



LABOR ADVISORY NO. 09
Series of 2016

**PAYMENT OF WAGES FOR THE REGULAR HOLIDAY ON JULY 6, 2016
IN OBSERVANCE OF *EID' L FITR* (FEAST OF RAMADHAN)**

Pursuant to Proclamation No. 06 issued by President Rodrigo R. Duterte on July 04, 2016, the following rules for pay on regular holidays shall apply on July 6, 2016:

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.

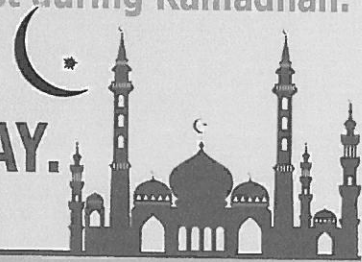

SILVESTRE H. BELLO III
Secretary

___ July 2016

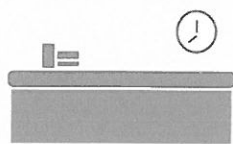
¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay

Eid'1 Fitr marks the end of the month-long fast during Ramadhan.

JULY 6, 2016 is a **REGULAR HOLIDAY.**

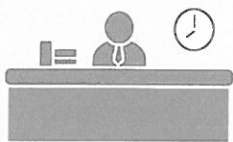


RULES FOR PAY FOR DAILY PAID EMPLOYEES



DID NOT WORK

BASIC WAGE + COLA



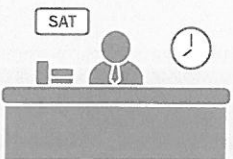
DID WORK

(BASIC WAGE + COLA) X 2



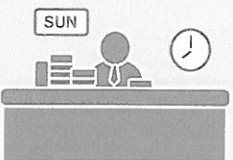
OVERTIME WORK

**[(BASIC WAGE + COLA) X 2] +
BASIC HOURLY RATE X
NO. OF EXCESS HRS. X 2.6)**



WORKED ON A REST DAY

**[(BASIC WAGE + COLA) X 2] +
[(BASIC WAGE X 2) X .30]**



WORKED OVERTIME ON A REST DAY

**[(BASIC WAGE + COLA) X 2] +
[(BASIC WAGE X 2) X .30] +
[(BASIC HOURLY RATE x 2.6) X
NO. OF EXCESS HRS. X 1.3]]**

For the official list of 2016 holidays, please see: Proclamation No. 1105, s. 2015 (<http://www.gov.ph/2015/08/20/proclamation-no-1105-s-2015/>)

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askbwc@gmail.com



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MALACAÑAN PALACE
MANILA

PROCLAMATION NO. 06

**DECLARING WEDNESDAY, 6 JULY 2016, AS A REGULAR HOLIDAY
THROUGHOUT THE COUNTRY IN OBSERVANCE OF EID'L FITR
(FEAST OF RAMADHAN)**

WHEREAS, Republic Act No. 9177 declared *Eid'l Fitr* (Feast of Ramadhan) as a regular holiday throughout the country;

WHEREAS, *Eid'l Fitr* is celebrated by the Muslim world for three (3) days after the end of the month of fasting;

Wednesday of which is observed

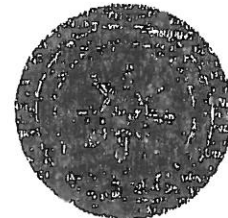
WHEREAS, the entire Filipino nation should have the full opportunity to join their Muslim brothers and sisters in peace and harmony in the observance and celebration of *Eid'l Fitr*, and

WHEREAS, in order to bring the religious and cultural significance of the *Eid'l Fitr* to the fore of national consciousness, it is necessary to declare Wednesday, 6 July 2016, as a regular holiday throughout the country.

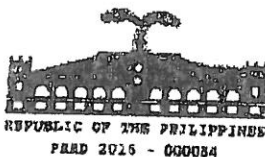
NOW, THEREFORE, I, RODRIGO R. DUTERTE, President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Wednesday, 6 July 2016, as a regular holiday throughout the country in observance of *Eid'l Fitr* (Feast of Ramadhan).

IN WITNESS WHEREOF, 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 4th day of July, in the year of Our Lord, Two Thousand and Sixteen.



By the President:

SALVADOR C. MEDIALDEA
Executive Secretary

THE PRESIDENT OF THE PHILIPPINES