



Republic of the Philippines
House of Representatives
Quezon City



TWENTIETH CONGRESS

First Regular Session

House Bill No. **868**

Introduced by
APEC Party-List Representative Sergio C. Dagooc

EXPLANATORY NOTE

Utility work is essential for keeping electricity running in our homes, small and medium enterprises, and supply power to our industries. While continuous supply of electricity is vital in our everyday lives, workers who are tasked to ensure this stability are also constantly risking their lives while doing so. Line workers may fall from electric posts, suffer electric shocks, burns, and other injuries while on the job. These injuries in the worst cases result in the loss of life. By working on electrical lines, utility workers face some of the most dangerous tasks in the industry.

As such, it is just proper that line worker get not only the proper compensation but also extra benefits in exchange for the risks that they face on the job. The State should mandate certain benefits as well as insurance coverage for line workers, who serve as our warriors of light. Thus, the passage of this bill is earnestly sought.

This bill was filed and deliberated upon in the 19th Congress and was approved by the House of Representatives on Third Reading. This representation is re-filing this measure to achieve the same objectives. In view of the foregoing, the immediate passage of this bill is earnestly sought.

REP. SERGIO C. DAGOOC
APEC Party-List



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

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

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

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

15 SECTION 3. **Definition of a Line Worker.** - As used in this Act, line
16 workers shall refer to any person including crew, drivers, and helpers, who
17 are directly responsible for the construction, installation, maintenance,
18 reconstruction, and repair of overhead transmission and distribution

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

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

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

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

Classification	Minimum Insurance Coverage (Philippine Peso)
SMALL	200,000
MEDIUM	400,000
LARGE	600,000
EXTRA LARGE	800,000
MEGA LARGE	1,000,000

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

14 C. For Private Distribution Utilities, the minimum insurance coverage
15 shall be One million and Five hundred thousand pesos (P1,500,000.00).

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

20 Employers who are already providing insurance coverage to their line
21 workers equal to or more than the minimum requirement as prescribed herein
22 are no longer required to make adjustment to their insurance coverage.
23 Otherwise, they should augment the amount of coverage to comply with this

1 Act: *Provided*, That in no way shall this Act be construed to diminish or reduce
2 any insurance coverage which the line workers are already receiving or any
3 entitlements under existing laws, company policy, or employment contracts
4 or collective bargaining agreements between the employer and the employees.

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

8 (a) Retirement benefits

9 (b) Mortuary assistance

10 (c) Disability benefits

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

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

25 SECTION 7. ***Disqualifications from Benefits.*** - No benefits shall be
26 given to any line worker or the line worker's beneficiaries if and when the
27 death, accident, sickness, disability, or injury happened during an
28 unauthorized absence or abandonment of office or is caused by an of the
29 following:

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

31 (b) Notorious negligence;

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

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

1 SECTION 8. **Implementing Rules and Regulations.** - Within ninety
2 (90) days upon approval of this Act, the National Electrification
3 Administration shall, together with the DOLE, the Energy Regulatory
4 Commission, and in consultation with the PDUs and ECs, promulgate and
5 issue the rules and regulations to effectively implement the provisions of this
6 Act.

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

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

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

18 Approved,