available by the 9 national government and made available for application from among 10 local research institutes, academic organizations, local government 11 12 units or their school boards as well as individual researchers; and d. Sanggunian Kabataan officials are mandated to establish information 13 drives and campaigns promoting the measures identified in this Act 14 among the local youth and in coordination with the Council for the 15 Welfare of Children and the National Youth Commission and shall 16 serve as channels for monitoring the grievances of pupils and students 17 in relation to their academic requirements. 18 3.5 Monitoring Private Commercial and Industrial Workplaces 19 a. The National Government, in cooperation with the local government 20 units, shall maintain database profiling of all the private commercial, 21 industrial, and other forms of businesses operating in their areas of 22 jurisdiction which shall include information such as the number of 23 employees, working hours, workspace conditions, office floor areas, 24 and the like: 25 b. All private commercial, industrial, and other forms of business 26 operating within the territorial jurisdiction of the local government unit 27 shall be asked to submit a "New Normal Workforce and Workplace 28 29 Management Plan" to the local government unit which shall detail the said compliance of such businesses with the necessary safeguards 30 and the Universal Safety Measures identified above prior to their 31 resumption of operations; 32 Provided, that essential business operations which have 33 remained open and operational with a skeletal workforce during the 34 enhanced community quarantine period shall no longer be required 35 unless they shall increase the number of personnel and workforce in 36 which case the same plan shall be required of them; 37 3.6 Activating Inter-Local Government Unit Task Force / Coordinating 38 Council. The Department of Interior and Local Government (DILG), in 39 coordination with the COVID-19 Inter-Agency Task Force (IATF), shall 40

issue appropriate guidelines in the establishment of inter-local 1 government unit coordinating councils or activate existing councils 2 composed of adjacent local government units within their respective 3 provinces or regions to harmonize the localization and implementation 4 of policies identified in this Act. 5 3.7. Implementation of the Universal and Standard Safety Measures for 6 the New Normal. All government agencies/offices shall be mandated to 7 implement with the same stringency the Universal and Standard Safety 8 Measures for the New Normal enumerated in Section 3.1 of this Act. 9 SECTION 4. The Role of Local Government Units. - local government units 10 shall, in their respective territorial jurisdictions, be primarily responsible for instituting 11 localized policies and legislation in the implementation and monitoring of the "new normal" 12 practices instituted in this Act and defined in Section 3 hereof and other directives and 13 issuances of the National Government related to the same subject. Each local 14 government unit has the following responsibilities: 15 4.1. Enact the necessary and appropriate ordinance for the local implementation 16 of the provisions of this Act; 17 4.2. Ensure the proper implementation of the provisions of this Act within their 18 respective territorial jurisdiction; 19 4.3. Collect all the "New Normal Workforce and Workplace Management Plan" 20 to be submitted by the private companies and establishments; 21 4.4. Orient applicants of the new normal permit of the guidelines on the 22 management of spaces as mentioned in Section 3.2 of this Act before the 23 issuance of said permit: 24 4.5. Initiation by the local government transportation office in cooperation with 25 the Land Transportation Office of information campaigns with the respective 26 transportation schemes in their localities in accordance to Section 3.3 of this 27 Act; 28 4.6. Provide immediate assistance to COVID-19 confirmed resident patient in 29 coordination with the Department of Health (DOH) 30 4.7. Establish an Inter-Local Government Unit Task Force in accordance to the 31 appropriate guidelines of the National Government, specifically the DILG as 37 mentioned in Section 3.6 of this Act. 33 SECTION 5. Workplace-Specific Protocols and Measures. - In addition to the 34 Universal and Mandatory Safety Measures stipulated in Section 3 of this Act, and subject 35 to prevailing guidelines of the WHO and the DOH on the effectivity of the following 36 measures, including the consensus of the international medical community on need 37

1 2		ould the threat of the COVID-19 be subsequently contained or eradicated table vaccine, the following should also be implemented:
3	5.1.	Food Service Workplaces (Restaurants, Cafes, etc.)
4 5		 Resume operations with take-out/delivery service only and re-introduce gradually dine-ins;
6		 b. Cut back on food items and temporarily discontinue buffets and salad bar service;
8		 Create more spaces in the dining area and maintain two-meter distances between tables when dine-in service resumes;
10		d. Provide disposable (non-shared) menu booklets;
11 12		e. Provide alcohol-based wipes for patrons and/or touchless soap dispensers in wash areas;
13		f. Promote contactless service for dine-in patrons;
14 15		 g. Provide disposable cutlery and non-disposable cutlery with effective soap solutions on warm water;
16		h. Mark spacing distances in food centers with queue lines;
17		i. Frequently disinfect common spaces
18 19	5.2.	Commercial Stores and Centers (Banks, Boutiques, Groceries, Supermarkets and Shopping Malls, etc.)
20 21		 Establish a maximum number of people inside the store, shop, center, or mall at any given time and limit entry points;
22		b. Promote online transactions and shopping services;
23		c. Implement cashless and/or contactless sales and customer service;
24 25		d. Frequently sanitize items for sale and other high-touch objects in the store
26	5.3.	Offices in Buildings (Call Centers, Standard Offices)
27		a. Limit the number of people who use elevators;
28 29 30		b. Put markers on flooring materials to create visual boundaries around desks, plexiglass shields between desks that face each other, and signs that direct walking traffic in a single direction;
		desks, plexiglass shields between desks that face each other, and sign that direct walking traffic in a single direction;

1 2	 Tape off areas to promote physical and social distancing especially in elevators;
3	 d. Promote the installation of vending machines in order to limit use of cafeterias;
5	Discourage physical meetings and implement online methods of communication
7	5.4. Salons, Parlors and Spas
8	a. Frequent handwashing and sanitizing of used salon tools;
9	b. Mandatory use of face masks and gloves;
10	c. Application of best cleaning and disinfection practices in the facility;
11 12	 Implement protocols on sick employees and clients with flu-like symptoms and other infectious diseases
13	5.5. Construction Sites, Factories, and Related Industrial Workplaces
14	a. Adjust on-site and production schedules;
15 16 17	 Conduct consultative dialogues between owners, managers, supervisors, and construction workers and agree on collaboratively determined work and/or production schedules;
18	c. Provide mechanisms for work-site mobility and transportation;
19	d. Limit the use of co-workers' tool and equipment;
20 21	 Monitor and implement individualized shifts for the use of equipment, vehicles, tools, and other construction materials
22	5.6. Schools, Colleges, Universities and other Learning/Training Institutions
23 24	Integrate online classes in the curriculum and promote creative ways of student learning and engagement without physical contact and/or reporting
25	to the classroom;
26 27	 Provide staggered school days and smaller class sizes upon resumption of classes;
28 29	 Implement changes to assemblies, physical education, and recess upon resumption of classes;
30	d. Establish floor plans for the effective implementation of physical distancing;

e. Provide daily temperature checks for students and staff, as well as weekly 1 health check-ups; 2 SECTION 6. The Role of the Private Sector. - The New Normal Workforce and 3 Workplace Management Plan must be implemented in workplaces of private sector 4 entities in addition to the measures provided for under Sec. 5 of this Act, to wit: 5 6.1. All private sector entities including non-profit organizations, charities, and the 6 like must submit and cause the publication and distribution to employees of 7 their respective New Normal Workforce And Workplace Management Plan 8 which shall be submitted to the government through the immediate local 9 government unit which exercises territorial jurisdiction over their workplace 10 prior to resumption of operations. Failure to submit the said plan as well as 11 failure to abide by the provisions laid out in the said plan shall be sanctioned 12 pursuant to the provisions of this Act or other existing and applicable laws; 13 6.2. The New Normal Workforce and Workplace Management Plan shall detail, 14 among others: 15 The total number of employees in the specific workplace covered by the 16 plan 17 b. The overall strategy for the reporting of the workforce which may be 18 rotational, staggered, telecommuting, and on a remote/work-from-home 19 basis including the relevant time specifications and periods as well as the 20 number of workforce assigned in the ingress and egress; 21 c. The total number of workers at any given time in the workplace on a daily 22 basis: 23 d. The number of workers per area of space and the spacing mechanisms 24 to be implemented in compliance with physical distancing protocols; 25 e. The mechanisms for maintaining personal hygiene and cleanliness 26 among the employees and in areas including the availability of 27 handwashing or hand sanitizing implements; 28 f. The physical changes in space management introduced or to be 29 introduced in the workplaces to protect employees and implement 30 physical distancing such as plastic barriers between customers and 31 personnel or between and among customers or other individuals within 32 the workplace; 33 g. The signages, reminders, and other information installed in key areas of 34 the workplace in order to provide the workers constant reminders of the 35 proper application of the mandatory safety behavior and actions; 36

- h. The mechanisms for maintaining physical distancing in community shared 1 areas in the workplace (e.g. cafeterias, restrooms, conference rooms, 2 etc.) including safeguards or the prohibition of sharing of tools, 3 implements, utensils, equipment, and supplies; 4 i. The physical and personal protective equipment provided or to be 5 provided by the private entity to their respective employees in order to 6 implement inclusively the practices mandated in this Act; 7 The mechanisms for managing employees exhibiting symptoms and/or 8 confirmed to have tested positive for COVID-19 including the system of 9 10
 - the company or business for contact tracing from within and among other employees; and
 - k. Other relevant information that may be determined and included in the Implementing Rules and Regulations of this Act.
 - 6.3. All employees entering a building or an area to report for work shall be subjected to a thermal scan prior to being allowed entry. Employees whose recorded body temperature render them a suspected COVID-19 patient, said employee shall be asked to undergo the appropriate procedure for quarantine in coordination with authorized medical facilities;
 - 6.4. If possible, the provision of shuttle or transportation services to employees by their respective company/business unit under the conditions applicable to public transportation service providers;
 - 6.5. If applicable, the provision of adequate personal protective equipment to employees in need of such;
 - 6.6. The formulation of an employee case management protocol which shall include but shall not be limited to:
 - a. The disallowance of reporting to work of any employee who shall suffer from any sickness;
 - b. An employee suffering from any weakness shall only be allowed to report to work upon presentation of a clearance provided for by an authorized medical facility;
 - c. The employer, supervisor, or manager of an employee who shall test positive for COVID-19 shall be primarily responsible for the implementation of a vigorous contact tracing and shall also be responsible to make a report to the relevant government authorities.

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- 7.1. Fast-Tracking and Full Implementation of Republic Act No. 11055 (Philippine Identification System Act). The Philippine Statistics Authority (PSA) including all government agencies mandated under this law to implement the same are hereby ordered to fast-track and fully implement its provisions to facilitate the profiling, contact tracing, and distribution of forms of assistance under the "new normal" period after the lifting of measures under the Enhanced Community Quarantine.
- 7.2. Fast-Tracking and Full Implementation of the National Broadband Program. The Department of Information and Communications Technology (DICT) is hereby mandated under this Act to expedite and fully implement a national broadband program which shall serve as the backbone infrastructure of the movement of essential and significant public and private transactions including learning/instruction to digital spaces and online channels of communication.
 - a. The DICT is also mandated to implement programs that shall facilitate the setting-up of online and internet-based systems and platforms in public sector offices across all levels;
 - The DICT is also mandated to assist public sector offices and agencies in the upgrading of their existing internet infrastructure;
 - c. The DICT in coordination with other government agencies shall also establish learning modules and instructional materials to assist public sector employees, and if possible, small and medium enterprises (SMEs) in the use of relevant technological and digital platforms that can assist in the various cycles of their business model.
- 7.3. Establishment of E-Government Systems. Public sector offices and agencies shall develop, introduce, and implement a system for facilitating government transactions through various online channels or contactless mechanisms. This includes the uploading of pertinent government forms and their completion and/or submission through websites or online portals in order to minimize the need for face-to-face physical travels or visits to government offices. Government agencies are hereby mandated to focus on creative adaptive technology towards digital governance.
 - a. The Department of Trade and Industry (DTI) in coordination with the DICT is hereby mandated to establish a program for small and medium enterprises integrating them into channels and platforms for the conduct of e-commerce activities;

b. The DTI, in coordination with the DICT and the DOH, shall also promote the shifting, prioritization, or increase in government support or funding for manufacturing industries including small and medium enterprises engaged in the production of healthcare, hygiene, and safety related goods due to increased consumer health consciousness due to the pandemic and the establishment of real-time online channel of information exchange between private hospitals and medical facilities in the supply, demand, and procurement of the same;

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- c. The DICT, in coordination with the DOH, shall also promote research towards the development and establishment of an online system or the creation of a digital/phone-based application that are downloadable by the public for case monitoring, mapping, and contact tracing that shall be integrated with global positioning system (GPS) activated real-time technologies to alert the user of location-based risks and provide the user with updated and constant reminders and information for their health and safety;
- d. The government online payment system must be fully applied. An internet-based electronic payment facility and gateway that will enable the citizens and businesses to remit electronically payments to government agencies shall be created. Government offices that are already partially applying this kind of digitalized payment mechanism must improve their current system in order to accommodate the increased number of transactions;
- e. Citizen Frontline Delivery Services. Services that are needed to facilitate business registration-related transactions shall be made efficient by integrating all agencies involved in business registration such as the Department of Trade and Industry (DTI), Securities and Exchange Commission (SEC), Cooperative Development Authority (CDA), Bureau of Internal Revenue (BIR), Social Security System (SSS), Home Development Mutual Fund (PaglBIG), Philippine Health Insurance Corporation (PHILHEALTH), local government units, and other permit/license-issuing agencies;
- f. There must be a procurement system which is an online and real-time service that encompasses all procurement processes involving bidding, contact agreements, and payment for services or supplies.

SECTION. 8. *Penalties.* – In addition to acts or omissions already penalized by existing laws, the following offenses committed during the effectivity of the New Normal measures provided in accordance with this Act shall be punishable by imprisonment of two (2) months or a fine of not less than ONE THOUSAND PESOS (Php1,000.00) but not more than FIFTY THOUSAND PESOS (Php50,000.00), or both. Such imprisonment and/or fine shall be at the discretion of the court. The following shall be considered a violation of this Act:

- Any official of the government who shall fall to implement and monitor proper implementation of the provisions of this Act;
- Any individual who shall fail to wear a face mask while in a public place shall be issued a citation ticket with a corresponding fine of ONE THOUSAND PESOS (Php1,000.00) or render a one-day mandatory community service;
- c. Failure of any government official who is in charge of government-owned or leased public places, any owner and possessor of privately-owned public places and establishments, and any event organizer of any social gathering to comply with the provisions on the management of spaces required in Section 3.2 of this Act;
- d. Failure of any official from any government office/agency/authority, government owned and/or controlled corporation (GOCC), private corporation, and local government in charge of administration of public transportation to implement and monitor the proper implementation of management of public transportation provided for under Section 3.3 of this Act;
- e. Failure of administrators, directors, principals, and head of local schools and other learning institutions to comply with Section 3.4.b of this Act and other issuances, circulars, memorandum and directives of the DepEd and CHED in relation to the holding of classes during COVID-19 pandemic situation;
- Failure of the business owner, employer, supervisor/manager or any person in charge to implement and monitor the proper implementation of the Workplace-Specific Protocols and Measures mentioned in Section 5 of this Act;
- g. Any owner, general manager, supervising officer or any officer in charge of the submission of the New Normal Workforce and Workplace Management Plant of all private commercial and industrial entities who shall fail to submit the management plan within the period required in Section 6 (a) of this Act;
- h. Failure of the employer, supervisor, manager, or any person in charge to abide by the Case Management Protocols as provided for in Section 6.6 of this Act.

SECTION 9. Implementing Rules and Regulations. - A technical working group composed of the Secretaries or the duly authorized representatives of the Department of Interior and Local Government (DILG), Department of Finance (DOF), Department of Trade and Industry (DTI), National Economic Development Authority (NEDA), Department of Labor and Employment (DOLE), Department of Information and Communications Technology (DICT) and the Head of the COVID-19 Inter-Agency Task Force (IATF) shall be established within fifteen (15) days from the publication of this Act to craft its Implementing Rules and Regulations.

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SECTION. 10. Oversight Function. – The Congressional Oversight Committee on the Implementation of the Republic Act No. 11469 or the Bayanihan to Heal as One Act of 2020 shall maintain oversight function over the implementation of this Act and shall monitor its implementation in local government units across the country.

SECTION 11. Sunset Clause. - This Act shall expire after a three-year period from the date of its effectivity, or sooner upon the official declaration of the President of the Philippines upon recommendation of the Inter-Agency Task Force on Emerging and Infectious Diseases that the prevailing guidelines of the World Health Organization and the consensus of the international medical community conclusively show that a viable vaccine has contained or eradicated COVID-19.

SECTION 12. Separability Clause. - If any provision of this Act is declared unconstitutional or otherwise invalid, the validity of the other provisions shall not be affected thereby.

SECTION 13. Repealing Clause. – All provisions of existing laws, orders, rules and regulations or parts thereof which are in conflict or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 12. *Effectivity.* - This Act shall take effect immediately upon its publication in the Official Gazette or in at least two (2) newspapers of general circulation in the Philippines.

Approved.