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

LABOR ADVISORY NO. 31
Series of 2020

PAYMENT OF DEFERRED HOLIDAY PAY DURING
THE NATIONAL EMERGENCY ARISING FROM THE COVID-19 SITUATION

Pursuant to Article 5 of the Labor Code of the Philippines, as renumbered, and in relation
to the deferment of the Holiday Pay under Labor Advisories issued during regular holidays, these
guidelines are hereby issued:

I. COVERAGE

This advisory shall apply to all employers in the private sector which deferred the payment
of holiday pay on account of the existence of a national emergency arising from the COVID 19
situation.

II. LABOR ADVISORIES ISSUED ON DEFERMENT OF HOLIDAY PAY

<table>
<thead>
<tr>
<th>Labor Advisories</th>
<th>Title</th>
<th>Date signed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Advisory No. 13-A</td>
<td>Deferment of Payment of Holiday Pay for the April 2020 Holidays</td>
<td>01 April 2020</td>
</tr>
<tr>
<td>Labor Advisory No. 15</td>
<td>Payment of Wages for the Regular Holiday on May 1, 2020</td>
<td>30 April 2020</td>
</tr>
<tr>
<td>Labor Advisory No. 20</td>
<td>Payment of Wages for the Regular Holiday on May 25, 2020 in Observance of Eid’l Fitr (Feast of Ramadan)</td>
<td>20 May 2020</td>
</tr>
<tr>
<td>Labor Advisory No. 22</td>
<td>Payment of Wages for the Regular Holiday on June 12, 2020</td>
<td>10 June 2020</td>
</tr>
<tr>
<td>Labor Advisory No. 25</td>
<td>Payment of Wages for the Regular Holiday on July 31, 2020 in Observance of Eid’l Adha (Feast of Sacrifice)</td>
<td>30 July 2020</td>
</tr>
<tr>
<td>Labor Advisory No. 27</td>
<td>Payment of Wages for the Special (Non-Working) Day on August 21, 2020 and Regular Holiday on August 31, 2020</td>
<td>19 August 2020</td>
</tr>
<tr>
<td>Labor Advisory No. 29</td>
<td>Payment of Wages for the Special (Non-Working) Days on November 1 &amp; 2, 2020 and the Regular Holiday on Nov. 30, 2020</td>
<td>29 October 2020</td>
</tr>
</tbody>
</table>

III. PAYMENT OF HOLIDAY PAY

Employers who were allowed to defer payment of the holiday pay of their employees as
referred herein, are required to pay all covered employees of the deferred holiday pay equivalent
to 100% of their daily wage.

IV. TIME OF PAYMENT

Covered employers shall pay the qualified employees the deferred holiday pay on or
before 31 December 2020.

Be guided accordingly

28 November 2020

SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary