

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

DEPARTMENT OF LABOR AND EMPLOYMENT	
Administrative Service General Records Section-GSD	
DATE:	2 APR 2012
TIME:	2:49
RECEIVED BY:	my

LABOR ADVISORY

TO : Employers in the Private Sector

RE : April 5 (Thursday), April 6 (Friday), and April 9 (Monday), 2012, Regular Holidays Nationwide pursuant to Proclamation No. 295

Pursuant to Proclamation No. 295 issued by President Benigno S. Aquino III on 24 November 2011, the following rules for pay on regular holidays as provided for in the Labor Code of the Philippines, as amended, shall apply on April 5, 6 and 9, 2012:

- a) If the day is an employee's regular workday and it is unworked, he/she shall be paid 100 percent of his/her regular salary for that day.
- b) If the day is worked, he/she shall be paid 200 percent of his/her regular salary for that day for the first eight hours. In excess of eight hours, he/she shall be paid an additional 30 percent of the hourly rate on said day.
- c) If the day falls on an employee's rest day and it is unworked, he/she shall be paid 100 percent; but if the day is worked, he/she shall be paid an additional 30 percent of 200 percent. In excess of eight hours, he/she shall be paid an additional 30 percent of the hourly rate on said day.

Please be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

2 April 2012

MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 295

**DECLARING THE REGULAR HOLIDAYS, SPECIAL (NON-WORKING) DAYS, AND
SPECIAL HOLIDAY (FOR ALL SCHOOLS) FOR THE YEAR 2012**

WHEREAS, Republic Act (RA) No. 9492, dated July 24, 2007, amended Section 26, Chapter 7, Book I of Executive Order (EO) No. 292, also known as the Administrative Code of 1987, by declaring certain days (specific or movable) as special or regular holidays;

WHEREAS, RA No. 9492 provides that holidays, except those which are religious in nature, are moved to the nearest Monday unless otherwise modified by law, order or proclamation;

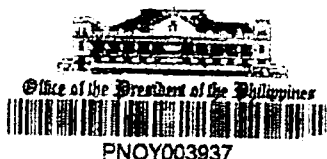
WHEREAS, RA No. 9849 provides that the Eidul Adha shall be celebrated as a national holiday;

WHEREAS, the EDSA People Power Revolution, which restored and ushered political, social and economic reforms in the country, serves as an inspiration to Filipinos everywhere as a nation and as a people;

WHEREAS, on January 23, 2012, the Chinese nationals all over the world will celebrate Spring Festival, popularly known as the Chinese New Year, which is one of the most revered and festive events celebrated not only in China but also in the Philippines by both Chinese Filipinos and ordinary Filipinos as well; and the joint celebration is a manifestation of our solidarity with our Chinese Filipino brethren who have been part of our lives in many respects as a country and as a people; 23 January 2012 may be declared as a special (non-working) day without detriment to public interest;

WHEREAS, Friday, 2 November 2012, falling between Thursday, 1 November 2012 (All Saints Day) and Saturday, has been traditionally declared a special (non-working) day throughout the country;

WHEREAS, to give full opportunity to our people to properly observe All Saints Day with all its religious fervor which invariably requires them to travel to and from different regions in the country, Friday, 2 November 2012, may be declared as a special (non-working) day without detriment to public interest;



NOW, THEREFORE, I, BENIGNO S. AQUINO III, by virtue of the powers vested in me by the Constitution as President of the Philippines, do hereby declare:

SECTION 1. The following regular holidays and special days for the year 2012 shall be observed in the country:

A. Regular Holidays

New Year's Day	-	January 1 (Sunday)
Maundy Thursday	-	April 5
Good Friday	-	April 6
Araw ng Kagitingan	-	April 9 (Monday)
Labor Day	-	May 1 (Tuesday)
Independence Day	-	June 12 (Tuesday)
National Heroes Day	-	August 27 (Last Monday of August)
Bonifacio Day	-	November 30 (Friday)
Christmas Day	-	December 25 (Tuesday)
Rizal Day	-	December 30 (Sunday)

B. Special (Non-Working) Days

Chinese New Year	-	January 23 (Monday)
Ninoy Aquino Day	-	August 21 (Tuesday)
All Saints Day	-	November 1 (Thursday)
Additional special (non-working) day	-	November 2 (Friday)
Last Day of the Year	-	December 31 (Monday)

C. Special Holiday (for all schools)

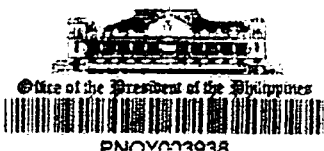
EDSA Revolution Anniversary	-	February 25 (Saturday)
-----------------------------	---	------------------------

SECTION 2. The proclamations declaring national holidays for the observance of Eid'l Fitr and Eidul Adha shall hereafter be issued after the approximate dates of the Islamic holidays have been determined in accordance with the Islamic calendar (Hijra) or the lunar calendar, or upon Islamic astronomical calculations, whichever is possible or convenient. To this end, the National Commission on Muslim Filipinos (NCMF) shall inform the Office of the President on which day the holiday shall fall.

SECTION 3. The Department of Labor and Employment (DOLE) shall promulgate the implementing guidelines for this Proclamation.

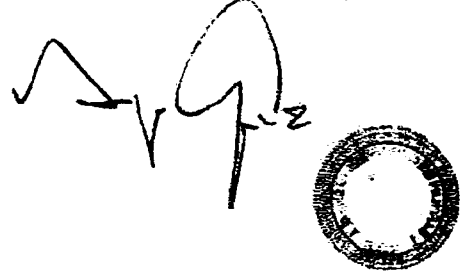
SECTION 4. This Proclamation shall take effect immediately.

SECTION 5. This Proclamation shall be published in a newspaper of general circulation.




IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

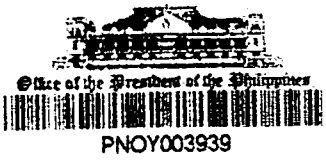
Done in the City of Manila, this 24th day of November in the year of Our Lord, Two Thousand and Eleven.



By the President:



PAQUITO N. OCHOA, JR.
Executive Secretary



CERTIFIED COPY

MARIANITO M. DIMAANDAL
DIRECTOR IV
MALACANANG RECORDS OFFICE

