



Client Bulletin No. 36 (Updates on COVID-19 related PH Issuances):

GCQ over Metro Manila Extended until November 30, 2020, IC and DOLE Guidelines

This is a briefing on the issuances as of October 30, 2020 on the following matters in relation to the COVID-19 pandemic:

- A. [General Community Quarantine over Metro Manila is Further Extended until November 30, 2020](#)
- B. [Insurance Commission issues Guidelines on the Implementation of the One-Time 60-Day Grace Period for Insurance Payments under Section 4\(uu\) of the Bayanihan to Recover as One Act \(Bayanihan 2 Act\)](#)
- C. [Department of Labor and Employment amends Section 12 of Rule I, Rules Implementing Book VI of the Labor Code on the Suspension of Employment Relationship](#)

A. General Community Quarantine over Metro Manila is Further Extended until November 30, 2020

- 1. The period of General Community Quarantine (GCQ) in Metro Manila, which was effective until October 31, 2020,¹ has been further extended until November 30, 2020. The President announced on October 27, 2020 the extension of the GCQ period.²

Batangas, Tacloban City, Bacolod City, Iligan City, Iloilo City, and Lanao del Sur are also under GCQ for the same period.

The table below sets out the types of community quarantine imposed on various areas of the country pursuant to the October 27, 2020 announcement of the President.³

Type of Community Quarantine Imposed	Period	Areas Covered
GCQ	November 1 – 30, 2020	Metro Manila, Batangas, Iloilo City, Tacloban City, Bacolod City, Iligan City and Lanao del Sur
Modified General Community Quarantine (MGCQ)	November 1 – 30, 2020	All other areas in the Philippines not mentioned above

¹ See our Client Bulletin No. 35 dated October 1, 2020 at <https://syciplawresources.com/2020/10/02/syciplaw-bulletin-35-gcq-over-metro-manila-extended-until-october-31-2020-bsp-issuances/>.

² GCQ for Metro Manila until Nov. 30—Duterte dated October 27, 2020; <https://newsinfo.inquirer.net/1352940/gcq-for-metro-manila-until-nov-30-duterte>; last visited October 30, 2020 at 11:30 AM.

³ NCR, six other places under GCQ till Nov. 30 dated October 27, 2020; <https://mb.com.ph/2020/10/27/ncr-six-other-places-under-gcq-till-nov-30/>; last visited October 30, 2020 at 11:30 AM.

2. For the GCQ and MGCQ guidelines, as well as the list of establishments allowed to operate and their corresponding operational capacities, please refer to the relevant issuances of the IATF and of the Department of Trade and Industry.⁴

For more information about the IATF guidelines, please contact your account partner.

B. Insurance Commission issues Guidelines on the Implementation of the One-Time 60-Day Grace Period for Insurance Payments under Section 4(uu) of the Bayanihan to Recover as One Act

1. The Insurance Commission (IC) has issued *Circular Letter No. 2020-95*⁵ to implement *Section 4(uu) of Republic Act No. 11494, Otherwise Known as the “Bayanihan to Recover as One Act”* (Bayanihan 2) dated October 1, 2020, which provides a one-time 60-day grace period to various payments, including those under life insurance policies or pre-need plans.
2. The IC’s guidelines provide the following:
 - a. The one-time 60-day grace period has to be implemented by insurance companies, mutual benefit associations, and pre-need companies.
 - b. The grace period applies to the payment of life insurance premiums or pre-need installments which are due between September 15, 2020 (the date of effectivity of Bayanihan 2) and December 31, 2020. The IC clarifies that the grace period “shall be individually/separately applied to each premium or installment” falling within the covered period. Further, the grace period shall be “inclusive of any contractual grace period already provided under existing life insurance policies and pre-need plans; and shall not be interpreted as requiring a sixty (60)-day addition thereto.”
 - c. No interest on interests, penalties, fees or other charges in relation to the grace period can be applied to future premium or installment payments of policyholders or planholders.
 - d. Policy loans are not subject to the grace period under Section 4 (uu) of Bayanihan 2 Act.

For more information about the IC issuances, please contact:

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⁴ See our Client Bulletin No. 26 dated July 21, 2020 at <https://syciplawresources.com/2020/07/21/syciplaw-bulletin-25-gcq-over-metro-manila-is-further-extended-until-july-31-2020/>.

⁵ “Guidelines in the Interpretation and Application of Section 4(uu) of Republic Act No. 11494, Otherwise Known as the “Bayanihan to Recover as One Act.” See https://www.insurance.gov.ph/wp-content/uploads/2020/10/CL2020_95.pdf.

C. Department of Labor and Employment (DOLE) amends Section 12 of Rule I, Rules Implementing Book VI of the Labor Code on the Suspension of Employment Relationship

1. DOLE has issued *Department Order No. 215-2020*⁶ (*Rule Amending Section 12 of Rule I, Rules Implementing Book VI of the Labor Code on Suspension of Employment*) dated October 23, 2020, amending the provision on suspension of the employer-employee relationship under the implementing rules and regulations of the Labor Code of the Philippines (Labor Code IRR).
2. Section 12 of Rule I of the Labor Code IRR now additionally provides that “in case of declaration of war, pandemic, and similar national emergencies, the employer and the employees, through the union, if any, or with the assistance of [DOLE], shall meet in good faith for the purpose of extending the suspension of employment for a period not exceeding six (6) months.”

The employer has to report to DOLE’s regional offices the extension of suspension of employment ten days prior to the effectivity of the extension of suspension, subject to DOLE’s inspection.

3. Under the DOLE order, in the event that employees find alternative employment during the extended suspension period, they shall not lose their employment except in cases of a written, unequivocal, and voluntary resignation. However, should retrenchment be necessary before or after the expiration of the extension of suspension of employment, the affected employees shall be entitled to separation pay under the law and the DOLE order and shall have priority in re-hiring if they indicate their desire to resume work not later than one month from the resumption of operations of the employer.

In any event, “the employees may be recalled to work or retrenched, subject to the requirement of notice and separation pay, anytime before the expiration of the extension of suspension of employment.”

For more information about DOLE issuances, please contact:

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⁶ See <https://www.dole.gov.ph/news/do-215-20-rule-amending-section-12-of-rule-i-rules-implementing-book-vi-of-the-labor-code-on-suspension-of-employment-relationship/>.

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Other COVID-19 related bulletins

The links to our earlier bulletins can be found at the SyCipLaw information hub, <https://syciplawresources.com/>.

Please note that there are other COVID-19 related government issuances that are not covered by our bulletins. For more information about other regulations, please contact your account partner or sshg@syciplaw.com or info@syciplaw.com.

This bulletin contains a summary of the legal issuances discussed above. It was prepared by SyCip Salazar Hernandez & Gatmaitan (SyCipLaw) to update its clients about recent legal developments.

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