

DEPARTMENT OF LABOR AND EMPLOYMENT  
Administrative Services Central Records Section-GSD  
15 ULI 2014  
DATE: \_\_\_\_\_  
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Republic of the Philippines  
DEPARTMENT OF LABOR AND EMPLOYMENT  
Intramuros, Manila  
LABOR ADVISORY NO. 14  
Series of 2014

**Payment of Wages and Other Benefits for the Special (Non-working) Day on November 1, 2014 and the Regular Holiday on November 30, 2014**

Pursuant to Proclamation No. 655 issued by President Benigno S. Aquino III on September 25, 2013, the following rules for pay on special days and regular holidays shall apply:

**1. Special (Non-working) Day on November 1, 2014 – All Saints Day**

- 1.1 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;
- 1.2 For work done during a special day, 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]**;
- 1.3 For work done 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)**;
- 1.4 For work done 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
- 1.5 For work done 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)**.

**2. Regular Holiday on November 30, 2014 – Bonifacio Day**

- 2.1 If the employee did not work, he/she shall be paid 100% of his/her salary for that day **[(Daily rate + COLA) x 100%]**;

- 2.2 For work done during a regular holiday, the employee shall be paid 200% of his/her regular salary for that day for the first eight hours **[(Daily rate + COLA) x 200%]<sup>1</sup>**;
- 2.3 For work done 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 200% x 130% x number of hours worked]**;
- 2.4 For work done during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her daily rate of 200% **[(Daily rate + COLA) x 200%] + [30% (Daily rate x 200%)]**; and
- 2.5 For work done in excess of eight hours (overtime work) during a regular holiday 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 200% x 130% x 130% x number of hours worked)**.

Be guided accordingly.

  
**ROSALINDA DIMAPILIS-BALDOZ**  
Secretary

Dept. of Labor & Employment  
Office of the Secretary



13 October 2014

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<sup>1</sup> Cost of Living Allowance (COLA) is included in the computation of holiday pay



MALACAÑAN PALACE  
MANILA  
BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 655

**DECLARING THE REGULAR HOLIDAYS, SPECIAL (NON-WORKING) DAYS, AND  
SPECIAL HOLIDAY (FOR ALL SCHOOLS) FOR THE YEAR 2014**

**WHEREAS**, Republic Act (RA) No. 9492, dated 24 July 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 31 January 2014, 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; 31 January 2014 may be declared as a special (non-working) day without detriment to public interest;

**WHEREAS**, Saturday, 19 April 2014 falls between Good Friday and Easter Sunday; Black Saturday, falling between Good Friday and Easter Sunday, has been traditionally declared a special (non-working) day throughout the country because the observance of Holy Week is one of our people's most cherished traditions and they must be given the full and uninterrupted opportunity to ponder the significance of Holy Week and to properly observe its traditions with religious fervor, without prejudice to public interest;



THE PRESIDENT OF THE PHILIPPINES

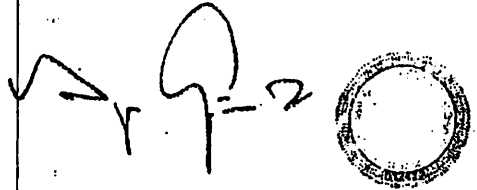
**SECTION 3.** The Department of Labor and Employment (DOLE) shall promulgate the implementing guidelines for this Proclamation.

**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 25th day of September in the year of Our Lord, Two Thousand and Thirteen.



By the President:

  
**RAQUITO N. OCHOA, JR.**  
Executive Secretary

