

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

LABOR ADVISORY NO. 01
Series of 2012

DEPARTMENT OF LABOR AND EMPLOYMENT Administrative Service Central Records Section - GSE	
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**Payment of Wages Due to Cases of Suspension of Work in Calamity
Stricken Areas Pursuant to Presidential Proclamation or Similar Issuances**

Pursuant to Memorandum Circular No. 33-A, Series of 2012 issued by the Office of the President on 7 August 2012, all private sector employers are advised of the following rules for payment of wages for 7 August 2012:

1. If the day is unworked, the "no work, no pay" principle shall apply, except:
 - 1.1 when there is a favorable company policy, practice, or collective bargaining agreement (CBA) granting payment of wages; and
 - 1.2 when the employee has accrued leave credits where his/her leave of absence shall be charged.
2. If worked:
 - 2.1 The employee shall be paid an additional 30 percent of the daily rate of 100 percent on the first eight hours of work.
 - 2.2 In excess of eight hours, he/she shall be paid an additional 30 percent of the hourly rate on said day.
 - 2.3 For those implementing compressed workweek arrangements, the employee shall be paid additional 30% for the agreed work hours on said day.

For purposes herein, the effectivity of these rules for payment of wages shall start at midnight of 7 August 2012 and end at the immediately succeeding midnight.

Finally, to alleviate the plight of workers in times of crisis, the employers may provide such extra incentives or benefits to employees who reported for work.

Be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

08 August 2012