



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



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**PAYMENT OF WAGES FOR THE SPECIAL (NON-WORKING) DAYS
ON OCTOBER 31 AND NOVEMBER 1, 2016**

Pursuant to Proclamation No. 1105 issued by President Benigno S. Aquino III on August 20, 2015, the following rules for pay on special days shall apply on October 31 and November 1, 2016:

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 the 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.

18 October 2016


SILVESTRE H. BELLO III
Secretary

Dept. of Labor & Employment
Office of the Secretary

