

Good News
Department of Labor and Employment
Bureau of Working Conditions
29 November 2019

DECEMBER LOOKING AT LONG WEEKENDS

Long weekends are expected for the month of December for it has three (3) special non-working days and two (2) regular holidays.

Pursuant to Proclamation No. 555, Series of 2019, December 8 was declared as a special non-working day in observance of the *Feast of Immaculate Conception of Mary* while December 24 was held as an additional special non-working day to give workers more ample time to prepare for the Christmas Day. In celebration of the *Last Day of the Year*, December 31 was likewise declared as a special non-working day.

Meanwhile, regular holidays were declared for December 25 in celebration of the Christmas Day while December 30 as Rizal Day in commemoration of the life, works and great contributions of Dr. Jose P. Rizal, one of the greatest heroes of the Philippines.

The following shall be the rules of pay to be observed on December 8, 24 and 31 as special non-working days:

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 basic wage on the first eight hours of work $[(\text{Basic wage} \times 130\%) + \text{COLA}]$;
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 $(\text{Hourly rate of the basic wage} \times 130\% \times 130\% \times \text{number of hours worked})$;
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 basic wage on the first eight hours of work $[(\text{Basic wage} \times 150\%) + \text{COLA}]$; and
5. For work done in excess of eight hours (overtime work) during the 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 $(\text{Hourly rate of the basic wage} \times 150\% \times 130\% \times \text{number of hours worked})$.

On December 25 and 30, the following rules of pay shall apply:

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%];
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).

A *Labor Advisory* for the above days will be released soon for the guidance of all employers and workers.

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