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

**LABOR ADVISORY NO. 07**  
Series of 2013

DEPARTMENT OF LABOR AND EMPLOYMENT  
Administrative Service Central Records Section-CSD

DATE: 10/4/13  
TIME: 9:20  
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**PAYMENT OF WAGES**  
**FOR THE SPECIAL (NON-WORKING) HOLIDAY ON OCTOBER 28, 2013**

Pursuant to Proclamation No. 656 issued by President Benigno S. Aquino III on September 25, 2013, the following rules for pay on special days shall apply on October 28, 2013:

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, 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.



**DANILO P. CRUZ**  
Acting Secretary

2 October 2013

OED-NWPC

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By: RSA Time: 10:54



MALACANAN PALACE  
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 656

DECLARING MONDAY, 28 OCTOBER 2013, AS A SPECIAL (NON-WORKING) HOLIDAY THROUGHOUT THE COUNTRY

WHEREAS, the Synchronized Barangay and Sangguniang Kabataan (SK) Elections shall be held on Monday, 28 October 2013;

WHEREAS, it is important to give the people the fullest opportunity to participate in the said elections and exercise their right to vote.

NOW, THEREFORE, I, BENIGNO S. AQUINO, III, President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Monday, 28 October 2013, as a special (non-working) holiday throughout the country for the Synchronized Barangay and Sangguniang Kabataan (SK) Elections.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

Done in the City of Manila, this 25th day of September in the year of Our Lord, Two Thousand and Thirteen.

By the President:



PAQUITO N. OCHOA JR.  
Executive Secretary



THE PRESIDENT OF THE PHILIPPINES