



Republic of the Philippines  
PROVINCE OF CAVITE  
City of Bacoor

OFFICE OF THE SANGGUNIANG PANLUNGSOD

DISTRICT I

HON. CATHERINE SARINO-EVARISTO  
City Councilor

HON. MICHAEL E. SOLIS  
City Councilor

HON. ADRIELITO G. GAWARAN  
City Councilor

HON. VICTORIO L. GUERRERO, JR.  
City Councilor

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HON. SIMPLICIO G. DOMINGUEZ  
City Councilor

HON. RAMON R. BAUTISTA  
Liga nga mga Barangay President

HON. MAC RAVEN ESPIRITU  
SKF-President

Attested by:

ATTY. KHALID A. ATEGA, JR.  
Sangguniang Panlungsod Secretary

Certified by:

HON. ROWENA BAUTISTA-MENDIOLA  
City Vice-Mayor

Approved by:

HON. STRIKE B. REVILLA  
City Mayor

CITY ORDINANCE NO. 237-2022  
Series of 2022

AN ORDINANCE PROVIDING INCENTIVES TO BUSINESS ESTABLISHMENTS AND INSTITUTIONS THAT WILL HIRE SENIOR CITIZENS AND PERSONS WITH DISABILITIES IN THE CITY OF BACOR, CAVITE TO BE KNOWN AS "THE SENIOR CITIZENS AND PERSONS WITH DISABILITIES EMPLOYMENT INCENTIVE ORDINANCE OF BACOR" AND PROVIDING PENALTIES FOR VIOLATIONS HEREOF.

Sponsored by:

Hon. Reynaldo M. Fabian  
and  
Hon. Reynaldo D. Palabrica

Co-Sponsored by:

Hon. Roberto L. Advincula, Hon. Ramon N. Bautista, Hon. Simplicio G. Dominguez, Hon. Mac Raven Espiritu, Hon. Catherine S. Evaristo, Hon. Adrielito G. Gawaran, Hon. Victorio L. Guerrero Jr., Hon. Alejandro F. Gutierrez, Hon. Rogelio M. Nolasco, Hon. Alde Joselito F. Pagulayan, Hon. Michael E. Solis and Hon. Levy M. Tela

**WHEREAS**, there are about 65,000 senior citizens and 11,437 persons with disabilities residing in the City of Bacoor, Cavite many of whom are still capable of employment but are languishing in their homes or places of retirement due to the neglect of the community.

**WHEREAS**, Republic Act No. 9994 (the "Expanded Senior Citizens Act of 2010") provides that it is the responsibility of the State to fully support the improvement of the well-being of senior citizens and their full participation in the community considering that they are an integral part of society.

**WHEREAS**, Section 5 of Republic Act No. 7277 (the "Magna Carta for Disabled Persons") mandates that no disabled person shall be denied access to suitable employment opportunities and that a qualified disabled employee shall be subject to the same terms and conditions of employment as well as to the same compensation, privileges, benefits, and incentives as a qualified, able-bodied person.





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ATTY. RICHARD A. ATEGA, JR.  
Sangguniang Panlungsod Secretary

Certified by:

HON. ROWENA BAUTISTA-MENDIOLA  
City Vice-Mayor

Approved by:

HON. STRIKE B. REVILLA  
City Mayor

**WHEREAS**, Section 11 of Republic Act No. 10160 (the "Charter of the City of Bacoor") empowered the Sangguniang Panlungsod to adopt measures mutually beneficial to the elderly and to the Community, provide incentives for nongovernmental agencies and entities and, subject to the availability of funds, appropriate funds to support programs and projects for the benefit of the elderly.

**WHEREAS**, the Public Employment Services Office (PESO) of the City of Bacoor requested the Sangguniang Panlungsod to pass an ordinance encouraging business establishments to hire senior citizens and persons with disabilities.

**WHEREAS**, upon introspection on the said request, the Sanggunian decided to provide incentives to business establishments that will hire senior citizens and PWDs to ensure the effective implementation of this Ordinance and to penalize any business establishment that will violate the rights of senior citizens and PWDs to equal protection of the law in the guise of complying with this Ordinance.

**NOW THEREFORE**, upon motion of Hons. Reynaldo Fabian and Reynaldo Palabrica, **BE IT ORDAINED** by the 5<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite THAT:

**Section 1. Application.** This Ordinance shall apply to all business establishments and institutions (such as schools and hospitals) doing business or operating within the City of Bacoor, Cavite.

**Section 2. Definition of Terms.** The following terms as used in this Ordinance are defined as:

2.1. **Business Establishments** — any natural or juridical person not engaged in the practice of profession that is duly registered as a business with the Business Permits and Licensing Office (BPLO) of the City of Bacoor and is engaged in the trade or delivery of goods and services to any member of the public.

