



**Philippine
Overseas
Employment
Administration**

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MEMORANDUM CIRCULAR NO. 08
Series of 2008

TO : ALL CONCERNED

SUBJECT : AMENDMENT TO MEMORANDUM CIRCULAR NC 38
SERIES OF 1991 ON SAMPLE EMPLOYMENT CONTRACT
FOR VARIOUS SKILLS

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All previous issuances inconsistent with this Circular are hereby repealed.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.


JENNIFER JARDIN-MANALILI
Administrator

CONTROLLED AND DISSEMINATED
BY CRD ON DEC 24 2008