

Good News
Department of Labor and Employment
Bureau of Working Conditions
31 January 2019

2 SPECIAL NON-WORKING DAYS FOR FEBRUARY

In celebration of the Chinese New Year on February 5 and in observation of the EDSA People Power Revolution Anniversary on February 25, two (2) special non-working days may be expected for the following month. The above events being a special non-working day, workers may expect an additional compensation of thirty percent (30%) from their basic wage if they will render work on the said day/s.

On August 15, 2018, President Rodrigo Roa Duterte issued Proclamation No. 555 whereby it provided for the list of national regular holidays and special non-working days for the year 2019. Among of the enumerated national regular holidays and special non-working days for the month of February are the days of February 5 and 25.

Workers are advised though that if they will not render work on the above days, the “no work, no pay” principle shall apply unless there is a favourable company policy, practice or collective bargaining agreement (CBA) granting payment on a special day.

For work done during the special non-working day, a worker shall receive an additional thirty percent (30%) of his/her basic wage on his/her first eight (8) hours of work. For work rendered in excess of eight (8) hours, he/she shall be paid an additional thirty percent (30) of his/her hourly rate for that day.

For work done during a special non-working day that also falls on the worker’s rest day, he/she shall be paid an additional fifty percent (50%) of his/her basic wage on the first eight hours of work. Hours of work in excess of his/her first eight (8) hours shall be treated as an overtime work and shall be paid an additional thirty percent (30%) of his/her hourly rate for the same day.

As reference to all workers and employers, labor advisories on rules for pay may be downloaded at the website of the Bureau of Working Conditions.

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