

**[PRESIDENTIAL DECREE NO. 1636]**

FURTHER AMENDING REPUBLIC ACT NO. 1161 OTHERWISE KNOWN AS  
SOCIAL SECURITY LAW

SEC. 11. Section 14-A of Republic Act No. 1161 is hereby amended to read as follows :

“SEC. 14-A. *Maternity leave benefit.* – A covered female employee who has paid at least three monthly contributions in the twelve-month period immediately preceding the semester of her childbirth, abortion, or miscarriage and who is currently employed shall be paid a daily maternity benefit equivalent to one hundred percent of her average daily salary credit for forty-five days subject to the following conditions :

- “(a) That the employee shall have notified her employer of her pregnancy and the probable date of her childbirth which notice shall be transmitted to the SSS in accordance with the rules and regulations it may provide;
  - (b) That payment shall be advanced by the employer in two equal installments within thirty days from the filing of the maternity leave application;
  - (c) That payment of daily maternity benefits shall be a bar to the recovery of sickness benefits provided in this Act for the same compensable period of forty-five days for the same childbirth, abortion, or miscarriage;
- (a) That the maternity benefits provided under this Section shall be paid only for the first four deliveries after March 13, 1973;
  - (b) That the SSS shall immediately reimburse the employer of one hundred percent of the amount of maternity benefits advanced to the employee by the employer upon receipt of satisfactory proof of such payment and legality thereof;
  - (c) That if an employee should give birth or suffer abortion or miscarriage without the required contributions having been remitted for her by her employer to the SSS, or without the latter having been previously notified by the employer of time of the pregnancy, the employer shall pay to the SSS damages equivalent to the benefits which said employee would otherwise have been entitled to, and the SSS shall in turn pay such amount to the employee concerned.

SEC. 12. Section 18 and Section 18-A of Republic Act No. 1161 are hereby combined and amended to read as follows :

“SEC. 18. Employee’s contribution. – (a) Beginning as of the last day of the calendar month when an employee’s compulsory coverage takes effect and every month thereafter during his employment, the employer shall deduct and withhold from such employee’s monthly salary, wage, compensation or earnings, the employee's contribution in an amount corresponding to his salary, wage, compensation or earnings during the month in accordance with the following schedule:

SALARY BRACKET	RANGE OF COMPENSATION	MONTHLY	MONTHLY		
		SALARY CREDIT	EMPLOYER	EMPLOYEE	TOTAL
I	1,000 - 1,249.99	1,000	50.70	33.30	84.00
II	1,250 - 1,749.99	1,500	76.00	50.00	126.00
III	1,750 - 2,249.99	2,000	101.30	66.70	168.00
IV	2,250 - 2,749.99	2,500	126.70	83.30	210.00
V	2,750 - 3,249.99	3,000	152.00	100.00	252.00
VI	3,250 - 3,749.99	3,500	177.30	116.70	294.00
VII	3,750 - 4,249.99	4,000	202.70	133.30	336.00
VIII	4,250 - 4,749.99	4,500	228.00	150.00	378.00
IX	4,750 - 5,249.99	5,000	253.30	166.70	420.00
X	5,250 - 5,749.99	5,500	278.70	183.70	462.40
XI	5,750 - 6,249.99	6,000	304.00	200.00	504.00
XII	6,250 - 6,749.99	6,500	329.30	216.70	546.00
XIII	6,750 - 7,249.99	7,000	354.70	233.30	588.00
XIV	7,250 - 7,749.99	7,500	380.00	250.00	630.00
XV	7,750 - 8,249.99	8,000	405.30	266.70	672.00
XVI	8,250 - 8,749.99	8,500	430.70	283.30	714.00
XVII	8,750 - O V E R	9,000	456.00	300.00	756.00

The foregoing schedule of contribution shall also apply to self-employed and voluntary members.

*Provided*, That where the violation consists in failure or refusal to register employees or himself, in case of the covered self-employed or to deduct contributions from the employee’s compensation and remit the same to the SSS, the penalty shall be a fine of not less than five hundred pesos nor more than five thousand pesos and imprisonment for not less than six months nor more than one year.”

Done in the City of Manila , this 7<sup>th</sup> day of September, in the year of Our Lord, nineteen hundred and seventy-nine.