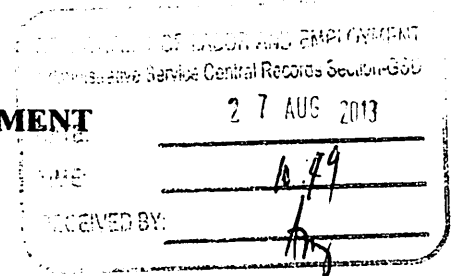


Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



LABOR ADVISORY NO. 05
Series of 2013

**Payment of Wages For Private Sector Employees Due to
Inclement Weather or Natural Calamities**

All private sector employers are advised of the following rules for pay on suspension of work due to typhoon "Maring" on August 19 and 20, 2013:

a) If unworked:

- No pay, unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment of wages on said day; and
- When the employee has accrued leave credits, he/she may be allowed to utilize such leave so that he/she will have compensation on said days.

b) If worked:

- No additional pay is given to the employees but only their salary on said day.

To alleviate the plight of employees in times of crisis, the employers may provide such extra incentives or benefits to employees who reported for work.

Please be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

20 August 2013