







**Good News**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
**28 September 2018**

**DOLE RELEASED 2019 RULES FOR PAY ON REGULAR HOLIDAYS AND SPECIAL NON-WORKING DAYS**

 This Infographic is brought to you by: Bureau of Working Conditions Department of Labor and Employment		Regular Holidays	Special Non-Working Days
<b>DID NOT WORK</b>		<b>BASIC WAGE + COLA</b>	<b>"NO WORK, NO PAY *"</b> <small>* Unless there is a favorable company policy, practice or Collective Bargaining Agreement (CBA) granting payment on a special day</small>
<b>DID WORK</b>		<b>(BASIC WAGE + COLA) x 2</b>	<b>(DAILY RATE x 1.3) + COLA</b>
<b>OVERTIME WORK</b>		<b>[(BASIC WAGE + COLA) X 2] + BASIC HOURLY RATE X NO. OF EXCESS HRS. X 2.6)</b>	<b>[(DAILY RATE x 1.3) + COLA] + (BASIC HOURLY RATE x NO. OF EXCESS HRS x 1.69)</b>
<b>WORKED ON A REST DAY</b>		<b>[(BASIC WAGE + COLA) X 2] + [(BASIC WAGE X 2) X .30]</b>	<b>(DAILY RATE x 1.5) + COLA</b>
<b>WORKED OVERTIME ON A REST DAY</b>		<b>[(BASIC WAGE + COLA) X 2] + [(BASIC WAGE X 2) X .30] + [(BASIC HOURLY RATE x 2.6) X NO. OF EXCESS HRS. X 1.3]</b>	<b>[(DAILY RATE x 1.5) + COLA] + (BASIC HOURLY RATE x NO. OF EXCESS HRS x 1.95)</b>

Labor Advisory No. 15, Series of 2018<sup>1</sup> was signed by Secretary Silvestre H. Bello III on 24 September 2018 in supplementation to Proclamation No. 555<sup>2</sup> which was issued by President Rodrigo Roa Duterte on 15 August 2018.

The above labor advisory contains the rules for pay as enshrined under the Labor Code of the Philippines particularly on holiday, premium and overtime pays.

02 November 2019 and 24 December 2019 were declared as additional special (non-working) days throughout the country in order to “strengthen family ties by providing more time for the traditional All Saints’ Day, All Souls’ Day, and Christmas Day.” Therefore, rules for pay on special (non-working) days shall likewise apply to the two (2) added dates.

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<sup>1</sup> Payment of Wages for the Regular Holidays and Special (Non-working) Days for the Year 2019

<sup>2</sup> Declaring the Regular Holidays and Special (Non-Working) Days for the Year 2019