

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

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Intramuros, Manila  
DATE: 29 APR 2010  
TIME: 8:11  
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**LABOR ADVISORY**

**TO : All Employers in the Private Sector**

**RE : May 3, 2010 (Monday), a Regular Holiday throughout the country pursuant to Proclamation No. 2043**

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Pursuant to Proclamation No. 2043 issued by President Gloria Macapagal-Arroyo through Executive Secretary Leandro R. Mendoza on April 28, 2010, the following rules for pay on regular holidays as provided for under DOLE Memorandum Circular No. 01 (dated March 8, 2004) shall apply on May 3, 2010:

- a) If it is an employee's regular workday -
- If unworked – 100% of the regular daily rate
  - If worked
    - 1<sup>st</sup> 8 hrs. – 200% of the regular daily rate
    - hours in excess of 8 – hourly rate for the 1<sup>st</sup> 8 hours for that day, plus 30%
- b) If it is an employee's rest day -
- If unworked – 100% of the regular daily rate
  - If worked
    - 1<sup>st</sup> 8 hrs. – 200% of the regular daily rate, plus 30%
    - hours in excess of 8 – hourly rate for the 1<sup>st</sup> 8 hours for that day, plus 30%

May 1, 2010 (Saturday), on the other hand, shall be a normal workday for all employees.

Please be guided accordingly.

  
**MARIANITO D. ROQUE**  
Secretary

28 April 2010