

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 5224



Introduced by **Representative AGATHA PAULA "AGAY" A. CRUZ**

EXPLANATORY NOTE

Every flick of a switch and every hum of an industry is sustained by a silent army of electrical line workers. They perform vital but perilous tasks that keep the country's economic and social machinery running. They climb poles in the heat of summer, repair downed lines amid storms, and restore power in the aftermath of calamities so that homes, hospitals, and industries can function. and vital public services.

Despite their indispensable role in economic development and disaster response, the law has not provided them with adequate safeguards proportionate to the risks they endure.

This bill addresses that by mandating compulsory insurance and supplemental benefits for line workers. It prescribes minimum standards for life, accident, and disability coverage, calibrated according to employer classification and financial capacity. It also requires retirement, mortuary, disability, and medical benefits. These protections are explicitly supplemental to, and not a replacement for, entitlements already provided under existing labor and social insurance laws, thereby avoiding duplication while strengthening the overall safety net for line workers.

To guarantee effective enforcement, the measure empowers the Department of Labor and Employment, in coordination with energy sector regulators and the Insurance Commission, to oversee implementation. It further prescribes penalties and sanctions for non-compliance and provides for pooled or group insurance mechanisms to support affordability. In this manner, protection is not left to voluntary benevolence, but becomes a matter of enforceable right.

Those who risk their lives to keep the country's lights on must not themselves be left in the dark. The State must guarantee their safety, security, and dignity. Passing this measure ensures that those who hold up our power lines are never left without the power of the law.

Considering that this bill has been approved on Third and Final Reading by this Chamber last Congress, its immediate passage is earnestly sought. To delay the protection of our electrical line workers any further would be to leave them suspended, quite literally and figuratively, without a safety net.


AGATHA PAULA "AGAY" AGUILAR CRUZ
Representative, Fifth Legislative District of Bulacan



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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 of the Philippines in Congress assembled:

1 **Section 1. Short Title.** – This Act shall be known as the “Line Workers Insurance
2 and Benefits Act.”
3

4 **Section 2. Declaration of Policy.** – It is hereby declared the policy of the State to
5 afford full protection to labor and to promote the welfare, safety and economic security
6 of electrical line workers who perform inherently hazardous but essential services in the
7 construction, installation, maintenance, reconstruction and repair of transmission and
8 distribution systems. Recognizing the constitutional mandate to protect labor and to
9 promote social justice and humane working conditions, the State shall ensure that those
10 who maintain and restore the nation’s electrical infrastructure are provided adequate and
11 enforceable insurance and benefit protections that reflect the risks of their occupation and
12 the public value of their work.
13

14 In furtherance of this policy, the State shall: (a) prescribe minimum standards of
15 life, accident, disability and related benefits for line workers that are calibrated to
16 employer capacity and sectoral risk; (b) require that such protections be supplemental to,
17 and not a substitute for, benefits and entitlements provided under existing social
18 insurance and labor laws; (c) promote affordability and sustainability of coverage through
19 the accreditation of pooled or group insurance mechanisms and other cost-mitigation
20 measures; and (d) strengthen administrative oversight and enforcement to ensure
21 compliance, expedite claims resolution, and preserve continuity of electric service,
22 especially in times of calamity and national emergency.
23

24 These measures shall be implemented in a manner that recognizes the distinct
25 operational and financial realities of private distribution utilities, electric cooperatives,

1 transmission operators and contracted service providers, and shall foster equity,
2 operational resilience, and the public interest in reliable electric service.

3
4 **Section 3. Definition of Line Workers.** – As used in this Act, “line workers” shall
5 refer to all persons, regardless of employment status, nature of appointment, or method
6 of engagement, whether regular, probationary, project-based, co-terminus, contractual, or
7 job order, who are who are directly responsible for the construction, installation,
8 maintenance, reconstruction, and repair of overhead transmission and distribution
9 electrical systems, including underground cables, electrical substations, and other related
10 electrical equipment and facilities.

11
12 **Section 4. Coverage.** – This Act shall cover all line workers in the power industry
13 sector as defined in Section 3 hereof, including those working in private distribution
14 utilities (PDUs), electric cooperatives (ECs), and transmission or grid operator.

15
16 For purposes of this Act, “employer” refers to any person or entity responsible for
17 engaging the services of line workers.

18
19 **Section 5. Mandatory Insurance Coverage.** – All line workers shall be entitled to
20 life and accident or disability insurance benefits in accordance with the following
21 minimum required coverage schedule:

- 22
23 (A) In the case of electric cooperatives, the insurance coverage requirement shall
24 be calibrated according to the following classification:

25

| National Electrification Administration Classification | Minimum Insurance Coverage (in Philippine Peso) |
|---|--|
| Small | 200,000 |
| Medium | 400,000 |
| Large | 600,000 |
| Extra Large | 800,000 |
| Mega Large | 1,000,000 |

- 26
27 (B) For the transmission or grid operator, the minimum insurance coverage shall
28 be Two Million Pesos (₱2,000,000.00).

- 29
30 (C) For Private Distribution Utilities, the minimum insurance coverage shall be
31 One Million and Five Hundred Thousand Pesos (₱1,500,000.00).

32
33 The coverage shall be effective upon the commencement of their employment until
34 their separation from the company, either by resignation, termination, or retirement. The
35 insurance premium payments shall be shouldered entirely by the employer.

