



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



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**Payment of Wages for the Special (Non-Working) Days
on February 1 (Chinese New Year), and February 25, 2022
(EDSA People Power Revolution Anniversary)**

Pursuant to Proclamation No. 1236 issued by President Rodrigo Roa Duterte on October 29, 2021, the following rules for pay on special (non-working) days shall apply:

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;
2. For work done during the special day, he/she shall be paid an additional 30% of his/her basic wage on the first eight hours of work [(Basic wage x 130%) + COLA];
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 wage x 130% x 130% x number of hours worked);
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 basic wage on the first eight hours of work [(Basic wage x 150%) + COLA]; and
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 wage x 150% x 130% x number of hours worked).

Be guided accordingly.

Silvestre H. Bello III
SILVESTRE H. BELLO III
Secretary

26 January 2022

Dept. of Labor & Employment
Office of the Secretary

