

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

DEPARTMENT OF LABOR AND EMPLOYMENT	
Administrative Services Center, Sector 5, Alabang, Muntinlupa City	
DATE:	10/24/11
TIME:	10:15
RECEIVED BY:	hw

**LABOR ADVISORY**

**TO : Employers in the Private Sector**

**RE : November 7, 2011, Monday, a Regular Holiday  
Nationwide pursuant to Proclamation No. 276**

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Pursuant to Proclamation No. 276 issued by President Benigno S. Aquino III on October 20, 2011, the following rules for pay on regular holidays as provided for in the Labor Code of the Philippines, as amended, shall apply on November 7, 2011:

- a) If the day is an employee's regular workday and it is unworked, he/she shall be paid 100 percent of his/her regular salary for that day.
- b) If the day is worked, he/she shall be paid 200 percent of his/her regular salary for that day for the first eight hours. In excess of eight hours, he/she shall be paid an additional 30 percent of the hourly rate on said day.
- c) If the day falls on an employee's rest day and it is unworked, he/she shall be paid 100 percent; but if the day is worked, he/she shall be paid an additional 30 percent of 200 percent. In excess of eight hours, he/she shall be paid an additional 30 percent of the hourly rate on said day.

Please be guided accordingly.

  
**ROSALINDA DIMAPIAS-BALDOZ**  
Secretary

25 October 2011