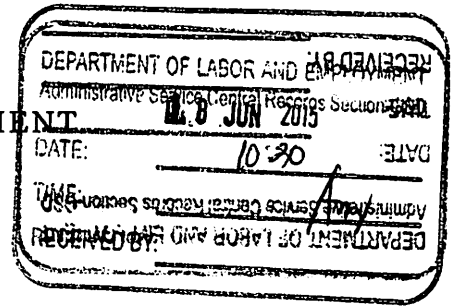


Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

LABOR ADVISORY NO. 04
Series of 2015



**PAYMENT OF WAGES FOR THE SPECIAL (NON-WORKING) DAY
IN THE CITY OF MANILA ON JUNE 24, 2015**

Pursuant to Proclamation No. 1029 issued by President Benigno S. Aquino III through Executive Secretary Paquito N. Ochoa Jr. on May 21, 2015, the following rules for pay on special days shall apply on June 24, 2015 in the City of Manila:

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.


REYDELUZ D. CONFERIDO
Acting Secretary

17 June 2015

Dept. of Labor & Employment
Office of the Secretary



Proclamation No. 1029, s. 2015

Signed on May 21, 2015 (<http://www.gov.ph/2015/05/21/proclamation-no-1029-s-2015/>)

MALACAÑAN PALACE

MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 1029

DECLARING WEDNESDAY, 24 JUNE 2015, AS A SPECIAL (NON-WORKING) DAY IN THE CITY OF MANILA

WHEREAS, Wednesday, 24 June 2015 marks the 444th Foundation Day anniversary of the City of Manila;

WHEREAS, it is but fitting and proper that the people of the City of Manila be given full opportunity to celebrate and participate in the occasion with appropriate ceremonies.

NOW, THEREFORE, I, PAQUITO N. OCHOA JR., Executive Secretary, by authority of His Excellency, **BENIGNO S. AQUINO III**, do hereby declare Wednesday, 24 June 2015, as a special (non-working) day in the City of Manila.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.