



Republic of the Philippines  
DEPARTMENT OF LABOR AND EMPLOYMENT  
**EMPLOYEES' COMPENSATION COMMISSION**

ECC Building, 355 Sen. Gil J. Puyat Avenue, City of Makati

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**EXCERPTS FROM THE MINUTES OF  
THE FIRST (1<sup>st</sup>) REGULAR COMMISSION MEETING,  
EMPLOYEES' COMPENSATION COMMISSION, SERIES OF 2012,**  
*Convened at the Board Room, 5<sup>th</sup> Floor, ECC Bldg., Sen. Gil Puyat Ave., Makati City  
Tuesday, 17 January 2012 at 12:00 NN*

**BOARD RESOLUTION NO. 12-01-02**

***Declaring the Compensability of Injuries and its Resulting Disability or  
Death Sustained by Stay-in Local Employees within the  
Quarters Furnished by the Employers***

**WHEREAS**, the 1987 Constitution mandates that full protection shall be afforded to labor;

**WHEREAS**, the Supreme Court in the case of **Uy vs. Workmen's Compensation Commission** (G.R. No. L-43389, April 28, 1980) adopted the so-called "Bunkhouse Rule" and held that:

*"x x x where the employee is required to stay in the premises or in quarters furnished by the employer, injuries sustained therein are in the course of employment regardless of the time the same occurred."*

**WHEREAS**, P.D. No. 626, as amended, being a social legislation, should be given liberal construction to fully carry into effect its aim to promptly provide income benefits to workers and/or their beneficiaries in the event of work-connected disability or death;

**WHEREAS**, in accordance with the Constitution and with the ruling of the Highest Court, this Commission finds the need to provide additional protection to local employees who are required to stay in the quarters furnished by their employers;

**WHEREAS**, Article 177 (c) empowers this Commission to approve rules and regulations governing the processing of Employees' Compensation (EC) claims;


**ON MOTION DULY MADE AND SECONDED,**

This Commission **RESOLVES AS IT IS HEREBY RESOLVED**, to declare the compensability of injuries, and its resulting disability or death, sustained by stay-in local employees in their quarters regardless of the time of its occurrence except when the disability or death was occasioned by the employee's intoxication, willful intention to injure or kill himself or another, or notorious negligence as provided under Article 172 of P.D. No. 626, as amended;

**RESOLVES FURTHER**, that copies of this Resolution be duly furnished the SSS and the GSIS for its compliance and proper guidance.

**APPROVED** in the City of Makati, this 17<sup>th</sup> day of January 2012.

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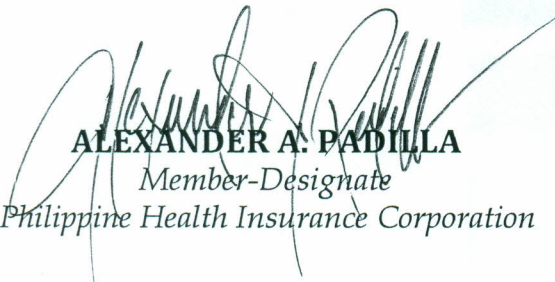
  
**LOURDES M. TRASMONTE**  
Chairperson-Designate  
Department of Labor and Employment

  
**JUDY FRANCES A. SEE**  
Member-Designate  
Social Security System

  
**DIONISIO C. EBDANE, JR.**  
Member-Designate  
Government Service Insurance System

  
**VLADIMIR R. TUPAZ**  
Member  
Employees' Sector

  
**MIGUEL B. VARELA**  
Member  
Employers' Sector



**ALEXANDER A. PADILLA**  
*Member-Designate*  
*Philippine Health Insurance Corporation*



**FRANCISCO T. DUQUE III**  
*Member*  
*Civil Service Commission*



**STELLA ZIPAGAN-BANAWIS**  
*Member*  
*Employees' Compensation Commission - Secretariat*