

Good News
Department of Labor and Employment
Bureau of Working Conditions
28 June 2019

PAY RULES FOR ARAW NG MAYNILA

In celebration of the 448th Founding Anniversary of the City of Manila, the Palace declared 24th of June 2019 as a special (non-working) day in Manila pursuant to Proclamation No. 731 signed by President Rodrigo Roa Duterte. This Proclamation was issued to give the inhabitants of the locality an opportunity to participate in the ceremonies and occasion of the city's local government. However, for those who were required to render work on the said day and whose establishment is within the jurisdiction of the City of Manila, workers of which may expect an additional compensation of at least thirty percent (30%) of their basic wage.

Workers are advised though that the "no work, no pay" principle shall generally apply unless there is a favourable company policy, practice or collective bargaining agreement (CBA) granting payment on a special (non-working) 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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