2.2. **Senior Citizens or Elderly** — any resident of the City of Bacoor at least sixty (60) years old who is duly registered with the Office on Senior Citizens Affairs.

2.3. **Persons With Disability (PWD) or Disabled Persons** — any resident of the City of Bacoor duly registered with the PWD Office suffering from any condition or disease caused by a mental, physical, or sensory impairment that restricts their





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HON. MARI RAVEN ESPIRITU  
SKF-President

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ATTY. KHALID A. ATEGA, JR.  
Sangguniang Panlungsod Secretary

Certified by:

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City Vice-Mayor

Approved by:

HON. STANKE B. REVILLA  
City Mayor

ability to perform an activity in the manner or within the range considered normal for a human being.

**Section 3. Grant of Incentives.** All business establishments that provide full employment to at least two (2) senior citizens or persons with disabilities residing in the City of Bacoor shall be entitled to various incentives as mandated by law.

**Section 4. Conditions for the Grant of Incentives.** The incentives mentioned above shall only be granted if the business establishment applying for the same complies with the following conditions:

4.1. It has no unpaid taxes or other accountabilities to the city government;

4.2. It is consistently complying with all city ordinances and has not filed suit against the city government or is not the subject of a legal action filed against it by the city government;

4.3. It hired senior citizens or PWDs within the taxable period covered by the application for grant of the incentives and gave them the same terms of employment and the same salaries, benefits, incentives, privileges, and allowances as their able bodied employees as mandated by law;

4.4. It is still employing at least two senior citizens or PWDs at the time the application is approved by the City Mayor; and

4.5. The business establishment applied for the grant of the said incentive in the manner to be provided in the implementing rules and regulations of this Ordinance.

**Section 5. Management Prerogative.** This Ordinance shall not prevent business establishments that chose to hire senior citizens and persons with disabilities from exercising their management prerogatives in accordance with law.

**Section 6. Penalty.** Any business establishment that employs a senior citizen or PWD and does not give the latter the same terms of employment and the same salaries,



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Sangguniang Panlungsod Secretary

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City Vice-Mayor

Approved by:

HON. STRIKE B. REVILLA  
City Mayor

benefits, incentives, privileges, and allowances as its able-bodied employees as mandated by law shall be deemed to have violated this Ordinance. Consequently, the Mayor's Permit, Business Permit, and Sanitation Permit of the said establishment shall be suspended for at least thirty (30) days by the City Mayor. The said establishment shall not be allowed to operate during the said period.

**Section 7. Implementing Rules and Regulations.** The BPLO, City Treasurer's Office, OSCA, PWD Office, and the City Legal Services Office shall work together under the supervision of the City Administrator and submit to the City Mayor the proposed implementing rules and regulations of this Ordinance not later than thirty (30) working days after the date of effectivity hereof.

**Section 8. Separability Clause.** If for any reason, any provision of this Ordinance is declared void by a Court of competent jurisdiction, such judgment shall not affect or impair the remaining portions, provisions, sections, or parts hereof which shall remain or continue to be in full force and effect.

**Section 9. Repealing Clause.** All ordinances, rules and regulations or parts thereof which are in conflict or inconsistent with the provisions of this Ordinance are hereby considered repealed, amended or modified, accordingly.

**Section 10. Date of Effectivity.** This Ordinance shall take effect immediately after its publication at least once in a newspaper of general circulation in the Province of Cavite.

**UNANIMOUSLY APPROVED** by the 5<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite on 17<sup>th</sup> October 2022 during its regular session held at the City of Bacoor, Cavite.

**CERTIFICATION**

*I hereby certify that the foregoing ordinance is correct and that it was approved in accordance with law by the 5<sup>th</sup> Sangguniang Panlungsod of the City of Bacoor, Cavite.*







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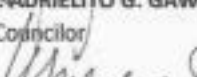
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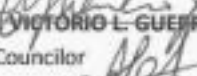
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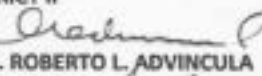
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HON. ROWENA BAUTISTA-MENDIOLA  
Presiding Officer/City Vice Mayor

Attested by:


  
ATTY. KHALID A. ATEGA JR.  
Sangguniang Panlungsod Secretary

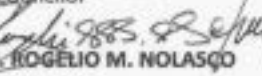
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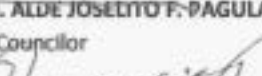
  
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HON. STRIKE B. REVILLA  
City Mayor

Approved by:

  
HON. STRIKE B. REVILLA  
City Mayor

Approved on: 19 DEC 2022