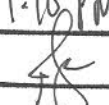


Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila  
  
SEVENTEENTH CONGRESS  
  
First Regular Session  
  
House Bill No. **1353**

HOUSE OF REPRESENTATIVES	
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**Introduced by Hon. Karlo A. B. Nograles and Hon. Jericho Jonas B. Nograles**

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**EXPLANATORY NOTE**

While companies have the right to protect themselves from dishonest former employees and warn the public against dealing with them, the exercise of that right is also open to abuse. An employee who resigns from work due to legitimate reasons may find himself or herself on the receiving end of a vindictive act of the employer by having a notice of his or her severance from employment made public, which might subsequently become inimical to his or her future employment opportunities. Likewise, an employee's separation might be due to an unjust act or a misjudgment on the employer's part which when made public will surely cause irreparable damage to the innocent employee.

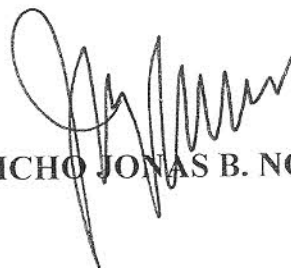
There is therefore a need to define the legal parameters of permissible and non-permissible notices of termination of employment. The right of companies to be protected against harm from unscrupulous employees and the right of workers to preserve their reputation against any undue aspersion from their former employers must be balanced. When corporate interests are prejudiced, the company still has the resources to compensate for the loss while ordinary workers have only their character and reputation to rely on.

In view of the foregoing considerations, this bill seeks to identify the instances wherein employers can post notices of termination of employment in public media, and penalize any violation thereof.

The early approval of this bill is earnestly requested.



**KARLO A. B. NOGRALES**



**JERICO JONAS B. NOGRALES**

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

SEVENTEENTH CONGRESS

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**Introduced by Hon. Karlo A. B. Nograles and Hon. Jericho Jonas B. Nograles**

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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 of termination of employment, must observe good faith, act with fairness, and respect the dignity of its former employees.

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

(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 an accountable officer or staff, to include the following:

- (1) Cashiers

(2) Treasurers

(3) Collection officers

(4) Sales 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 interest of the employer.

SEC. 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.

SEC. 4. *Liability When Committed by Entities Other than Natural Person.* – If the violation is committed by a corporation, trust, firm, partnership, association or other similar entity, the damages shall be imposed against its guilty officer or officers.

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

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

Approved,