Mr. Speaker:

The Committee on Energy to which was referred House Bill No. 3247, introduced by Representatives Sergio C. Dagooc, Presley C. de Jesus, Adrianio A. Ebcas and Godofredo N. Guya, entitled:

**AN ACT PROVIDING FOR ADDITIONAL INSURANCE COVERAGE AND BENEFITS FOR ALL LINEMEN AND OTHER POWER LINE WORKERS AND OTHER RELATED PURPOSES**

has considered the same and recommends the approval of House Bill No. 9524, entitled:

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

Respectfully submitted,

JUAN MIGUEL “MIKEY” M. ARROYO
Chairperson
Committee on Energy

The HONORABLE SPEAKER
HOUSE OF REPRESENTATIVES
Quezon City
AN ACT
PROVIDING FOR MANDATORY INSURANCE COVERAGE
AND BENEFITS FOR ALL LINE WORKERS

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

SECTION 1. Short Title. - This Act shall be known as the "Line Worker Insurance and Benefits Act."

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

SEC. 3. Definition of a Line Worker. - As used in this Act, line workers shall refer to any person including crew, drivers, and helpers, who are directly responsible for the construction, installation, maintenance, reconstruction, and repair of overhead transmission and distribution electrical systems,
including underground cables, electrical substations, and other related
electrical equipment and facilities.

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

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

A. In the case of distribution utilities, the insurance coverage requirement
shall be calibrated according to the following classification:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Minimum Insurance Coverage (Philippine Peso)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SMALL</td>
<td>200,000</td>
</tr>
<tr>
<td>MEDIUM</td>
<td>400,000</td>
</tr>
<tr>
<td>LARGE</td>
<td>600,000</td>
</tr>
<tr>
<td>EXTRA LARGE</td>
<td>800,000</td>
</tr>
<tr>
<td>MEGA LARGE</td>
<td>1,000,000</td>
</tr>
</tbody>
</table>

B. For the transmission or grid operator, the minimum insurance coverage
shall be Two million pesos (P2,000,000.00).

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

Employers who are already providing insurance coverage to their line
workers equal to or more than the minimum requirement as prescribed herein
are no longer required to make adjustments to their insurance coverage.
Otherwise, they should augment the amount of coverage to comply with this
Act: *Provided*, That in no way shall this Act be construed to diminish or reduce
any insurance coverage which the line workers are already receiving or any
entitlements under existing laws, company policy, or employment contract between the employer and the employees.

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

(a) Retirement benefits
(b) Mortuary assistance
(c) Disability benefits
(d) Reimbursement of actual medical expenses in case of death, accident, sickness, disability or injury sustained by the line worker in the line of duty.

Provided, That when a line worker participates in power restoration and rehabilitation efforts in calamity-stricken areas or similar engagements hosted by an entity other than the employer of the line worker, such host entity shall provide the line worker with benefits similar to those provided under this Section and as may be allowed by its financial capacity to cover death, accident, sickness, disability or injury sustained by the line worker during such engagement.

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

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

(a) Willful intention to injure or kill oneself;
(b) Notorious negligence;
(c) Failure to observe safety protocols or exercise reasonable care for one's own safety; and
(d) Commission of a crime by the line worker.

SEC. 8. Implementing Rules and Regulations (IRR). - Within ninety (90) days upon approval of this Act, the NEA shall, together with the DOLE, the
Energy Regulatory Commission, and in consultation with the PDUs and ECs, promulgate and issue the rules and regulations to effectively implement the provisions of this Act.

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

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

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

Approved,
FACT SHEET

House Bill No. 9524
(In substitution to House Bill No. 3247)

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

Introduced by: REPRESENTATIVES SERGIO C. DAGOOC, PRESLEY C. DE JESUS,
GODOFREDO N. GUYA, ADRIANO A. EBCAS, PABLO C. ORTEGA, JULIETTE T. UY,
STRIKE B. REVILLA, NOEL L. VILLANUEVA, MA. LUCILLE L. NAVA, M.D., MA. VICTORIA
V. UMALI, ENRICO A. PINEDA, DEOGRACIAS VICTOR “DV” B. SADEVALLANO, WILTER
“SHARKY” WEE PALMA II, ESMAIL M. MANGUDATU, LOLITA T. JAVIER, ROMEO S.
MOMO, SR., DIEGO “NONOY” C. TY, RON P. SALO, ROMEO M. JALOSJOS, JR., JOSE
“JUN” L. ONG, JR., EDDIEBONG G. PLAZA, HECTOR S. SANCHEZ, ALFONSO V. UMALI,
JR., CARLITO S. MARQUEZ, FERDINAND MARTIN G. ROMUALDEZ, ALETA C. SUAREZ,
JOCELYN P. TULFO, RAMON C. NOLASCO, JR., FRANCISCO JOSE “BINGO” F.
MATUGAS, CPA, CESO, LLB, DATU ROONIE Q. SINSUAT, SR., JOSEPH STEPHEN
“CARAPS” S. PADUANO, ROGELIO “RUEL” D. PACQUIAO, JOEY SARGE SALCEDA,
LUIS RAYMUND “LRAY” F. VILLAFUERTE, JR., SONNY “SL” L. LAGON, ROMAN T.
ROMULO, ERIC L. OLIVAREZ, ROWENA NINA O. TADURAN, RAUL “BUBOY” C. TUPAS,
CARL NICOLAS C. GARI, NEPTALI M. GONZALES II, FREDERICK W. SIAO, FAUSTINO V
“INNO” A. DY, JOHN MARVIN “YUL SERVO” C. NIETO, FRANCIS L. CASTRO, LORNA P.
BAUSTISTA-BANDIGAN, FLORIDA “RIDA” P. ROBES, ELIZALDY S. CO, ANN K. HOFER,
EMMANUEL “TAWI” BILLIONES, MA. THERESA V. COLLANTES, SALVADOR “DOY” C.
LEACHON, CYRILLE “BENG” F. ABUEG-ZALDIVAR, LUIS “JON-JON” A. FERRER,
SOLOMON R. CHUNGALAO, JOCELYN F. FORTUNO, JAKE VINCENT VILLA, ALAN 1 B.
ECLEO, LIANDA B. BOLILIA, ALFEL M. BASCUG, AMIHILDA J. SANGCO, JULIENNE
“JAM” L. BARONDA, ABDULLAH D. DIMAPORO, ROMULO “KID” PENA, JR., GABRIEL
H. BORDADO, JR., ROBERT ACE S. BARBERS, JOEL MAYO Z. ALMARIO, JOSE
ANTONIO “KUYA” R. SY-ALVARADO, ALFREDO A. GARBIN, JR., CESAR “JAWO” L.
JIMENEZ, JR., JOAQUIN M. CHIPECO, JR., ROGELIO NEIL P. ROQUE, BRAEDEN JOHN
Q. BIRON, SHAREE ANN T. TAN, VICENTE “CHING” S.E. VELOSO III, MANUEL JOSE
“MANNIX” M. DALIFE, MA. LOURDES T. ARROYO, LORNA C. SILVERIO, LUISA LLOREN
CUARESMA, DALE “ALONG” R. MALAPITAN, PETER JOHN D. CALDERON, MARISOL C.
PANOTES, ROLANDO “KLAREX” A. UY, KRISTINE ALEXEI B. TUTOR, WILTON
“ONTON” TAN KHO, MICHAEL B. GORRICETA, PABLO JOHN F. GARCIA, CONRADO M.
ESTRELLA III, JOSEPH “JOJO” L. LARA, LAWRENCE “LAW” H. FORTUN, DAN S.
FERNANDEZ, RUDY S. CAOAGDAN, BAYAN F. FERNANDO, ARDEL JOSEPH T.
CABATBAT, ALFRED C. DELOS SANTOS, FREDENIL “FRED” H. CASTRO, JOHNNY T.
PIMENTEL, RANE O “RANIE” E. ABU, WILFREDO “WILLY” S. CAMINERO, CHERYL P.
DELOSO-MONTALLA, ROMMEL RICO T. ANGARA, RAUL V. DEL MAR, MICHAEL L.
ROMERO, PH.D., MAXIMO Y. DALOG, JR., ALAN “ALDU” R. DJALI, MOHAMMAD
KHALID Q. DIMAPORO, SHERREE A. TAN, JORGE “PATROL” BUSTOS, YEDDA MARIE
K. ROMUALDEZ, MANUEL T. SAGARBARRIA, LORREN LEGARDA, RIA CHRISTINA G.
FARINAS, BENJAMIN C. AGARAO, JR., SHARON S. GARIN, HENRY S. OAMINAL,
ANTONIO “TONYPET” T. ALBANO, IAN PAUL L. DY, ARNOLD “NOI” D. CELESTE,
CARLOS ISAGANI T. ZARATE, ANGELICA NATASHA CO, ABRAHAM “BAMBOL” N.
TOLENTINO, FERDINAND L. HERNANDEZ, SANDRA Y. ERIGUEL, M.D., FERNANDO T.
CABREDO, CORAZON T. NUNEZ-MALANYAON, ELEANDRO JESUS F. MADRONA,
SAMANTHA LOUISE VARGAS ALFONSO, ELISA “OLGA” T. KHO, JOY MYRA S.
TAMBUNTING, JUAN MIGUEL “MIKEY” M. ARROYO, LIANDA B. BOLILIA, ALFRED D.
OBJECTIVE:

- To acknowledge the contributions of the line workers to the power utility sector by giving them mandatory insurance coverage and benefits.

KEY PROVISIONS:

- Mandates that all line workers shall be entitled to life and accident or disability insurance benefits in accordance with the classification standards which provides for a minimum required coverage of Two hundred thousand pesos (P200,000.00) for small distribution utilities up to One million pesos (P1,000,000.00) for mega large distribution utilities, and Two million pesos (P2,000,000.00) for transmission or grid operator.

- Provides that the employers of line workers shall additionally grant the following mandatory benefits:
  
  (a) Retirement benefits
  (b) Mortuary assistance
  (c) Disability benefits
  (d) Reimbursement of actual medical expenses in case of death, accident, sickness, disability or injury sustained by the line worker in the line of duty.

- Provides that no benefits shall be given to any line worker or his beneficiary if and when the death, injury, or sickness happened during an unauthorized absence or abandonment of office or is caused by any of the following:
  
  (a) Willful intention to injure or kill oneself;
  (b) Notorious negligence;
  (c) Failure to observe safety protocols or exercise reasonable care for one’s own safety; and
  (d) Commission of a crime by the line worker.