
Post-ECQ Work Environment Guidelines

1. Employers are not liable for employees when they contract COVID-19 if they have SSS and Philhealth.

Labor Advisory No. 4, Series of 2020 – Guidelines on 2019 Novela Coronavirus 2019 Prevention and Control at the Workplace.

2. Employers are not mandated to provide shuttle buses to employees. Only "when feasible"

DTI and DOLE Interim Guidelines on Workplace Prevention and Control of COVID-19

3. Employers are not mandated to do mass testing for their employees.

DTI and DOLE Interim Guidelines on Workplace Prevention and Control of COVID-19

4. Employers do not need to spend a lot of money to test their staff if they choose to do so.

5. Employers can now operate provided they follow DTI and DOLE Health Guidelines in the Prevention of COVID-19.

Source: Labor Advisory No. 717, Series of 2020 – Guidelines on Employment Preservation Upon the Resumption of Business Operation.

6. Employers WILL send you home for 14 days if one of the employees present during the day is suspected to be positive for COVID-19.

Source: DTI and DOLE Interim Guidelines on Workplace Prevention and Control of COVID-19

7. Employers do not need to pay their staff if the staff does not work. They may but there's no need.

<https://www.dole.gov.ph/wp-content/uploads/2020/01/LABOR-ADVISORY-NO.-04-20-GUIDELINES-ON-2019-NOVELA-CORONAVIRUS-2019-nCOV-PREVENTION-AND-CONTROL-AT-THE-WORKPLACE.pdf>

Labor Advisory No. 1, Series of 2020 – Suspension of Work in the Private Sector by Reason of Natural or Man-Made Calamity

8. Employers can put their staff on Flexible-Work Arrangements (FWA) following informing DOLE seven (7) days prior.

Labor Advisory No. 17, Series of 2020 – Guidelines on Employment Preservation Upon the Resumption of Business Operation

<https://www.dole.gov.ph/wp-content/uploads/2020/03/Labor-Advisory-No.-11-20-Supplemental-Guidelines-relative-to-the-remedial-Measures-in-view-of-the-ongoing-outbreak-of-coronavirus-disease-2019-COVID-19.pdf>

9. Employers can legally put their staff on floating status for a limited number of months provided certain conditions are met.

Article 289 of the Labor Code

<https://emplawphil.wordpress.com/2019/12/30/suspension-of-business-operations-floating-status-temporary-lay-off/>

<https://blr.dole.gov.ph/2014/12/11/termination-of-employment/>

10. Employers CAN Legally Negotiate for Lower Wages and Wage-Related Benefits with Employees for a Limited Time provided there's written mutual agreement.

Labor Advisory No. 717, Series of 2020 - Guidelines on Employment Preservation Upon the Resumption of Business Operation

11. Employers can still legally terminate and lay-Off a staff for Just and Authorized Causes during ECQ, MECQ and GCQ.

Article 297, 298 and 299 of Labor Code

<https://blr.dole.gov.ph/2014/12/11/termination-of-employment/>

12. Employers can fully close their businesses without their employees' consent so long as they follow due process.

Article 283 of Labor Code

<https://ndvlaw.com/how-to-close-a-business-in-the-philippines/>

Details Here: <https://tinainmanila.com/2020/05/24/12-things-employees-need-to-know-about-the-post-ecq-working-environment>