



LABOR ADVISORY NO. 09  
Series of 2018

DOLE-PS 17-03  
17-03

**PAYMENT OF WAGES FOR THE REGULAR HOLIDAYS ON JUNE 12, 2018  
(INDEPENDENCE DAY) AND JUNE 15, 2018 (EID'L FITR)**

Pursuant to Proclamation Nos. 269 and 514 issued by President Rodrigo R. Duterte on July 17, 2017 and June 6, 2018, respectively, the following rules for pay on regular holidays shall apply on June 12 and 15, 2018:

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%]<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. LAGUNZAD III  
Acting Secretary

June 2018

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