



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



LABOR ADVISORY NO. II
Series of 2019

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**Payment of Wages for the
Special (Non-Working) Days on November 1 and 2, 2019 and
Regular Holiday on November 30, 2019**

Pursuant to Proclamation No. 555 issued by President Rodrigo Roa Duterte on August 15, 2018, the following rules for pay on regular holidays and special (non-working) days shall apply:

1. Special (Non-Working) Days on November 1 (All Saints' Day) and 2 (Additional Special [Non-Working] Day), 2019

- 1.1 If the employee did not work, the "no work, no pay" principle shall apply unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment on a special day;
- 1.2 For work done during the special day, he/she shall be paid an additional 30% of his/her basic wage on the first eight hours of work **[(Basic wage x 130%) + COLA];**
- 1.3 For work done in excess of eight hours (overtime work), he/she shall be paid an additional 30% of his/her hourly rate on said day **(Hourly rate of the basic wage x 130% x 130% x number of hours worked);**
- 1.4 For work done during a special day that also falls on his/her rest day, he/she shall be paid an additional 50% of his/her basic wage on the first eight hours of work **[(Basic wage x 150%) + COLA];** and
- 1.5 For work done in excess of eight hours (overtime work) during the special day that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day **(Hourly rate of the basic wage x 150% x 130% x number of hours worked).**

2. Regular Holiday on November 30, 2019 (Bonifacio Day)

- 2.1 If the employee did not work, he/she shall be paid 100% of his/her wage for that day, subject to certain conditions under the implementing rules and regulations **[(Basic wage + COLA) x 100%]¹**;
- 2.2 For work done during the regular holiday, the employee shall be paid 200% of his/her wage for that day for the first eight hours **[(Basic wage + COLA) x 200%]¹**;
- 2.3 For work done in excess of eight hours (overtime work), he/she shall be paid an additional 30% of his/her hourly rate on said day **[Hourly rate of the basic wage x 200% x 130% x number of hours worked]**;
- 2.4 For work done during the regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her basic wage of 200% **[(Basic wage + COLA) x 200%] + [30% (Basic wage x 200%)]**; and
- 2.5 For work done in excess of eight hours (overtime work) during the regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day **(Hourly rate of the basic wage x 200% x 130% x 130% x number of hours worked)**.

Be guided accordingly.


SILVESTRE H. BELLO III
Secretary

25 October 2019

¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 555

**DECLARING THE REGULAR HOLIDAYS AND SPECIAL (NON-WORKING) DAYS
FOR THE YEAR 2019**

WHEREAS, Republic Act (RA) No. 9492, dated 24 July 2007, amended Section 26, Chapter 7, Book I of Executive Order (EO) No. 292, also known as the Administrative Code of 1987, by declaring certain days (specific or movable) as special or regular holidays;

WHEREAS, RA No. 9849 dated 11 December 2009, provides that the Eidul Adha shall be celebrated as a national holiday;

WHEREAS, on 05 February 2019, Chinese nationals all over the world will celebrate Spring Festival, popularly known as the Chinese New Year, which is one of the most revered and festive events celebrated not only in China but also in the Philippines, and such date may be declared as a special (non-working) day without detriment to public interest;

WHEREAS, on 25 February 2019, the country will commemorate the 33rd Anniversary of the EDSA People Power Revolution, which restored and ushered political, social, and economic reforms in the country;

WHEREAS, Black Saturday, which falls on 20 April 2019, has been traditionally declared a special (non-working) day throughout the country, the observance of Holy Week being one of the most cherished traditions of our predominantly Catholic people;

WHEREAS, declaring 02 November 2019 (Saturday) and 24 December 2019 (Tuesday), as additional special (non-working) days throughout the country will strengthen family ties by providing more time for the traditional All Saints' Day, All Souls' Day, and Christmas Day commemorative activities, and will promote domestic tourism as well;

WHEREAS, RA No. 10966 dated 28 December 2017, provides that December 8 of every year shall be celebrated as a special non-working holiday in the entire country to commemorate the Feast of the Immaculate Conception of Mary;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, by virtue of the powers vested in me by the Constitution as President of the Philippines, do hereby declare:

SECTION 1. The following regular holidays and special days for the year 2019 shall be observed in the country:

A. Regular Holidays

New Year's Day	-	1	January (Tuesday)
Araw ng Kagitingan	-	9	April (Tuesday)
Maundy Thursday	-	18	April
Good Friday	-	19	April
Labor Day	-	1	May (Wednesday)
Independence Day	-	12	June (Wednesday)
National Heroes Day	-	26	August (Last Monday of August)
Bonifacio Day	-	30	November (Saturday)
Christmas Day	-	25	December (Wednesday)
Rizal Day	-	30	December (Monday)

B. Special (Non-Working) Days

Chinese New Year	-	05	February (Tuesday)
EDSA People Power Revolution Anniversary	-	25	February (Monday)
Black Saturday	-	20	April
Ninoy Aquino Day	-	21	August (Wednesday)
All Saints' Day	-	1	November (Friday)
Feast of the Immaculate Conception of Mary	-	8	December (Sunday)
Last Day of the Year	-	31	December (Tuesday)
Additional special (non-working) days	-	2	November (Saturday)
		24	December (Tuesday)

SECTION 2. The proclamations declaring national holidays for the observance of Eidul Fitr and Eidul Adha shall hereafter be issued after the approximate dates of the Islamic holidays have been determined in accordance with the Islamic calendar (Hijra) or the lunar calendar, or upon Islamic astronomical calculations, whichever is possible or convenient. To this end, the National Commission on Muslim Filipinos (NCMF) shall inform the Office of the President of the actual dates on which these holidays shall respectively fall.

SECTION 3. The Department of Labor and Employment shall promulgate the implementing guidelines for this Proclamation.

SECTION 4. This Proclamation shall take effect immediately.

SECTION 5. This Proclamation shall be published in a newspaper of general circulation.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

Done in the City of Manila, this **15th** day of **August** in the year of Our Lord, Two Thousand and Eighteen.



[Handwritten signature]

By the President:

[Handwritten signature]
SALVADOR C. MEDIALDEA
Executive Secretary

