



HOUSE OF REPRESENTATIVES

H. No. 1418

BY REPRESENTATIVES BARINAGA, CARI, CODILLA, AMIN AND
MAGSAYSAY (E.)

AN ACT EXPANDING THE COVERAGE OF THE EMPLOYEES
COMPENSATION AND STATE INSURANCE FUND TO INCLUDE
RETIRED EMPLOYEES AGED SEVENTY (70) AND BELOW
WHO SUBSEQUENTLY REACQUIRED EMPLOYMENT,
AMENDING FOR THE PURPOSE THE LABOR CODE OF THE
PHILIPPINES, AS AMENDED

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

1 SECTION 1. Article 168 of Presidential Decree No. 442, as amended,
2 otherwise known as the Labor Code of the Philippines, is hereby amended to
3 read as follows:

4 “ART. 168. *Compulsory Coverage* – Coverage in the
5 State Insurance Fund shall be compulsory upon all employers
6 and their employees not over [sixty (60)] SEVENTY (70) years of
7 age: *Provided*, That an employee who is over sixty (60) years of

1 age and paying contributions to qualify for the retirement or life
2 insurance benefits administered by the System shall be subject to
3 compulsory coverage.”

4 SEC. 2. *Implementing Rules and Regulations.* – Within thirty (30) days
5 from the effectivity of this Act, the Secretary of Labor and Employment shall
6 issue and publish the necessary rules and regulations to implement the
7 provisions of this Act.

8 SEC. 3. *Repealing Clause.* – All laws, executive orders, presidential
9 decrees, presidential proclamations, rules and regulations or parts thereof
10 inconsistent with the provisions of this Act are hereby repealed or modified
11 accordingly.

12 SEC. 4. *Effectivity.* – This Act shall take effect fifteen (15) days after
13 its complete publication in the *Official Gazette* or in at least two newspapers of
14 national circulation, whichever comes earlier.

Approved,

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