



LABOR ADVISORY NO. 4
Series of 2017

**Payment of Wages for the Special (Non-working) Day
on 28 April 2017 in Metro Manila**

Pursuant to Proclamation No. 197 issued by President Rodrigo R. Duterte through Executive Secretary Salvador C. Medialdea on 25 April 2017, the following rules for pay on special days shall apply:

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 a 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.

25 April 2017


SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
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