



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



LABOR ADVISORY NO. 04
Series of 2022

Bello
DOLE-AS 10FEB'22 11:19

**GUIDELINES ON THE PAYMENT OF WAGES
FOR EMPLOYEES WHO WILL ACCOMPANY THEIR CHILDREN
FOR VACCINATION ON FEBRUARY 10 TO 11, 2022**

Pursuant to Article 5 of the Labor Code of the Philippines, as amended, and in support of the government's implementation of the *Bayanihan, Bakunahan* COVID-19 Vaccination Days (NVD) Part III, the following rules shall apply on February 10 to 11, 2022:

I. COVERAGE

This Advisory shall apply to all employees in the private sector who will accompany their children for vaccination during the NVD.

II. EXCUSED ABSENCE

Employers are highly encouraged to allow their employees to accompany their children for vaccination, without considering them as absent from their work, provided that they present proof of vaccination of their children.

III. USE OF LEAVE CREDITS

The concerned employees may likewise be allowed to utilize their available leave credits to cover their absence during the NVD, subject to company policy or collective bargaining agreement granting the same.

Be guided accordingly.

10 February 2022


SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary

