



LABOR ADVISORY NO. 20
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**Payment of Wages for the Regular Holiday on May 25, 2020
in Observance of *Eid' l Fitr* (Feast of Ramadhan)**


Pursuant to Proclamation No. 944 issued by President Rodrigo Roa Duterte on May 19, 2020, the following rules for pay on regular holidays shall apply on May 25, 2020:

1. If the employee did not work, he/she shall be paid 100% of his/her wage for that day, subject to certain requirements under the implementing rules and regulations of the Labor Code, as amended. $[(\text{Basic wage} + \text{COLA}) \times 100\%]^1$;
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 $[(\text{Basic wage} + \text{COLA}) \times 200\%]^1$;
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 $[\text{Hourly rate of the basic wage} \times 200\% \times 130\% \times \text{number of hours worked}]$;
4. For work done during a 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% $[(\text{Basic wage} + \text{COLA}) \times 200\%] + [30\% (\text{Basic wage} \times 200\%)]$; and
5. For work done in excess of eight hours (overtime work) during a 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 $(\text{Hourly rate of the basic wage} \times 200\% \times 130\% \times 130\% \times \text{number of hours worked})$.

However, In view of the existence of a national emergency arising from the Coronavirus Disease 2019 (COVID-19) situation, employers are allowed to defer payment of the holiday pay on May 25, 2020, until such time that the present emergency situation has been abated and the normal operations of the establishment is in place.

Establishments that have totally closed or ceased operation during the community quarantine period are exempted from the payment of the holiday pay under this Advisory.

Be guided accordingly.


SILVESTRE H. BELLO III
Secretary

20 May 2020

¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay