

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

DEPARTMENT OF LABOR AND EMPLOYMENT
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**Payment of Wages for the Special (Non-working) Holiday
On November 25, 2013**

Pursuant to Resolution No. 9804 promulgated on October 24, 2013 by the Commission on Elections on resetting the October 28, 2013 Barangay Election Day in the entire Province of Bohol to November 25, 2013, the following rules for pay on special day shall apply on November 25, 2013, in relation to Proclamation No. 656 issued by President Benigno S. Aquino III on September 25, 2013:

- 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 a special day;
- 2 If the employee worked, he/she shall be paid an additional 30% of his/her daily rate on the first eight hours of work [(Daily rate x 130%) + COLA];
- 3 If the employee worked in excess of eight hours (overtime work), he/she shall be paid an additional 30% of his/her hourly rate on said day (Hourly rate of the basic daily wage x 130% x 130% x number of hours worked);
- 4 If the employee worked during a special day that also falls on his/her rest day, he/she shall be paid an additional 50% of his/her daily rate on the first eight hours of work [(Daily rate x 150%) + COLA]; and
- 5 If the employee worked in excess of eight hours (overtime work) during a special day that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day (Hourly rate of the basic daily wage x 150% x 130% x number of hours worked).

In view of Resolution No. 9804, October 28, 2013 will now be treated as ordinary day in the Province of Bohol while November 25, 2013, Barangay Election Day will be considered as special (non-working) day.

Be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

25 October 2013