



HOUSE OF REPRESENTATIVES

H. No. 852

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BY REPRESENTATIVES AGLIPAY, CHIPECO, TAMBUNTING, NIETO, DALIPE, PINEDA, MENDOZA,  
Go (M.), COLLANTES, TALLADO, LUSOTAN, ZARATE, PADUANO, BABASA, CABREDO,  
TADURAN, DELOSO-MONTALLA, FORTUN, GAITE, AND NOGRALES (J.J.)

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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 the House of Representatives of the Philippines in  
Congress assembled:*

1           **SECTION 1. Declaration of Policy.** – It is the policy of the State to protect all workers  
2 from abusive acts of employers. Every employer, in publishing notices of termination of  
3 employment, must observe good faith, act with fairness, and respect the dignity of its former  
4 employees.  
5

6           **SEC. 2. Limitations in the Publication of Notices of Termination of Employment.** - No  
7 employer in the private sector shall publish notices of termination of employment in  
8 newspapers, social media and other public information venues unless upon the concurrence  
9 of the following factors:  
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11           (a) The subject employee has, based on employee records, committed any of the  
12 following acts:  
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- 14           1. Serious dishonesty;
- 15           2. Grave misconduct;
- 16           3. Falsification of documents;
- 17           4. Conviction of a crime involving moral turpitude; or
- 18           5. Analogous acts

1 (b) The subject employee was an accountable officer or staff, to include the following:  
2

- 3 1. Cashiers
- 4 2. Treasurers
- 5 3. Collection officers
- 6 4. Sale agents or representatives
- 7 5. Other officers or employees who handle cash, property, stocks and other  
8 assets of the employer; and  
9

10 (c) The employer has reasonable grounds to believe that the former employee shall  
11 cause loss or damage or otherwise compromise the interests of the employer.  
12

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

19 **SEC. 4. Repealing clause.** – All laws, decrees, executive orders, rules and regulations  
20 and other issuances or parts thereof inconsistent with the provisions of this Act are hereby  
21 repealed, modified or amended accordingly.  
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23 **SEC. 5. Effectivity clause.** – This Act shall take effect fifteen (15) days after its  
24 publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,