

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

DEPARTMENT OF LABOR AND EMPLOYMENT  
Administrative Service Central Records Section-GSD  
17 SEP 2015  
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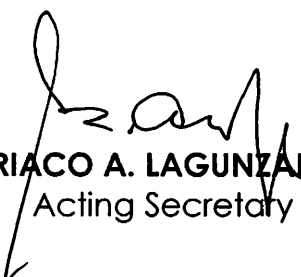
LABOR ADVISORY NO. 12  
Series of 2015

**PAYMENT OF WAGES FOR THE REGULAR HOLIDAY ON SEPTEMBER 25, 2015  
IN OBSERVANCE OF EID'L ADHA (FEAST OF SACRIFICE)**

Pursuant to Proclamation No. 1128 issued by President Benigno S. Aquino III on September 15, 2015, the following rules for pay on regular holidays shall apply on September 25, 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%]<sup>1</sup>**;
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%]<sup>1</sup>**;
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.

  
CIRIACO A. LAGUNZA III  
Acting Secretary

15 September 2015

<sup>1</sup> Cost of Living Allowance (COLA) is included in the computation of holiday pay