36
37 The Department of Labor and Employment (DOLE), in coordination with the

1 Insurance Commission (IC), shall develop and accredit standardized or pooled group
2 insurance schemes to ensure affordability and sustainability of coverage, especially for
3 small and medium electric cooperatives.

4
5 Employers who are already providing insurance coverage to their line workers
6 equal to or more than the minimum requirement as prescribed herein are no longer
7 required to make adjustment to their insurance coverage. Otherwise, they should
8 augment the amount of coverage to comply with this Act: *Provided*, That in no way shall
9 this Act be construed to diminish or reduce any insurance coverage which the line
10 workers are already receiving or any entitlement under existing laws, company policy, or
11 employment contracts or collective bargaining agreements between the employer and the
12 employees.

13
14 **Section 6. *Mandatory Benefits.*** – In addition to the mandated insurance coverage,
15 the employers of line workers shall also ensure the provision of the following mandatory
16 benefits:

- 17
18 (a) Retirement benefits;
19 (b) Mortuary assistance;
20 (c) Permanent Total Disability benefits;
21 (d) Partial Disability Benefits;
22 (e) Reimbursement of actual medical expenses in case of death, accident, sickness,
23 disability or injury sustained by the line worker in the line of duty: *Provided*,
24 That when a line worker participates in power restoration and rehabilitation
25 efforts in calamity-stricken areas or similar engagements hosted by an entity
26 other than the employer of the line worker, such host entity shall provide the
27 line worker with benefits similar to those provided under this Section and as
28 may be allowed by its financial capacity to cover death, accident, sickness,
29 disability or injury sustained by the line worker during such engagement.

30
31 The Department of Labor and Employment (DOLE), in consultation with
32 stakeholders, shall provide comprehensive list of all other benefits that line workers
33 should be entitled to in addition to the above mandatory benefits and the same shall be
34 incorporated in the rules and regulations to be issued to implement this Act.

35
36 Benefits enumerated under this Section shall be in addition to benefits provided
37 under the Employees' Compensation Program, Social Security System, and other
38 applicable laws.

39
40 **Section 7. *Disqualifications from Benefits.*** – No benefits shall be given to any line
41 worker or the line worker's beneficiaries if and when the death, accident, sickness,
42 disability, or injury happened during an unauthorized absence or abandonment of office
43 or is caused by any of the following:

- 1 (a) Willful intention to injure or kill oneself;
2 (b) Notorious negligence;
3 (c) Failure to observe safety protocols or exercise reasonable care for one's own
4 safety; and
5 (d) Commission of a crime by the line worker in direct relation to the incident
6 causing injury or death.
7
8

9 Nothing in this Section shall be construed to diminish or restrict compensability
10 under existing social insurance laws, unless expressly excluded therein.
11

12 **Section 8. *Implementing Rules and Regulations.*** – Within ninety (90) days upon
13 approval of this Act, the National Electrification Administration (NEA) shall, together
14 with the DOLE, Energy Regulatory Commission, IC, and in consultation with the PDUs
15 and ECs, promulgate and issue the rules and regulations to effectively implement the
16 provisions of this Act.
17

18 The IRR shall likewise provide for enforcement, penalties for non-compliance, and
19 dispute-resolution mechanisms for benefit claims.
20

21 **Section 9. *Penalties and Enforcement.*** – Any employer who fails or refuses to
22 comply with the provisions of this Act or its implementing rules and regulations shall,
23 after due notice and hearing, be liable as follows:
24

- 25 (a) For failure to procure and maintain the mandatory insurance coverage for line
26 workers, a fine of not less than Five Hundred Thousand Pesos (₱500,000.00) but
27 not more than Two Million Pesos (₱2,000,000.00) for each violation, without
28 prejudice to the procurement of the required insurance coverage at the
29 employer's expense;
30
31 (b) For failure to provide the mandatory benefits enumerated in Section 6 hereof,
32 a fine of not less than Two Hundred Thousand Pesos (₱200,000.00) but not
33 more than One Million Pesos (₱1,000,000.00) for each affected line worker;
34
35 (c) For willful refusal to comply or repeated violations, the DOLE may recommend
36 to the appropriate government agency the suspension or revocation of the
37 franchise, permit, or authority to operate of the erring employer, in addition to
38 administrative fines;
39
40 (d) In the case of electric cooperatives, the NEA may, upon DOLE's
41 recommendation, withhold subsidies, loans, or other financial support
42 programs until full compliance is demonstrated.
43

44 The DOLE, in coordination with the IC and NEA, shall be the lead implementing

1 agency for monitoring compliance, imposing penalties, and resolving disputes arising
2 from benefit claims under this Act.

3
4 **Section 10. *Separability Clause.*** – If any part or provision of this Act is held
5 unconstitutional or invalid, the remainder thereof not otherwise affected shall remain in
6 full force and effect.

7
8 **Section 11. *Repealing Clause.*** – All laws, decrees, executive orders, rules, and
9 regulations, or parts thereof inconsistent with the provisions of this Act are hereby
10 repealed or modified accordingly.

11
12 **Section 12. *Effectivity.*** – This Act shall take effect fifteen (15) days following the
13 completion of its publication in the *Official Gazette* or in a newspaper of general circulation.

14
15 *Approved,*