



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



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**LABOR ADVISORY NO. 06**  
**Series of 2019**

Joan

**Payment of Wages for the Regular Holiday on May 1, 2019  
in Observance of Labor Day**

Pursuant to Proclamation No. 555 issued by President Rodrigo Roa Duterte on August 15, 2018, the following rules for pay on regular holidays shall apply:

1. If the employee did not work, he/she shall be paid 100% of his/her wage for that day, subject to certain conditions under the implementing rules and regulations **[[Basic wage + COLA) x 100%]<sup>1</sup>**;
2. For work done during the regular holiday, the employee shall be paid 200% of his/her wage for that day for the first eight hours **[[Basic wage + COLA) x 200%]<sup>1</sup>**;
3. For work done in excess of eight hours (overtime work), he/she shall be paid an additional 30% of his/her hourly rate on said day **[Hourly rate of the basic wage x 200% x 130% x number of hours worked]**;
4. For work done during the regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her basic wage of 200% **[[Basic wage + COLA) x 200%] + [30% (Basic wage x 200%)]**; and
5. For work done in excess of eight hours (overtime work) during the regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day **(Hourly rate of the basic wage x 200% x 130% x 130% x number of hours worked)**.

Be guided accordingly.

*Ma C. Dione*  
**ANA C. DIONE**  
Acting Secretary

29 April 2019

<sup>1</sup> Cost of Living Allowance (COLA) is included in the computation of holiday pay