



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



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LABOR ADVISORY NO. 02
Series of 2021

Payment of Wages
for the Special (Non-Working) Days on February 12 (Chinese New Year)
and February 25 (EDSA People Power Revolution Anniversary), 2021

Pursuant to Proclamation No. 986 issued by President Rodrigo Roa Duterte on July 30, 2020, the following rules for pay on special (non-working) days shall apply on February 12 and 25, 2021:

1. If the employee did not work, 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;
2. For work done during the special day, he/she shall be paid an additional 30% of his/her basic wage on the first eight hours of work **[(Basic wage x 130%) + COLA]**;
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 130% x 130% x number of hours worked)**;
4. For work done during a special day that also falls on his/her rest day, he/she shall be paid an additional 50% of his/her basic wage on the first eight hours of work **[(Basic wage x 150%) + COLA]**; and
5. For work done in excess of eight hours (overtime work) during a special day 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 150% x 130% x number of hours worked)**.

Be guided accordingly.

02 February 2021


SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary

