



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

DEPARTMENT OF LABOR AND EMPLOYMENT
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LABOR ADVISORY NO. 03
Series of 2015

**PAYMENT OF WAGES FOR THE REGULAR HOLIDAY ON JUNE 12, 2015
IN THE OBSERVANCE OF THE PHILIPPINE INDEPENDENCE DAY**

Pursuant to Proclamation No. 831 issued by President Benigno S. Aquino III on July 17, 2014, the following rules for pay on regular holiday shall apply on June 12, 2015:

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%]¹**;
2. For work done during the 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%]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 200% x 130% x number of hours worked]**;
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
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.


REYDELUZ D. CONFERIDO
Acting Secretary

11 June 2015

¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay