

Republic of the Philippines  
**House of Representatives**  
Quezon City

**SEVENTEENTH CONGRESS**  
First Regular Session

HOUSE BILL NO. **5708**



---

**INTRODUCED BY REPRESENTATIVE ALFRED VARGAS**

---

**EXPLANATORY NOTE**

Article XV, Section 1 of the 1987 Philippine Constitution provides that *"the State recognizes the Filipino family as the foundation of the nation. Accordingly, it shall strengthen its solidarity and actively promote its total development."* The Child and Youth Welfare code further decrees that parents should give their child "affection, companionship and understanding, and extend him the benefits of moral guidance, self-discipline and religious instruction," as may be necessary for the formation of their child's character.

In recognition to the importance of the parents' active involvement in their children's lives and in the educational system, this bill proposes to grant employees three days paid leave to attend to their children's school-related activities that are in conflict with their work schedule.

In the thrust of developing a strong and proud nation, the State must reinforce the values and spirit of the most basic unit of the Filipino society: the family. Thus, immediate passage of this bill is earnestly sought.

  
**ALFRED VARGAS**

Republic of the Philippines  
**House of Representatives**  
Quezon City

**SEVENTEENTH CONGRESS**  
First Regular Session

HOUSE BILL NO. **5708**

---

**INTRODUCED BY REPRESENTATIVE ALFRED VARGAS**

---

**AN ACT**  
**GRANTING EMPLOYEES THREE DAYS PAID LEAVE TO ATTEND SCHOOL-RELATED**  
**ACTIVITIES OF THEIR CHILDREN**

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

**SECTION 1. Title.** - This Act shall be known as the "School Visitation Rights Act."

**SEC. 2. Declaration of Policy.** - It is hereby declared as a policy of the State to encourage parental involvement in the educational system and grant employed parents and guardians who are unable to meet with educators because of a work conflict the right to an allotment of time during the school year to attend necessary educational or behavioral conferences in the school attended by their child/children.

**SEC. 3. Definition of Terms.** - As used in this Act, the following terms shall mean:

- (a) "Employee" means a person who performs services for hire for an employer for at least six (6) consecutive months immediately preceding a request for leave under this Act;
- (b) "Employer" means a natural or juridical person, who is contractually bound to provide a salary or wage to an employee in exchange for the performance of work;
- (c) "Child" means a biological, adopted or foster child, a stepchild or a legal ward of an employee and who is enrolled in a public or private pre-school, elementary or secondary school;
- (d) "School" means any public or private pre-school, elementary, or secondary school or educational facility located within the country;
- (e) "School administrator" means the principal or equivalent administrator who is responsible for the operations of the school.

**SEC. 4. School Conference and Activity Leave.** - An employer must grant an employee a paid school visitation leave of up to three (3) days during any school year which may be taken on any given day, to attend school conferences or classroom activities related to the employee's child if the conference or classroom activities cannot be scheduled during non-work hours: *Provided*, That no leave may be taken unless the employee has first exhausted all accrued

vacation leave, personal leave, compensatory leave and any other leaves that may be granted to the employee except sick leave and disability leave. Before arranging attendance at the conference or activity, the employee shall provide the employer with a written request for leave at least seven (7) days in advance of the time the employee is required to utilize the visitation right. In emergency situations, no more than twenty four (24) hours notice shall be required. The employee must consult with the employer to schedule the leave so as not to unduly disrupt the operations of the employer.

**SEC. 5. *Verification.*** – Upon completion of the school visitation rights by a parent or guardian, the school administrator shall provide the parent or guardian with the necessary documentation of the school visitation. The parent or guardian shall submit such proof of verification to the employer. The Secretary of Education and the Secretary of Labor and Employment shall suggest a standard form of documentation of school visitation to schools for use as required by this Section. The standard form of documentation shall include, but not be limited to, the exact time and date the visitation occurred and ended. The failure of a parent or guardian to submit the verification statement from the school to the employer within two (2) working days of the school visitation shall subject the employee to the standard disciplinary procedures imposed by the employer for unexcused absence from work.

**SEC. 6. *No Diminution of Visitation Right.*** – Nothing in this Act shall prevent an employer from providing school visitation rights in excess of those allowed under this Act. The rights afforded by this Act shall not be diminished by any collective bargaining act or by any employee benefit plan.

**SEC. 7. *Limits on Leave.*** – No employer that is subjected to this Act is required to grant the school visitation leave to an employer if granting the leave would result in more than five percent (5%) of the employer's work force shift attending a school conference or activity leave at the same time.

**SEC. 8. *Implementing Rules and Regulations.*** – The Department of Labor and Employment and the Civil Service Commission shall issue the implementing rules and regulations for the effective implementation of this Act not later than sixty (60) days from the approval of this Act.

**SEC. 9. *Separability Clause.*** – If any provision of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions hereof.

**SEC. 10. *Repealing Clause.*** – All laws, presidential decrees, executive orders, and rules and regulations 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 either in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,