

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

RULES FOR PAY ON JUNE 5 AND 12

In observation Eid'l Fitr (Feast of Ramadhan) on June 5 and celebration of the 121st Philippine Independence Day on June 12, employers and workers alike are reminded on the rules for pay on all regular holidays.

The rules for pay on the said regular holidays are as follows:

1. If the employee did not work, he/she shall be paid 100% of his/her wage for that day, subject to certain conditions under the implementing rules and regulations [(Basic wage + COLA) x 100%]¹;
2. For work done during the regular holiday, the employee shall be paid 200% of his/her wage for that day for the first eight hours [(Basic wage + COLA) x 200%];
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 wage x 200% x 130% x number of hours worked];
4. For work done during the regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her basic wage of 200% [(Basic wage + COLA) x 200%] + [30% (Basic wage x 200%)]; and
5. For work done in excess of eight hours (overtime work) during the 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 wage x 200% x 130% x 130% x number of hours worked).

Labor advisories on rules for pay may be downloaded at the website of the Bureau of Working Conditions on every month of a declared regular holiday or special non-working day.

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