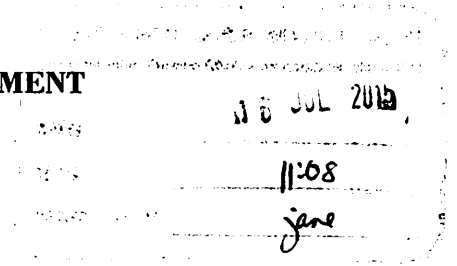


Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



LABOR ADVISORY NO. 07
Series of 2015

**PAYMENT OF WAGES FOR THE SPECIAL (NON-WORKING) DAYS
ON NOVEMBER 18 AND 19, 2015 IN THE NATIONAL CAPITAL REGION**

Pursuant to Proclamation No. 1072 issued by President Benigno S. Aquino III through Executive Secretary Paquito N. Ochoa, Jr. on July 13, 2015, the following rules for pay on special days shall apply on November 18 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.

15 July 2015


ROSALINDA DIMAPILIS-BALDOZ
Secretary

Dept. of Labor & Employment
Office of the Secretary



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 1072

DECLARING 18 AND 19 NOVEMBER 2015 AS SPECIAL (NON-WORKING) DAYS IN
THE NATIONAL CAPITAL REGION (NCR)

WHEREAS, the Asia-Pacific Economic Cooperation (APEC) is a regional economic forum established to leverage the growing interdependence of the Asia-Pacific;

WHEREAS, APEC 2015 is being hosted by the Philippines;

WHEREAS, the APEC Economic Leaders' Meeting (AELM), to be attended by twenty-one (21) world leaders, is scheduled to be held on the 18th and 19th of November 2015 in Metro Manila;

NOW, THEREFORE, I, PAQUITO N. OCHOA, JR., Executive Secretary, by authority of His Excellency, BENIGNO S. AQUINO III, do hereby declare the 18th and 19th of November 2015, as special (non-working) days in the National Capital Region.

IN WITNESS THEREOF, 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 13th day of July, in the year of our Lord, Two Thousand and Fifteen.

By authority of the President:

PAQUITO N. OCHOA, JR.
Executive Secretary

CERTIFIED COPY

REGISTRAR GENERAL
DIRECTOR IV
MALACAÑAN REGIONAL OFFICE