



## LABOR ADVISORY NO. 02

Series of 2023

### Payment of Wages for the Special (Non-Working) Day on 24 February 2023

Pursuant to Proclamation No. 167 issued by President Ferdinand R. Marcos, Jr. on 23 February 2023, the following pay rules shall apply:

1. If the employee does not work, the "no work, no pay" principle shall apply unless there is a favorable company policy, practice or collective bargaining agreement.
2. For work done during the special day, the employer shall pay the employee an additional 30% of the basic wage on the first eight hours of work (*basic wage x 130%*).
3. For work done in excess of eight hours, the employer shall pay the employee an additional 30% of the hourly rate on said day (*hourly rate of the basic wage x 130% x 130% x number of hours worked*).
4. For work done during the special day that also falls on the employee's rest day, the employer shall pay the employee an additional 50% of the basic wage on the first eight hours of work (*basic wage x 150%*).
5. For work done in excess of eight hours during the special day that also falls on the employee's rest day, the employer shall pay the employee an additional 30% of the hourly rate on said day (*hourly rate of the basic wage x 150% x 130% x number of hours worked*).

Be guided accordingly.

  
BIENVENIDO E. LAGUESMA  
Secretary

23 February 2023