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AMENDMENT TO MEMORANDUM CIRCULAR NO. 38 SERIES OF 1991 ON SAMPLE EMPLOYMENT CONTRACT FOR VARIOUS SKILLS

POEA MEMORANDUM CIRCULAR NO. 08, S. OF 2008, February 11, 2009

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Further to Memorandum Circular No. 38 Series of 1991, implementing the Sample Employment Contract for Various Skills, the provision on just causes for termination by the Employer is hereby amended as follows:

> 14. Termination:
>
> a. Termination by Employer: the employer may terminate this Contract on the following just causes: serious misconduct, willful disobedience of employer's lawful orders, habitual neglect of duties, absenteeism, insubordination, revealing secrets of establishment, when employee violates customs, traditions, and laws of and/or terms of this Agreement. The employee shall shoulder cost of repatriation.

All previous issuances inconsistent with this Circular are hereby repealed.

This Circular takes effect immediately.

(SGD.) JENNIFER JARDIN-MANALILI
Administrator

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