

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

DEPARTMENT OF LABOR AND EMPLOYMENT
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LABOR ADVISORY NO. 14
Series of 2014

**PAYMENT OF WAGES FOR THE SPECIAL (NON-WORKING) DAYS
IN THE NATIONAL CAPITAL REGION ON JANUARY 15, 16 AND 19, 2015**

Pursuant to Proclamation No. 936 issued by President Benigno S. Aquino III through Executive Secretary Paquito N. Ochoa Jr. on December 22, 2014, the following rules for pay on special days shall apply on January 15, 16 and 19, 2015 in the National Capital Region:

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. For work done during the 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]**;
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)**;
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
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)**.

Be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

29 December 2014

Dept. of Labor & Employment
Office of the Secretary



018347

MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 936

**DECLARING JANUARY 15, 16 AND 19, 2015, AS SPECIAL (NON-WORKING) DAYS
IN THE NATIONAL CAPITAL REGION (NCR)**

In view of the visit of the Pope, the Head of State of the Vatican City, I, **PAQUITO N. OCHOA JR.**, Executive Secretary, by authority of His Excellency, **BENIGNO S. AQUINO III**, do hereby declare January 15, 16 and 19, 2015, as special (non-working) days in the National Capital Region (NCR).

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 22nd day of December, in the year of Our Lord, Two Thousand and Fourteen.

By authority of the President:

PAQUITO N. OCHOA JR.
Executive Secretary