

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

LABOR ADVISORY NO. 08
Series of 2015

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**PAYMENT OF WAGES FOR THE SPECIAL (NON-WORKING) HOLIDAY
ON FEBRUARY 25, 2016 IN CELEBRATION OF THE 30TH ANNIVERSARY
OF THE EDSA PEOPLE POWER REVOLUTION**

Pursuant to Proclamation No. 1071 issued by President Benigno S. Aquino III on July 8, 2015, the following rules for pay on special days shall apply on February 25, 2016 throughout the country:

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

15 July 2015

Dept. of Labor & Employment
- Office of the Secretary



019456

MALACAÑAN PALACE
MANILA

PROCLAMATION NO. 1071

DECLARING THURSDAY, 25 FEBRUARY 2016, AS A SPECIAL (NON-WORKING) HOLIDAY THROUGHOUT THE COUNTRY

WHEREAS, the EDSA People Power Revolution, which restored our democratic institution and ushered in political, social and economic reforms in the country, serves as an inspiration to Filipinos everywhere as a nation and as a people;

WHEREAS, 25 February 2016 marks the 30th Anniversary of the EDSA People Power Revolution;

WHEREAS, the EDSA People Power Commission requested that 25 February 2016 be declared as a special (non-working) holiday throughout the country in celebration of the 30th Anniversary of the EDSA People Power Revolution;

WHEREAS, it is but fitting and proper that the entire Filipino nation be given the opportunity to observe this milestone in our country's history.

NOW, THEREFORE, I, BENIGNO S. AQUINO III, President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Thursday, 25 February 2016, as a special (non-working) holiday throughout the country in celebration of the 30th Anniversary of the EDSA People Power Revolution.

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 8th day of July, in the year of Our Lord, Two Thousand and Fifteen.

(Sgd.) **BENIGNO S. AQUINO III**

By the President:

(Sgd.) **PAQUITO N. OCHOA, JR.**
Executive Secretary