



HOUSE OF REPRESENTATIVES

H. No. 376

BY REPRESENTATIVES BARINAGA, AMIN, ZUBIRI AND CODILLA

AN ACT REQUIRING EMPLOYERS TO INFORM THEIR EMPLOYEES
OF THEIR RIGHTS, BENEFITS AND PRIVILEGES UNDER
EXISTING LAWS, AND COMPANY POLICIES OR
EMPLOYMENT CONTRACTS

*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

1 SECTION 1. *Statement of Policy.* – It is hereby the declared policy of
2 the State to provide social protection, promote full employment and an
3 improved quality of life for all. Towards this end, the State shall ensure the
4 regular dissemination to both employers and workers of information on labor
5 rights, benefits and privileges under existing laws, statutes, rules and
6 regulations, and collective bargaining agreements. This is to guarantee full
7 enjoyment of the rights, benefits and privileges accorded to workers.

8 SEC. 2. *Duty of the Employer to Inform His/Her Workers of their*
9 *Rights, Benefits and Privileges.* – Every employer shall inform each employee,

1 orally and in writing, in a language known to him/her, on the first day of
2 his/her employment and everytime a compensable contingency occurs, of
3 his/her rights, benefits and privileges under existing laws, statutes, rules and
4 regulations, and company policies or employment contracts: *Provided,*
5 *however,* That with respect to the worker's rights, benefits and privileges under
6 a collective bargaining agreement, it shall be the duty of the union concerned
7 to educate its members.

8 Compliance with the above shall be included as an item in the checklist
9 of requirements subject to examination by the labor inspectors of the
10 Department of Labor and Employment (DOLE).

11 SEC. 3. *Duty of the Department of Labor and Employment to Conduct*
12 *Labor Education Seminars.* – In line with the objectives of this Act, the DOLE
13 shall ensure that both workers and employers are fully informed about labor
14 rights, benefits and privileges under existing laws, statutes, and rules and
15 regulations. It is therefore the duty of the DOLE or its appropriate agency to
16 *conduct on a regular basis, or at the request of an employer and/or the union,*
17 *education seminars for both employers and workers.*

18 The DOLE may enlist the assistance of all concerned agencies
19 including, but not limited to, the local government units, Social Security
20 System, Home Development Mutual Fund, Philippine Health Insurance
21 Corporation, as well as government and private educational institutions. The

1 DOLE may also coordinate with industry organizations, chambers, labor
2 federations or centers, and nongovernmental organizations in providing free
3 labor education seminars.

4 The DOLE shall likewise establish a special labor education fund, using
5 the fines collected under Section 4 hereof. This fund shall be utilized solely for
6 the labor education program of the DOLE.

7 SEC. 4. *Penalties.* – Any employer or union who fails or refuses to
8 inform his/her workers, or members as the case may be, of their rights, benefits
9 and privileges as provided under Section 2 hereof shall be imposed a fine by
10 the Secretary of Labor and Employment of not less than Fifty thousand
11 (P50,000.00) nor more than One hundred thousand pesos (P100,000.00).

12 SEC. 5. *Implementing Rules and Regulations.* – The Secretary of Labor
13 and Employment, in consultation with employers' groups, labor groups and
14 concerned government agencies, shall promulgate the necessary rules and
15 regulations to implement the provisions of this Act within three months after its
16 effectivity.

17 SEC. 6. *Separability Clause.* – If any part, section or provision of this
18 Act shall be held invalid or unconstitutional, the other provisions shall not be
19 affected thereby.

1 SEC. 7. *Repealing Clause.* – All laws, decrees, orders, issuances, rules
2 and regulations or parts thereof inconsistent with the provisions of this Act are
3 hereby repealed, amended or modified accordingly.

4 SEC. 8. *Effectivity.* – This Act shall take effect fifteen (15) days after
5 its complete publication in the *Official Gazette* or in at least two newspapers of
6 national circulation.

Approved,

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