



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



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**Payment of Wages for the Regular Holidays on June 5 (Eid' l Fitr)
and June 12 (Independence Day), 2019**

Pursuant to Proclamation Nos. 729 and 555 issued by President Rodrigo Roa Duterte on May 28, 2019 and August 15, 2018, respectively, the following rules for pay on regular holidays shall apply:

1. If the employee did not work, he/she shall be paid 100% of his/her wage for that day, subject to certain conditions under the implementing rules and regulations **[(Basic wage + COLA) x 100%]¹**;
2. For work done during the regular holiday, the employee shall be paid 200% of his/her wage for that day for the first eight hours **[(Basic wage + COLA) x 200%]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 **[Hourly rate of the basic wage x 200% x 130% x number of hours worked]**;
4. For work done during the 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 + COLA) x 200%] + [30% (Basic wage x 200%)]**; and
5. For work done in excess of eight hours (overtime work) during the 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.


RENATO L. EBARLE
Acting Secretary

31 May 2019

¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay