

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 6660



Introduced by CIBAC Party-List Representatives
Eduardo "Bro. Eddie" C. Villanueva and Domingo C. Rivera

**AN ACT GRANTING HAZARD PAY TO WORKERS IN CRITICAL
INDUSTRIES DURING A STATE OF CALAMITY OR EMERGENCY OR
PUBLIC HEALTH EMERGENCY**

EXPLANATORY NOTE

On March 20, 2020, it was reported that 150 doctors and staff of a private hospital was placed under quarantine due to their exposure to severe acute respiratory syndrome coronavirus 2 (SARS-COV-2), the virus which causes the coronavirus disease (COVID-19).¹ The following day, or on March 21, 2020, a doctor tending to a patient infected with SARS-COV-2 died.

COVID-19 was declared by the World Health Organization as a public health emergency of international concern as early as January 30, 2020. As of 4:00 PM of March 21, 2020, a total of 307 patients in the Philippines have been confirmed positive with COVID-19.² As of the same date, it has also infected 284,566 persons in 166 countries all over the world.³

Meanwhile, due to the increasing number of confirmed COVID-19 patients, the Philippines was placed under enhanced community quarantine

¹ 2020, March 20. 150 doctors, staff at The Medical City under quarantine for COVID-19 exposure: president. ABS-CBN. Available at <https://news.abs-cbn.com/news/03/20/20/150-doctors-staff-at-the-medical-city-under-quarantine-for-covid-19-exposure-president> (date last accessed: March 21, 2020).

² Updates on Novel Coronavirus (COVID-19). DOH. Available at <https://www.doh.gov.ph/2019-nCoV> (date last accessed: March 21, 2020).

³ Coronavirus COVID-19 Global Cases. Johns Hopkins University and Medicine. Available at <https://coronavirus.jhu.edu/map.html> (date last accessed: March 21, 2020).

as of midnight of March 17, 2020. However, even while most people are advised to stay home, workers in critical industries, such as health care workers, airport personnel, grocery store staff, among others, continue to report to work to provide essential services to those in need. But despite the increased risk to their lives, no appropriate additional compensation is given to them.

This bill seeks to recognize the hard work and the invaluable service rendered by these workers in critical industries by mandating that they are given hazard pay for the duration of a state of calamity, emergency or public health emergency, such as the COVID-19 pandemic. The hazard pay shall be equivalent to at least 25% of the basic salary of the affected worker. Workers in critical industries refer to workers in establishments, such as hospitals, sanitaria, rural health units, main health centers, health infirmaries, barangay health stations, clinics, laboratories, and other health-related establishments, banks and other financial institutions providing money transfer services, groceries, supermarket, and convenience stores, logistics and warehouse establishments, and civil-aviation related companies, among others, who are exposed greater danger, contagion, radiation, virus, disease, or peril from natural calamities, such as volcanic activity/eruption and typhoons.

Given the extraordinary and invaluable service of these workers in critical times, such as what we are facing today with the COVID-19 pandemic, it is just and right that we give them proper benefits.

Thus, the immediate passage of this bill is earnestly sought.


HON. EDUARDO "BRO. EDDIE" C. VILLANUEVA


HON. DOMINGO C. RIVERA

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**AN ACT GRANTING HAZARD PAY TO WORKERS IN CRITICAL
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PUBLIC HEALTH EMERGENCY**

*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 "Hazard Pay for
2 Workers in Critical Industries Act."

3
4 **SEC. 2. Declaration of Policy.** – The State shall promote the protection of all
5 workers and ensure their health and safety during a state of calamity or
6 emergency or public health emergency concern. Towards this end, workers in
7 critical industries shall be provided with additional benefit for the duration of
8 these events, taking into account the nature of their functions and exposure to
9 various hazards by reason of their functions.

10
11 **SEC. 3. Coverage.** – This Act shall apply to all workers in critical industries in
12 the private sector.

13
14 For the purposes of this Act, "workers in critical industries" refers to workers in
15 critical establishments, such as, but not limited to, the following:

- 16
17 a) Hospitals, sanitaria, rural health units, main health centers, health
18 infirmaries, barangay health stations, clinics, laboratories, and other
19 health-related establishments;

- b) Morgues and mortuaries;
- c) Banks and other financial institutions providing money transfer services;
- d) Groceries, supermarket, and convenience stores;
- e) Public markets;
- (i) Pharmacies or drugstores, or similar establishments authorized to dispense medicines;
- f) Restaurants;
- g) Logistics and warehouse establishments;
- h) Food and medical manufacturing establishments;
- i) Telecommunications companies;
- j) Mass media companies, with respect to their reporters and similar personnel in-charge of delivering news;
- k) Electric generation, transmission and distribution companies;
- l) Gasoline stations;
- m) Oil companies, with respect to their tanker drivers;
- n) Water distribution companies, including water delivery and refilling stations;
- o) Companies engaged in sanitation, such as garbage collectors;
- p) Companies involved in the Philippine capital market, such as the Philippine Stock Exchange and Philippine Dealing and Exchange Corporation, among others;
- q) Hotels and similar establishments, upon such terms and conditions as the appropriate agencies overseeing the calamity, disaster or public health emergency prescribes;
- r) Mass public transportation companies;
- s) Civil aviation-related companies; and
- t) Such other establishments which may considered critical in light of the nature of the state of calamity or emergency or public health concern.

who are exposed to greater danger, contagion, radiation, virus, disease, or peril from natural calamities, such as volcanic activity/eruption and typhoons.

For the avoidance of doubt, workers of third-party service contractors, such as security guards and janitors, who are deployed to any of the foregoing establishments shall also receive the benefit provided under this Act for the duration of the calamity, emergency or public health emergency.

SEC. 4. Hazard Pay. – When a state of calamity or emergency or a public health emergency, as defined under Republic Act No. 11332 otherwise known as the Mandatory Reporting of Notifiable Diseases and Health Events of

1 Public Health Concern, has been declared, workers in critical industries shall
2 be compensated with hazard allowances equivalent to at least twenty-five
3 percent (25%) of their respective monthly basic salary for the duration thereof.

4
5 **SEC. 5. Non-Diminution of Benefits.** – Nothing in this Act shall be construed
6 to diminish existing benefits under present laws, company policies, and
7 collective bargaining agreements.

8
9 **SEC. 6. Implementing Rules and Guidelines.** – Within sixty (60) days from
10 the effectivity of this Act, the Department of Labor and Employment, in
11 consultation with appropriate government agencies and other relevant
12 stakeholders, shall formulate the rules and regulations to effectively implement
13 the provisions of this Act.

14
15 **SEC. 7. Separability Clause.** – Any portion or provisions of this Act that may
16 be declared unconstitutional or invalid shall not have the effect of nullifying
17 other portions and provisions hereof as long as such remaining portions or
18 provisions can still subsist and be given effect in their entirety.

19 **SEC. 8. Repealing Clause.** – All laws, decrees, executive orders,
20 proclamations and administrative regulations, or any parts thereof inconsistent
21 with the provisions of this Act are hereby revoked, repealed or modified
22 accordingly.

23
24 **SEC. 9. Effectivity Clause.** – This Act shall take effect fifteen (15) days after
25 its publication in at least two (2) national papers of general circulation or in the
26 *Official Gazette*.

27
28 **Approved,**