



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



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LABOR ADVISORY NO. 12
Series of 2017

**Payment of Wages for the Regular Holiday on September 1, 2017
in observance of *Eid' l Adha* (Feast of Sacrifice)**

Pursuant to Proclamation No. 297 issued by President Rodrigo R. Duterte on August 29, 2017, the following rules for pay on regular holidays shall apply on September 1, 2017:

1. If the employee did not work, he/she shall be paid 100% of his/her salary for that day, subject to certain conditions under the implementing rules and regulations **[(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.

29 August 2017


SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary



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