



**LABOR ADVISORY NO. 08**  
**Series of 2022**

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**Payment of Wages**  
**for the Regular Holidays on April 9, 14, & 15**  
**and Special (Non-Working) Day on April 16, 2022**

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

**1. Regular Holidays – April 9 (Araw ng Kagitingan), 14 (Maundy Thursday), and 15 (Good Friday), 2022**

- 1.1 If the employee did not work, he/she shall be paid 100% of his/her wage for that day, subject to certain requirements under the implementing rules and regulations of the Labor Code, as amended.  $[(\text{Basic wage} + \text{COLA}) \times 100\%]$ <sup>1</sup>;
- 1.2 For work done during the regular holiday, the employee shall be paid a total of 200% of his/her wage for that day for the first eight hours  $[(\text{Basic wage} + \text{COLA}) \times 200\%]$ <sup>1</sup>;
- 1.3 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  $[\text{Hourly rate of the basic wage} \times 200\% \times 130\% \times \text{number of hours worked}]$ ;
- 1.4 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 basic wage of 200%  $[(\text{Basic wage} + \text{COLA}) \times 200\%] + [30\% (\text{Basic wage} \times 200\%)]$ ; and
- 1.5 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

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

## 2. Special (Non-Working) Day – April 16, 2022 (Black Saturday)

- 2.1 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;
- 2.2 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  $[(\text{Basic wage} \times 130\%) + \text{COLA}]$ ;
- 2.3 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  $(\text{Hourly rate of the basic wage} \times 130\% \times 130\% \times \text{number of hours worked})$ ;
- 2.4 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  $[(\text{Basic wage} \times 150\%) + \text{COLA}]$ ; and
- 2.5 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  $(\text{Hourly rate of the basic wage} \times 150\% \times 130\% \times \text{number of hours worked})$ .

Be guided accordingly.

01 April 2022

  
**SILVESTRE H. BELLO III**  
Secretary

Dept. of Labor & Employment  
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