



HOUSE OF REPRESENTATIVES

H. No. 7561

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BY REPRESENTATIVES BASCUG, DAGOOC, VILLAFUERTE (L.R.), VILLAFUERTE (M.L.), HORIBATA, ENCISO, VELASCO, FUENTEBELLA, CRUZ (A.), VALMAYOR, ADIONG, ORTEGA, ROMUALDO, VERGARA, ESPARES, SINGSON-MEEHAN, SUAREZ, FERNANDEZ, REYES, MARIÑO, VELOSO-TUAZON, LEGARDA, LUMAYAG, ALVAREZ (M.), LUJSTRO, MANUEL, DE JESUS, CARI, YAMSUAN AND DALIPE, PER COMMITTEE REPORT NO. 435

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AN ACT  
PROVIDING FOR MANDATORY INSURANCE COVERAGE  
AND BENEFITS FOR ALL LINE WORKERS

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

1 SECTION 1. *Short Title.* – This Act shall be known as the “*Line Workers Insurance and Benefits*  
2 *Act.*”

3 SEC. 2. *Declaration of Policy.* – The State recognizes the role of the electrical line workers in the  
4 quest for sustainable economic development through the continuous and reliable supply of  
5 electricity, not only in residential dwellings, but most importantly, in commercial and industrial  
6 establishments, specifically in the countryside and rural areas, as envisioned by the Rural  
7 Electrification Program, and the risk they encounter in the performance of their duties and  
8 responsibilities. As such, it shall provide measures that recognize the contributions of line workers  
9 to nation-building particularly in the transmission and distribution sectors of the power industry  
10 by ensuring that their employers are providing them insurance coverage and other benefits in  
11 addition to what is provided for regularly by existing labor laws.

12 SEC. 3. *Definition of Line Workers.* – As used in this Act, line workers shall refer to persons  
13 including crew, drivers, and helpers, who are directly responsible for the construction, installation,  
14 maintenance, reconstruction, and repair of overhead transmission and distribution electrical

1 systems, including underground cables, electrical substations, and other related electrical  
2 equipment and facilities.

3 SEC. 4. **Coverage.** – This Act shall cover all line workers in the power industry sector as defined  
4 in Section 3 hereof, including those working in private distribution utilities (PDUs), electric  
5 cooperatives (ECs), and transmission or grid operator.

6 SEC. 5. **Mandatory Insurance Coverage.** – All line workers shall be entitled to life and accident  
7 or disability insurance benefits in accordance with the following minimum required coverage  
8 schedule:

9 A. In the case of electric cooperatives, the insurance coverage requirement shall be calibrated  
10 according to the following classification:

<b>National Electrification Administration Classification</b>	<b>Minimum Insurance Coverage (Philippine Peso)</b>
SMALL	200,000
MEDIUM	400,000
LARGE	600,000
EXTRA LARGE	800,000
MEGA LARGE	1,000,000

11 B. For the transmission or grid operator, the minimum insurance coverage shall be Two million  
12 pesos (₱2,000,000.00).

13 C. For Private Distribution Utilities, the minimum insurance coverage shall be One million and  
14 Five hundred thousand pesos (₱1,500,000.00).

15 The coverage shall be effective upon the commencement of their employment until their  
16 separation from the company, either by resignation, termination, or retirement. The insurance  
17 premium payments shall be shouldered entirely by the employer.

18 Employers who are already providing insurance coverage to their line workers equal to or more  
19 than the minimum requirement as prescribed herein are no longer required to make adjustment to  
20 their insurance coverage. Otherwise, they should augment the amount of coverage to comply with  
21 this Act: *Provided*, That in no way shall this Act be construed to diminish or reduce any insurance  
22 coverage which the line workers are already receiving or any entitlement under existing laws,  
23 company policy, or employment contracts or collective bargaining agreements between the  
24 employer and the employees.

25 SEC. 6. **Mandatory Benefits.** – In addition to the mandated insurance coverage, the employers of  
26 line workers shall also ensure the provision of the following mandatory benefits:

1 (a) Retirement benefits

2 (b) Mortuary assistance

3 (c) Disability benefits

4 (d) Reimbursement of actual medical expenses in case of death, accident, sickness, disability  
5 or injury sustained by the line worker in the line of duty: *Provided*, That when a line worker  
6 participates in power restoration and rehabilitation efforts in calamity-stricken areas or similar  
7 engagements hosted by an entity other than the employer of the line worker, such host entity shall  
8 provide the line worker with benefits similar to those provided under this Section and as may be  
9 allowed by its financial capacity to cover death, accident, sickness, disability or injury sustained  
10 by the line worker during such engagement.

11 The Department of Labor and Employment (DOLE), in consultation with stakeholders, shall  
12 provide comprehensive list of all other benefits that line workers should be entitled to in addition  
13 to the above mandatory benefits and the same shall be incorporated in the rules and regulations to  
14 be issued to implement this Act.

15 **SEC. 7. *Disqualifications from Benefits.*** – No benefits shall be given to any line worker or the  
16 line worker's beneficiaries if and when the death, accident, sickness, disability, or injury happened  
17 during an unauthorized absence or abandonment of office or is caused by any of the following:

18 (a) Willful intention to injure or kill oneself;

19 (b) Notorious negligence;

20 (c) Failure to observe safety protocols or exercise reasonable care for one's own safety; and

21 (d) Commission of a crime by the line worker.

22 **SEC. 8. *Implementing Rules and Regulations.*** – Within ninety (90) days upon approval of this  
23 Act, the National Electrification Administration shall, together with the DOLE, the Energy  
24 Regulatory Commission, and in consultation with the PDUs and ECs, promulgate and issue the  
25 rules and regulations to effectively implement the provisions of this Act.

26 **SEC. 9. *Separability Clause.*** – If for any reason, any part or provision of this Act is declared  
27 unconstitutional or invalid, the other parts or provisions hereof, which are not affected thereby,  
28 shall continue to be in full force and effect.

29 **SEC. 10. *Repealing Clause.*** – All laws, presidential decrees, executive orders, letters of  
30 instruction, administrative rules and regulations or parts thereof, which are contrary to or  
31 inconsistent with the provisions of this Act, are hereby repealed or modified accordingly.

32 **SEC. 11. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in the  
33 *Official Gazette* or in a newspaper of general circulation.

Approved,

