

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City



EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 6906

Introduced by **MAGDALO Party-List Representative**
HON. MANUEL DG. CABOCHAN III

EXPLANATORY NOTE

The coronavirus pandemic has brought about a challenging time in our country. COVID-19 cases are increasing and numerous have succumbed to the viral disease, including health workers. According to the latest report of the Health Department, around 2,067 medical frontliners tested positive for novel coronavirus with 643 recoveries and 35 deaths.¹ The World Health Organization previously flagged our country over the increasing number of healthcare workers infected with COVID-19.

Despite the dangers, workers in critical industries such as healthcare workers, grocery store staff and delivery providers continue to work to provide essential goods and services to the public. The frontliners selflessly ensure the safety and survival of our nation while compromising their own. Their role during crises is indispensable. Thus, the most fitting recognition of their service is to ensure better work conditions.

This bill mandates the provision of hazard pay for workers in critical industries in the duration of a state of calamity, emergency or public health emergency such as the

¹ Department of Health. "Health workers hit by COVID rise". Retrieved from <https://www.doh.gov.ph/news-clippings>

coronavirus pandemic. The hazard pay shall be equivalent to at least 25% of the basic salary of the affected worker.

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



MANUEL DG. CABOCHAN III

Representative

Magdalo Para Sa Pilipino Party-List

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

Be it enacted by the Senate and the House of Representatives of the Philippine 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 emergency
6 or public health emergency concern. Towards this end, workers in critical industries
7 shall be provided with additional benefit for the duration of these events, taking into
8 account the nature of their functions and exposures to various hazards by reason of
9 their functions.

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

1 For the purposes of this Act, "workers in critical industries" refers to workers
2 in critical establishments who are directly exposed and/or affected to greater danger
3 such as natural disasters, disease outbreaks and pandemic, terrorist attacks, nuclear
4 emergency, chemical emergencies and radiological emergencies, but not limited to,
5 the following:

6
7 (a) Hospitals, sanitaria, rural health units, main health centers, health
8 infirmaries, barangay health stations, clinics, laboratories, and other
9 health-related establishments;

10
11 (b) Morgues and mortuaries;

12
13 (c) Banks and other financial institutions providing money transfer services;

14
15 (d) Groceries, supermarkets, and convenience stores;

16
17 (e) Public markets;

18
19 (f) Pharmacies or drugstores, or similar establishments authorized to dispense
20 medicines;

21
22 (g) Restaurants;

23
24 (h) Logistics and warehouse establishments including delivery providers;

25
26 (i) Food and medical manufacturing establishments;

27
28 (j) Telecommunications companies;

29
30 (k) Mass media companies, with respect to their reporters and similar
31 personnel in-charge of delivering and collating news;

- 1 (l) Electric generation, transmission and distribution companies;
2
3 (m) Gasoline stations;
4
5 (n) Oil companies, with respect to their tanker drivers;
6
7 (o) Water distribution companies, including water delivery and refilling
8 stations;
9
10 (p) Companies engaged in sanitation, such as garbage collectors;
11
12 (q) Companies involved in the Philippine capital market, such as the Philippine
13 Stock Exchange and Philippine Dealing and Exchange Corporation, among
14 others;
15
16 (r) Hotels and similar establishments, upon such terms and conditions as the
17 appropriate agencies overseeing the calamity, disaster or public health
18 emergency prescribes;
19
20 (s) Mass public transportation companies;
21
22 (t) Civil aviation-related companies; and
23
24 (u) Such other establishments which may considered critical in light of the
25 nature of the state of calamity or emergency or public health concern.
26

27 For the avoidance of doubt, workers of third-party service contractors, such
28 as security guards and janitors, who are deployed to any of the foregoing
29 establishment shall also receive the benefit provided under this Act for the duration
30 of the calamity, emergency or public health emergency.
31

1 Sec. 4. *Hazard Pay.*— When a state of calamity or emergency or a public
2 health emergency, as defined under Republic Act No. 11332 otherwise known as the
3 Mandatory Reporting of Notifiable Diseases and Health Events of Public Health
4 Concern, has been declared, workers in critical industries shall be compensated with
5 hazard allowances equivalent to at least twenty-five percent (25%) of their
6 respective monthly basic salary for the duration thereof.

7
8 Sec. 5. *Non-Diminution of Benefits.*— Nothing in this Act shall be construed to
9 diminish existing benefits under present laws, company policies, and collective
10 bargaining agreements.

11
12 Sec. 6. *Implementing Rules and Guidelines.*— The Department of Labor and
13 Employment, in consultation with appropriate government agencies and other
14 relevant stakeholders, shall within sixty (60) days from the effectivity of this Act,
15 promulgate the rules and regulations to effectively implement the provisions of this
16 Act.

17
18 Sec. 7. *Separability Clause.*— If any portion or provision of this Act is declared
19 unconstitutional, the other remainder of this Act or any provisions not affected
20 thereby shall remain in force and effect.

21
22 Sec. 8. *Repealing Clause.*— Any law, presidential decree or issuance, executive
23 order, letter of instruction, rule or regulation inconsistent with the provisions of this
24 Act is hereby repealed or modified accordingly.

25
26 Sec. 9. *Effectivity Clause.*— This Act shall take effect after fifteen (15) days
27 from its publication in the Official Gazette or a newspaper of general circulation.

Approved,