

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

10/14/11
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LABOR ADVISORY

TO : All Employers in the Private Sector
**RE : October 31, 2011, Monday, Special (Non-Working)
Day nationwide pursuant to Proclamation No. 265**

Pursuant to Proclamation No. 265 issued by President Benigno S. Aquino III on October 10, 2011, the following rules for pay on special (non-working) days under the Labor Code, as amended, shall apply on October 31, 2011:

- a) If the day is unworked, 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 even if the day is unworked.
- b) If worked, the employee shall be paid an additional 30 percent of the daily rate of 100 percent on the first eight hours of work. 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 the employee's rest day and is worked, he/she shall be paid an additional 50 percent of the daily rate of 100 percent on the first eight hours of work. In excess of eight hours, he/she shall be paid an additional 30 percent of the hourly rate.

Please be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

11 October 2011

Dept. of Labor & Employment
Office of the Secretary



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