



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



DEPARTMENT OF LABOR AND EMPLOYMENT
Administrative Service Central Records Section-GSD
DATE: 18 NOV 2016
TIME: 9:20
RECEIVED BY: Jesse

LABOR ADVISORY NO. 16
Series of 2016

**PAYMENT OF WAGES FOR THE REGULAR HOLIDAY
ON NOVEMBER 30, 2016 IN OBSERVANCE OF BONIFACIO DAY**

Pursuant to Proclamation No. 1105 issued by then President Benigno S. Aquino III on August 20, 2015, the following rules for pay on regular holidays shall apply on November 30, 2016:

1. If the employee did not work, he/she shall be paid 100% of his/her salary for that day $[(\text{Daily rate} + \text{COLA}) \times 100\%]$ ¹;
2. For work done during the regular holiday, the employee shall be paid 200% of his/her regular salary for that day for the first eight hours $[(\text{Daily rate} + \text{COLA}) \times 200\%]$ 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 $[\text{Hourly rate of the basic daily wage} \times 200\% \times 130\% \times \text{number of hours worked}]$;
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 daily rate of 200% $[(\text{Daily rate} + \text{COLA}) \times 200\%] + [30\% (\text{Daily rate} \times 200\%)]$; and
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 $(\text{Hourly rate of the basic daily wage} \times 200\% \times 130\% \times 130\% \times \text{number of hours worked})$.

Be guided accordingly.

17 November 2016


SILVESTRE R. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary



022648

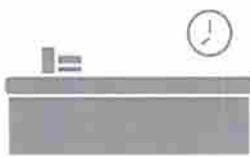
¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay



Bonifacio Day

**30 NOVEMBER 2016
REGULAR HOLIDAY**

RULES FOR PAY FOR DAILY PAID EMPLOYEES



DID NOT WORK

BASIC WAGE + COLA



DID WORK

$(\text{BASIC WAGE} + \text{COLA}) \times 2$



OVERTIME WORK

$[(\text{BASIC WAGE} + \text{COLA}) \times 2] +$
BASIC HOURLY RATE X
NO. OF EXCESS HRS. X 2.6)



WORKED ON A REST DAY

$[(\text{BASIC WAGE} + \text{COLA}) \times 2] +$
 $[(\text{BASIC WAGE} \times 2) \times .30]$



WORKED OVERTIME ON A REST DAY

$[(\text{BASIC WAGE} + \text{COLA}) \times 2] +$
 $[(\text{BASIC WAGE} \times 2) \times .30] +$
 $[(\text{BASIC HOURLY RATE} \times 2.6) \times$
NO. OF EXCESS HRS. X 1.3]

For the official list of 2016 holidays, please see: Proclamation No. 1105, s. 2015 (<http://www.gov.ph/2015/08/20/proclamation-no-1105-s-2015/>)

For other inquiries, please contact us at:

- DOLE Hotline 1349
- DOLE-BWC Telephone (02) 527-3000 local 303
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Department of Labor and Employment

9/8/16