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**Payment of Wages on August 21, 2018, a Special (Non-Working) Day  
(Ninoy Aquino Day) and a Regular Holiday (Eid'l Adha)**

Pursuant to Proclamation Nos. 269 and 556 issued by President Rodrigo R. Duterte on July 17, 2017 and August 15, 2018, respectively, the following rules for pay on a regular holiday falling on a special (non-working) day shall apply on August 21, 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%]**;
2. For work done during a regular holiday that also falls on a special 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
3. For work done in excess of eight hours (overtime work) on said day, he/she shall be paid an additional 30% of his/her hourly rate **(Hourly rate of the basic daily wage x 200% x 130% x 130% x number of hours worked)**.
4. For work done on said day which is also the rest day of the employee, he/she shall be paid an additional 50% of his/her daily rate on the first eight hours of work **[(Daily rate + COLA) x 200%] + [50% (Daily rate x 200%)]**; and
5. For work done in excess of eight hours (overtime work) on said day which is also the rest day of the employee, 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 150% x 130% x number of hours worked)**.

Be guided accordingly.

  
SILVESTRE H. BELLO III  
Secretary

16 August 2018

Dept. of Labor & Employment  
Office of the Secretary



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