

REVENUE MEMORANDUM ORDER NO. 41-99 issued May 24, 1999 circularizes the text of Memorandum Circular No. 6 of the Civil Service Commission which expands the coverage of special leave privileges to include the following: a) personal milestones such as birthdays, wedding, wedding anniversary celebrations and other similar milestones, including death anniversaries; b) parental obligations such as attendance in school programs, PTA meetings, graduations, first communion, medical needs, among others, where a child of the government employee is involved; c) filial obligations to cover the employees moral obligation toward his parents and siblings for their medical and social needs; d) domestic emergencies such as urgent repairs needed at home, sudden absence of a yaya or maid, and the like; e) personal transactions to cover the entire range of transactions an individual does with government and private offices such as paying of taxes, court appearance, arranging a house loan, etc.; and f) calamity, accident, hospitalization leave which pertains to force majeure events that affect the life, limb and property of the employee or his immediate family. The three-day limit of special leave privileges for a given year will be strictly observed.