



BenguetCorp

BENGUET CORPORATION

**PARENTAL LEAVE FOR
SOLO PARENT
(R.A. 8972)**

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I. PURPOSE

Benguet Corporation adheres to Republic Act (RA) No. 8972, also known as "Solo Parents' Welfare Act of 2000", thus this policy is intended to protect and promote the interest of any solo parent employee consistent with the provisions of the law.

II. COVERAGE

This policy shall apply to Benguet Corporation and to its subsidiaries.

Parental leave is granted to any solo parent or individual who is left alone with the responsibility of parenthood due to:

- i. Giving birth as a result of rape, or, as used by the law, other crimes against chastity, even without a final conviction of the offender: Provided, that the mother keeps and raises the child;
- ii. Death of spouse;
- iii. Spouse is detained or is serving sentence for a criminal conviction for at least one (1) year. This applies to the spouses of prisoners, whether or not a final judgment has been rendered, provided they are in detention for a minimum period of one (1) year;
- iv. Physical and/or mental incapacity of spouse as certified by a public medical practitioner;
- v. Legal separation or de facto separation from spouse for at least one (1) year: Provided that he/she is entrusted with the custody of the children;
- vi. Declaration of nullity or annulment of marriage as decreed by a court or by a church: Provided, that he/she is entrusted with the custody of the children;
- vii. Abandonment of spouse for at least one (1) year;
- viii. Unmarried father/mother who has preferred to keep and rear his/her child/children, instead of having others care for them or give them up to a welfare institution;

- ix. Any other person who solely provides parental care and support to a child or children: Provided, that he/she is duly licensed as a foster parent by the Department of Social Welfare and Development (DSWD) or duly appointed legal guardian by the court; and
- x. Any family member who assumes the responsibility of head of family as a result of the death, abandonment, disappearance, or prolonged absence of the parents or solo parent: Provided, that such abandonment, disappearance, or prolonged absence lasts for at least one (1) year.

This policy shall apply to all qualified solo parent employees regardless of the employment status (i.e. probationary, regular, contractual, project basis).

III. IMPLEMENTING GUIDELINES

A. Definition of Terms

“Parental leave” shall mean leave benefits granted to a solo parent to enable him/her to perform parental duties and responsibilities where physical presence is required.

“Child” refers to a person living with and dependent on the solo parent for support. He/she is unmarried, unemployed, and below eighteen (18) years of age, or even eighteen (18) years old and above but is incapable of self-support because he/she is mentally-and/or physically challenged.

B. The Parental Leave Benefit

The parental leave, in addition to leave privileges under existing laws, shall be for seven (7) working days every year, with full pay, consisting of basic salary and mandatory allowances fixed by the Regional Wage Board.

C. Conditions for Entitlement

A solo parent employee shall be entitled to the parental leave, provided that:

- i. He/she has rendered at least one (1) year of service, whether continuous or broken;
- ii. He/she has notified his/her employer that he/she will avail himself/herself of it, within a reasonable period of time; and
- iii. He/she has presented to his/her employer a valid Solo Parent Identification Card, which may be obtained from the DSWD office of the city or municipality where he/she resides.

D. Non-Conversion to Cash

In the event that the parental leave is not availed of, it shall not be convertible to cash, unless specifically agreed on previously.

G. Termination of the Benefit

A change in the status or circumstance of the parent claiming the benefit under the law, such that he/she is no longer left alone with the responsibility of parenthood, shall terminate his/her eligibility for this benefit.

IV. ADMINISTRATION

The Human Resources Department shall administer this policy.

V. EFFECTIVITY

This policy shall take effect on 07 November 2000 which is the date of the effectivity of the RA 8972.

REVIEW AND POLICY UPDATE

This policy is effective upon approval of President/OIC and will be reviewed/updated by CHQ-HR as maybe necessary. ***The Company reserves the right to revise this policy as it deems fit or warranted.***

VI. HISTORY CHANGE

Version No.	Date	Change		Author
		Policy	Particular	
01	12.1.19	Parental Leave for Solo Parent		DAM/ RSS

References:

*Handbook Workers Statutory Monetary Benefits
IRR of RA 8972 (Solo Parents Welfare Act)*