

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

DEPARTMENT OF LABOR AND EMPLOYMENT
Administrative Services, Central Records Section-BSD

DATE : 13 AUG 2010

TIME : 2:26

RECEIVED BY: *[Signature]*

LABOR ADVISORY

TO : All Employers in the Private Sector
RE : August 21, 2010, Saturday, a Nationwide Special (Non-Working) Holiday pursuant to Proclamation No. 13

Pursuant to Proclamation No. 13 issued by President Benigno S. Aquino III on August 11, 2010, the following rules for pay on special non-working days as provided for in DOLE Memorandum Circular No. 01 (dated March 8, 2004) shall apply:

- a) If unworked -
 - No pay, unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment of wages on special days even if unworked.
- b) If worked -
 - 1st 8 hrs. - 130% of the regular daily rate
 - hours in excess of 8 - hourly rate for the 1st 8 hours for that day, plus 30%
- c) If worked, but falling on the employee's rest day -
 - 1st 8 hrs.- 150% of the regular daily rate
 - hours in excess of 8 - hourly rate for the 1st 8 hours for that day, plus 30%

August 23, 2010 (Monday), on the other hand, shall be a normal workday for all employees.

Please be guided accordingly.

Rosalinda D. Baldoz
ROSALINDA D. BALDOZ
Secretary

12 August 2010

