



HOUSE OF REPRESENTATIVES

H. No. 5267

BY REPRESENTATIVES CHIPECO, NOGRALES, SEÑERES, TAN (A.), ARENAS
AND TAMBUNTING, PER COMMITTEE REPORT NO. 508

**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:*

1 SECTION 1. *Declaration of Policy.* – It is the policy of the State to
2 protect all workers from abusive acts of employers. Every employer, in
3 publishing notices of termination of employment, must observe good faith, act
4 with fairness, and respect the dignity of its former employees.

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

9 (a) The subject employee has, based on employee records, committed
10 any of the following acts:

11 (1) Serious dishonesty;

- 1 (2) Grave misconduct;
- 2 (3) Falsification of documents;
- 3 (4) Conviction of a crime involving moral turpitude; or
- 4 (5) Analogous acts.

5 (b) The subject employee was an accountable officer or staff, to
6 include the following:

- 7 (1) Cashiers
- 8 (2) Treasurers
- 9 (3) Collection officers
- 10 (4) Sales agents or representatives
- 11 (5) Other officers or employees who handle cash, property, stocks and

12 other assets of the employer; and

13 (c) The employer has reasonable grounds to believe that the former
14 employee shall cause loss or damage or otherwise compromise the interest of
15 the employer.

16 **SEC. 3. *Penalties.*** – An employer who publishes a notice of
17 termination of employment in a newspaper, social media or other public
18 information venues in violation of Section 2 of this Act shall be liable to pay
19 the aggrieved former employee damages in an amount not less than ten
20 thousand pesos (P10,000.00) but not more than fifty thousand pesos
21 (P50,000.00), upon the discretion of the court, without prejudice to the filing
22 of any criminal case.

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

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

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

Approved,

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