



**LABOR ADVISORY NO. 13**  
**Series of 2018**

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**PAYMENT OF WAGES FOR THE REGULAR HOLIDAY ON AUGUST 27, 2018  
IN OBSERVANCE OF THE NATIONAL HEROES DAY**

Pursuant to Proclamation No. 269 issued by President Rodrigo R. Duterte on July 17, 2017, the following rules for pay on regular holidays shall apply on August 27, 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 number of hours worked)**.

Be guided accordingly.

**SILVESTRE H. BELLO III**  
Secretary

29 August 2018

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