



**LABOR ADVISORY NO. 14**  
**Series of 2017**

**Payment of Wages for the Special (Non-working) Days  
on November 13-15, 2017 in the National Capital Region [NCR]  
and the Province of Bulacan and Province of Pampanga**

Pursuant to Proclamation No. 332 issued by President Rodrigo Roa Duterte on October 23, 2017 declaring Special Non-Working Days on November 13-15, 2017 in the National Capital Region [NCR], Provinces of Bulacan and Pampanga for the Philippine hosting of the 31<sup>st</sup> Association of Southeast Asian Nations [ASEAN] Summit and Related Summits, the following rules for pay on special days shall apply:

- 1.1 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;
- 1.2 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]**;
- 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 130% x 130% x number of hours worked)**;
- 1.4 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
- 1.5 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.

27 October 2017

**SILVESTRE H. BELLO VII**  
Secretary

Dept. of Labor & Employment  
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