



LABOR ADVISORY NO. 07  
Series of 2016

**PAYMENT OF WAGES FOR THE SPECIAL (NON-WORKING) DAY  
IN THE CITY OF MANILA ON JUNE 24, 2016**

Pursuant to Proclamation No. 1289 issued by President Benigno S. Aquino III through Executive Secretary Paquito N. Ochoa Jr. on May 30, 2016, the following rules for pay on special days shall apply on June 24, 2016 in the City of Manila:

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 daily rate on the first eight hours of work [(Daily rate 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 daily 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 daily rate on the first eight hours of work [(Daily rate 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 daily wage x 150% x 130% x number of hours worked).

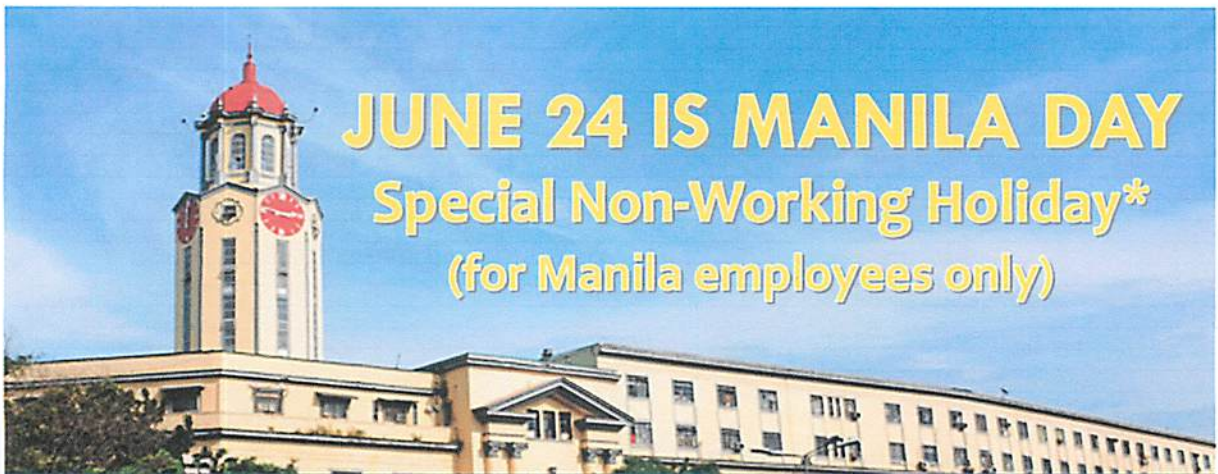
Be guided accordingly.

21 June 2016

ROSALINDA DIMAPIENIS-BALDOZ  
Secretary

Dept. of Labor & Employment  
Office of the Secretary





# JUNE 24 IS MANILA DAY

## Special Non-Working Holiday\*

(for Manila employees only)

### RULES FOR PAY OF DAILY PAID EMPLOYEES



**“NO WORK NO PAY\*\*”**

\*\*Unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment on a special day



**[(DAILY RATE x 1.3) + COLA]**



**[(DAILY RATE x 1.3) + COLA] +  
(DAILY RATE x 1.69 x NO. OF  
EXCESS HOURS)**



**[(DAILY RATE x1.5) + COLA]**



**[(DAILY RATE x1.5) + COLA]  
(BASIC HOURLY RATE x 1.95 x  
NO. OF EXCESS HOURS)**

\*Proclamation No. 1289, issued on 30 May 2016 by Executive Secretary Ochoa, Jr.

For other inquiries, please contact us at:  
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