



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



LABOR ADVISORY NO. 03
Series of 2017

**Payment of Wages for the Regular Holidays on April 9, 13 and 14, 2017
and the Special (Non-working) Day on April 15, 2017**

Pursuant to Proclamation No. 50 issued by President Rodrigo R. Duterte on August 16, 2016, the following rules for pay on regular holidays and special days shall apply:

1. Regular Holidays – April 9, 13 and 14, 2017

- 1.1 If the employee did not work, he/she shall be paid 100% of his/her salary for that day **[(Daily rate + COLA) x 100%]¹**;
- 1.2 For work done during the regular holiday, the employee shall be paid 200% of his/her regular salary for that day for the first eight hours **[(Daily rate + COLA) x 200%]¹**;
- 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 **[Hourly rate of the basic daily wage x 200% x 130% x number of hours worked]**;
- 1.4 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 daily rate of 200% **[(Daily rate + COLA) x 200%] + [30% (Daily rate x 200%)]**; and
- 1.5 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 **(Hourly rate of the basic daily wage x 200% x 130% x 130% x number of hours worked)**.

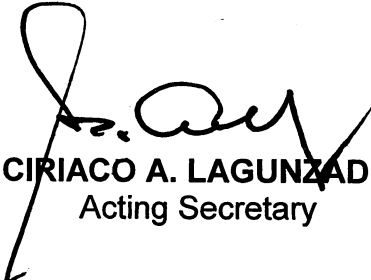
2. Special (Non-Working) Day – April 15, 2017

- 2.1 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;

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

- 2.2 For work done during the special, he/she shall be paid an additional 30% of his/her daily rate on the first eight hours of work **[(Daily rate x 130%) + COLA]**;
- 2.3 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 daily wage x 130% x 130% x number of hours worked)**;
- 2.4 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 daily rate on the first eight hours of work **[(Daily rate x 150%) + COLA]**; and
- 2.5 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 daily wage x 150% x 130% x number of hours worked)**.

Be guided accordingly.



CIRIACO A. LAGUNZAD III
Acting Secretary

5 April 2017



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 50

**DECLARING THE REGULAR HOLIDAYS AND SPECIAL (NON-WORKING) DAYS
FOR THE YEAR 2017**

WHEREAS, Republic Act (RA) No. 9492, dated 24 July 2007, amended Section 26, Chapter 7, Book I of Executive Order (EO) No. 292, also known as the Administrative Code of 1987, by declaring certain days (specific or movable) as special or regular holidays;

WHEREAS, RA No. 9492 provides that holidays, except those which are religious in nature, are moved to the nearest Monday unless otherwise modified by law, order or proclamation;

WHEREAS, RA No. 9849 dated 11 December 2009, provides that the Eidul Adha shall be celebrated as a national holiday;

WHEREAS, on 28 January 2017, Chinese nationals all over the world will celebrate Spring Festival, popularly known as the Chinese New Year, which is one of the most revered and festive events celebrated not only in China but also in the Philippines, and such date may be declared as a special (non-working) day without detriment to public interest;

WHEREAS, on 25 February 2017, the country will commemorate the 31st Anniversary of the EDSA People Power Revolution, which restored and ushered political, social and economic reforms in the country;

WHEREAS, Black Saturday, which falls on 15 April 2017, has been traditionally declared a special (non-working) day throughout the country, the observance of Holy Week being one of the most cherished traditions of our predominantly Catholic people;

WHEREAS, declaring 31 October 2017 (Tuesday), as an additional special (non-working) day throughout the country will strengthen family ties by providing more time for the traditional All Saints' Day commemorative activities; and will promote domestic tourism as well;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, by virtue of the powers vested in me by the Constitution as President of the Philippines, do hereby declare:

THE PRESIDENT OF THE PHILIPPINES

SECTION 1. The following regular holidays and special days for the year 2017 shall be observed in the country:

A. Regular Holidays

New Year's Day	-	1	January (Sunday)
Araw ng Kagitingan	-	9	April (Sunday)
Maundy Thursday	-	13	April
Good Friday	-	14	April
Labor Day	-	1	May (Monday)
Independence Day	-	12	June (Monday)
National Heroes Day	-	28	August (Last Monday of August)
Bonifacio Day	-	30	November (Thursday)
Christmas Day	-	25	December (Monday)
Rizal Day	-	30	December (Saturday)

B. Special (Non-Working) Days

Chinese New Year	-	28	January (Saturday)
EDSA People Power Revolution Anniversary	-	25	February (Saturday)
Black Saturday	-	15	April
Ninoy Aquino Day	-	21	August (Monday)
All Saints Day	-	1	November (Wednesday)
Last Day of the Year	-	31	December (Sunday)
Additional special (non-working) day	-	31	October (Tuesday)

SECTION 2. The proclamations declaring national holidays for the observance of Eidul Fitr and Eidul Adha shall hereafter be issued after the approximate dates of the Islamic holidays have been determined in accordance with the Islamic calendar (Hijra) or the lunar calendar, or upon Islamic astronomical calculations, whichever is possible or convenient. To this end, the National Commission on Muslim Filipinos (NCMF) shall inform the Office of the President on the actual dates on which these holidays shall respectively fall.

SECTION 3. The Department of Labor and Employment (DOLE) shall promulgate the implementing guidelines for this Proclamation.

SECTION 4. This Proclamation shall take effect immediately.

SECTION 5. This Proclamation shall be published in a newspaper of general circulation.



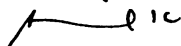
R. Duterte



IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

Done in the City of Manila, this 16th day of August in the year of Our Lord, Two Thousand and Sixteen.

By the President:


SALVADOR C. MEDIALDEA
Executive Secretary

CERTIFIED COPY:

MARIANITO M. DIMAANDAL
DIRECTOR IV
MALACANANG RECORDS OFFICE
R 6-17-2016