

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**TWENTIETH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 2399**



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Introduced by **HON. MIGUEL LUIS R. VILLAFUERTE, HON. VINCENZO RENATO LUIGI R. VILLAFUERTE, HON. TSUYOSHI ANTHONY G. HORIBATA, AND HON. TERRY L. RIDON**

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**EXPLANATORY NOTE**

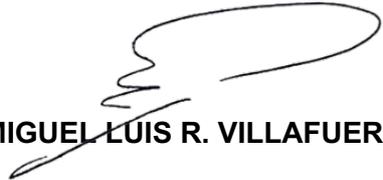
Our country ranked 10th in the most affected countries by extreme weather events in the 2025 Global Climate Risk Index.<sup>1</sup> With 20 tropical cyclones entering the Philippine Area of Responsibility in 2024, and an expected average of around 20 storms and typhoons annually in the years ahead,<sup>2</sup> our country is undeniably vulnerable to both economic and social challenges brought by these disasters. One of these is the predicament of affected communities on electricity supply. During extreme weather events, electric power lines, poles, and other components of our electrical system often face severe damage. This leads to interruption in communication, health service delivery, and disaster response efforts of government agencies, non-government organizations, and other stakeholders in affected areas.

Under such conditions, line workers perform an essential and often dangerous role in restoring power. They risk their safety and at times, their lives, to repair distribution systems and re-establish electricity following calamities. Beyond disaster response, line workers regularly conduct pole repairs, maintenance, and electrification projects in underserved and remote areas, supporting rural development goals. Despite the critical nature of their work, line workers remain one of the most underappreciated sectors in our labor force.

To acknowledge their contributions, this bill mandates that all line workers shall be entitled to life, accident, or disability insurance benefits, with a minimum required coverage of P200,000 for small distribution utilities, up to P1,000,000 for mega large distribution utilities, and P2,000,000 for transmission or grid operator. In addition, they shall be granted retirement benefits, mortuary assistance, disability benefits, and reimbursement of medical expenses incurred in the line of duty.

A similar bill was approved by the House of Representatives and transmitted to the Senate during the 19th Congress.

In view of the foregoing, the immediate passage of this bill is earnestly sought.

  
**HON. MIGUEL LUIS R. VILLAFUERTE**

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<sup>1</sup> Explained PH. (February 2025). *PH ranks 10th in global climate risk index due to extreme weather*, <https://explained.ph/2025/02/ph-ranks-10th-in-global-climate-risk-index-due-to-extreme-weather.html>

<sup>2</sup> PAGASA, *Tropical Cyclone Information*. <https://www.pagasa.dost.gov.ph/climate/tropical-cyclone-information>



HON. VINCENZO RENATO LUIGI R. VILLAFUERTE



HON. TSUYOSHI ANTHONY G. HORIBATA



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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:*

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

**SECTION 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.

**SECTION 3. *Definition of Line Workers.*** – As used in this Act, line workers shall refer to persons 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.

**SECTION 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.

**SECTION 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 electric cooperatives, the insurance coverage requirement shall be calibrated 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

- (b) For the transmission or grid operator, the minimum insurance coverage shall be Two million pesos (P2,000,000.00).
- (c) For Private Distribution Utilities, the minimum insurance coverage shall be One million and Five hundred thousand pesos (P1,500,000.00).

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 adjustment 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 entitlement under existing laws, company policy, or employment contracts or collective bargaining agreements between the employer and the employees.

**SECTION 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.

**SECTION 7. *Disqualifications from Benefits.*** – No benefits shall be given to any line worker or the line worker'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.

**SECTION 8. *Implementing Rules and Regulations.*** – Within ninety (90) days upon approval of this Act, the National Electrification Administration 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.

**SECTION 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.

**SECTION 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.

**SECTION 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,