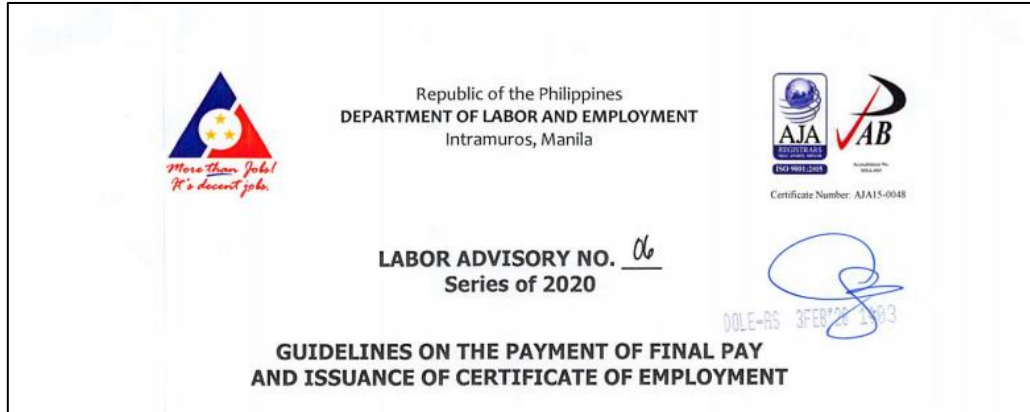


Good News
Department of Labor and Employment
Bureau of Working Conditions
28 February 2020



DOLE ISSUES LABOR ADVISORY RE FINAL PAY AND COE

The Labor Secretary, on 31 January 2020, signed Labor Advisory No. 06, Series of 2020 entitled *Guidelines on the Payment of Final Pay and Issuance of Certificate of Employment*.

One of the salient features of said labor advisory is the release of final pay within thirty (30) days from the date of separation or termination of employment of an employee unless there is a favorable company policy or agreement, individual or collective, thereto. It likewise mandates employers, from the time of the request of an employee, to issue the latter's Certificate of Employment (COE) within three (3) days.

Previously, there was no any issuance containing a definite period for the release of final pay and issuance of COE. Pursuant to the newly released labor advisory, it is the aim of the Department to harmonize the management prerogative of employers and right of employees by providing a definite guideline and likewise filling the gap governing the subject.

As provided in the same labor advisory, any issue or claim dispute arising out or relating to its subject shall be filed before the nearest DOLE Office which has jurisdiction over the workplace, for conciliation and subject to DOLE's existing enforcement mechanism.

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