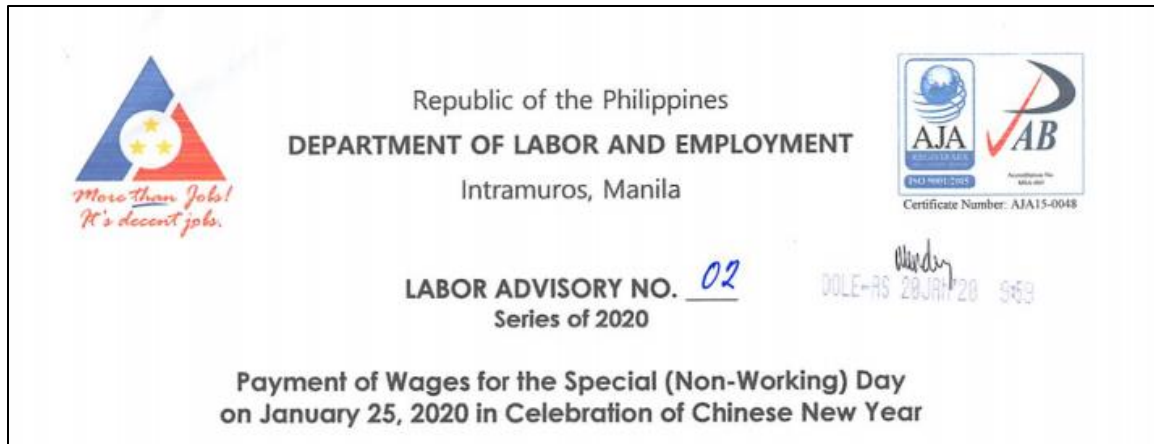


Good News
Department of Labor and Employment
Bureau of Working Conditions
31 January 2020



PAY RULES FOR CHINESE NEW YEAR

Chinese New Year is one of the most reverend and festive events celebrated not only in China but also in the Philippines. As such, it was declared by Proclamation No. 845 that 25th of January 2020 shall be declared as special (non-working) day.

As reference for rules of pay concerning the celebration of Chinese New Year, the Department of Labor and Employment issued Labor Advisory No. 02, Series of 2020 on 20 January 2020. Said advisory contains the rules of pay which should be followed by all employers.

The implication of a special (non-working) day is 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 a 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.

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