

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

DEPARTMENT OF LABOR AND EMPLOYMENT	
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**PAYMENT OF WAGES AND ADOPTION OF SAFETY MEASURES
FOR PRIVATE SECTOR EMPLOYEES AFFECTED BY THE 15 OCTOBER 2013
EARTHQUAKE IN THE VISAYAS REGION**

A. PAYMENT OF WAGES

The following rules for payshall apply during the days covered by the declaration of state of calamity in areas affected by the 15 October 2013 earthquake in the Visayas Region:

1. For 15 October 2013, a regular holiday for the Observance of Eidul-Adha:
 - 1.1 If the employee did not work, he/she shall be paid 100% of his/her daily wage.
 - 1.2 For work done during the regular holiday, the employee is entitled to twice (200%) the amount of his/her daily wage for 8 hours of work or 100% holiday pay, and proportionate daily wage depending on the number of hours worked.
2. For the succeeding days covered by the declaration of state of calamity:
 - 2.1 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 said day.
 - 2.2 If 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.
 - 2.3 If the employee worked, he/she shall be paid 100% of his/her daily wage.

B. ADOPTION OF SAFETY MEASURES

In consideration of the risks attendant to the recent incident, employers must ensure the safety of their premises and secure clearance from competent authorities before resuming operations and allowing re-entry of workers to the affected buildings. We highlight the importance of the Safety Committee composed of trained first-aiders, nurses, doctors, and safety officers who shall be present in the establishments during this state of calamity. Employers should provide first aid medicines and ensure that immediate medical attention is rendered to injured workers by coordinating with the nearest hospital to facilitate workers' access to medical services during emergency situations. They may also provide such other extra incentives or benefits to employees who reported for work.

Please be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

21 October 2013