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**Payment of Wages for the Special (Non-Working) Day on August 21, 2022
and Regular Holiday on August 29, 2022**

Pursuant to Proclamation No. 1236 issued by President Rodrigo Roa Duterte on October 29, 2021, the following pay rules shall apply:

1. Special (Non-Working) Day – August 21, 2022 (Ninoy Aquino Day)

- 1.1 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;
- 1.2 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%);
- 1.3 For work done in excess of eight hours, 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);
- 1.4 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%); and
- 1.5 For work done in excess of eight hours 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).

2. Regular Holiday – August 29, 2022 (National Heroes Day)


- 2.1 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 (Basic wage x 100%);
- 2.2 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 (Basic wage x 200%);
- 2.3 For work done in excess of eight hours, he/she shall be paid an additional 30% of his/her hourly rate on said day (Hourly rate of the basic wage x 200% x 130% x number of hours worked);
- 2.4 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% (Basic wage x 200% x 130%); and

2.5 For work done in excess of eight hours 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 wage x 200% x 130% x 130% x number of hours worked).

Be guided accordingly.


BIENVENIDO E. LAGUESMA
Secretary

22 August 2022

Dept. of Labor & Employment
Office of the Secretary

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