



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

Eighteenth Congress
Second Regular Session



COMMITTEE REPORT NO. **566**

Submitted by the Committee on Labor and Employment on **OCT 19 2020**
Re: House Bill No. 852*
Recommending its approval without amendment, in consolidation with House Bills Numbered 2123 and 4847
Sponsors: Representatives Enrico A. Pineda, Michael Edgar Y. Aglipay, Joaquin M. Chipeco and Joy Myra S. Tambunting

Mr. Speaker:

The Committee on Labor and Employment, to which were referred House Bill No. 852, introduced by Rep. Michael Edgar Y. Aglipay, entitled:

“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”,

House Bill No. 2123 introduced by Rep. Joaquin M. Chipeco Jr., entitled:

“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”

and House Bill No. 4847 introduced by Rep. Joy Myra S. Tambunting, entitled:

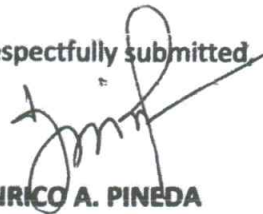
“AN ACT REGULATING THE PRACTICE OF EMPLOYERS IN POSTING NOTICES OF TERMINATION OF EMPLOYMENT OF FORMER EMPLOYEES IN NEWSPAPERS, SOCIAL MEDIA, AND OTHER PUBLIC INFORMATION VENUES”

has considered the same and recommends that House Bill No. 852*, entitled:

“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 approved without amendment, in consolidation with House Bills Numbered 2123 and 4847 with Representatives Joaquin M. Chipeco Jr., Michael Edgar Y. Aglipay, Joy Myra S. Tambunting, John Marvin “Yul Servo” C. Nieto, Manuel Jose “Mannix” M. Dalipe, Enrico A. Pineda, Raymond Democrito C. Mendoza, Mark O. Go, Ma. Theresa V. Collantes, Josefina B. Tallado, Macnell M. Lusotan, Carlos Isagani T. Zarate, Joseph Stephen S. Paduano, Leonardo L. Babasa Jr., Fernando T. Cabredo, Rowena Niña O. Taturan, Cheryl P. Deloso-Montalla, Lawrence “Law” H. Fortun, Ferdinand R. Gaité, and Jericho Jonas B. Nograles as authors thereof.

Respectfully submitted,



ENRICO A. PINEDA

Chairperson

Committee on Labor and Employment

**THE HONORABLE SPEAKER
HOUSE OF REPRESENTATIVES
QUEZON CITY**



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

House Bill No. 852*
(In consolidation with House Bills Numbered 2123 and 4847)

Introduced by Representatives Joaquin M. Chipeco Jr., Michael Edgar Y. Aglipay, Joy Myra S. Tambunting, Enrico A. Pineda, Raymond Democrito C. Mendoza, Mark O. Go, Ma. Theresa V. Collantes, Josefina B. Tallado, Macnell M. Lusotan, Carlos Isagani T. Zarate, Joseph Stephen S. Paduano, Leonardo L. Babasa Jr., Fernando T. Cabredo, Rowena Niña O. Taduran, Cheryl P. Deloso-Montalla, Lawrence "Law" H. Fortun, Ferdinand R. Gaité, and Jericho Jonas B. Nograles

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:
10

11 (a) The subject employee has, based on employee records, committed any of the
12 following acts:
13

- 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.
22

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,

House of Representatives Committee Affairs Department

FACT SHEET

House Bill No. 852

in consolidation with House Bills Numbered 2123 and 4847
(As approved by the Committee on 27 November 2019)

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

Introduced by: REPS. MICHAEL EDGAR Y. AGLIPAY, JOAQUIN M. CHIPECO JR. and JOY MYRA S. TAMBUNTING

*Committee Referral: COMMITTEE ON LABOR AND EMPLOYMENT
Committee Chairperson: REP. ENRICO A. PINEDA*

OBJECTIVE:

- To protect all workers from abusive acts of employers in publishing notices of termination of employment particularly in public information venues.

KEY PROVISIONS:

- Identifies the instances wherein the employers can post notices of termination of employment in public media
- Penalizes employers who will violate the provision of Section 2 with a fine of not less than Ten thousand pesos (P10,000.00) but not more than Fifty thousand pesos (P50,000.00), without prejudice to the filing of any criminal case

RELATED LAW:

- None