



LABOR ADVISORY NO. 03
Series of 2018

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**PAYMENT OF WAGES FOR THE SPECIAL (NON-WORKING) DAYS
ON FEBRUARY 16 AND 25, 2018**

Pursuant to Proclamation No. 269 issued by President Rodrigo Roa Duterte on July 17, 2017, the following rules for pay on special days shall apply on February 16 and 25, 2018:

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 daily rate on the first eight hours of work **[(Daily rate 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 daily 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 daily rate on the first eight hours of work **[(Daily rate 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 daily wage x 150% x 130% x number of hours worked)**.

Be guided accordingly.


SILVESTRE H. BELLO III
Secretary

07 February 2018

Dept. of Labor & Employment
Office of the Secretary



026397



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 269

**DECLARING THE REGULAR HOLIDAYS AND SPECIAL (NON-WORKING) DAYS
FOR THE YEAR 2018**

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. 9849 dated 11 December 2009 provides that the Eidul Adha shall be celebrated as a national holiday;

WHEREAS, on 16 February 2018, Chinese nationals all over the world will celebrate their 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 2018, the country will commemorate the 32nd 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 31 March 2018, 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 2 November 2018 (Friday) and 24 December 2018 (Monday) as additional special (non-working) days throughout the country will strengthen family ties by providing more time for the traditional All Saints' Day, All Souls' Day and Christmas Day commemorative activities, and will promote domestic tourism as well;

NOW, THEREFORE, I, RODRIGO R. 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 2018 shall be observed in the country:

A. Regular Holidays

New Year's Day	-	1 January (Monday)
Maundy Thursday	-	29 March
Good Friday	-	30 March
Araw ng Kagitingan	-	9 April (Monday)
Labor Day	-	1 May (Tuesday)
Independence Day	-	12 June (Tuesday)
National Heroes Day	-	27 August (Last Monday of August)
Bonifacio Day	-	30 November (Friday)
Christmas Day	-	25 December (Tuesday)
Rizal Day	-	30 December (Sunday)

B. Special (Non-Working) Days

Chinese New Year	-	16 February (Friday)
EDSA People Power Revolution Anniversary	-	25 February (Sunday)
Black Saturday	-	31 March
Ninoy Aquino Day	-	21 August (Tuesday)
All Saints Day	-	1 November (Thursday)
Last Day of the Year	-	31 December (Monday)
Additional special (non-working) days	-	2 November (Friday) 24 December (Monday)

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 of 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.

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 **17th** day of **July** in the year of Our Lord, Two Thousand and Seventeen.

By the President:

R. Duterte



SALVADOR C. MEDIALDEA
Executive Secretary

