

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

DEPARTMENT OF LABOR AND EMPLOYMENT  
Administrative Service Project Office (ASPO) 1000  
DATE: 3/1/10  
TIME: 10:00  
RECEIVED BY: [Signature]

### LABOR ADVISORY

- TO : All Employers in the Private Sector**
- RE : April 3, 2010, Saturday, a Special (Non-Working) Day and April 9, 2010, Friday, a Regular Holiday, pursuant to Proclamation Nos. 2029 and 2031, respectively, throughout the country**
- 

Pursuant to Proclamation Nos. 2029 and 2031 issued by President Gloria Macapagal-Arroyo through Executive Secretary Leandro R. Mendoza on March 24, 2010 and on March 29, 2010, respectively, in relation to Republic Act No. 9849, the following rules for pay on special non-working days and regular holidays as provided for in DOLE Memorandum Circular No. 01 (dated March 8, 2004) shall apply:

#### 1. For April 3, 2010 – Special (Non-Working) Day

- 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 -
- 1<sup>st</sup> 8 hrs. - 130% 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%
- c) If worked, but falling on the employee's rest day -
- 1<sup>st</sup> 8 hrs.- 150% 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%

## 2. For April 9, 2010 – Regular Holiday

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%

Please be guided accordingly.

30 March 2010

  
**ROSALINDA D. BALDOZ**  
Acting Secretary

 Dept. of Labor & Employment  
Office of the Secretary



100776

DEPARTMENT OF LABOR AND EMPLOYMENT  
Central Records Section  
By: J E-MAILED  
Date: 9/31