

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

DEPARTMENT OF LABOR AND EMPLOYMENT	
Administrative Service General Records Section-GSD	
DATE:	02 APR 2012
TIME:	2:49
RECEIVED BY:	My

LABOR ADVISORY

TO : Employers in the Private Sector

RE : April 5 (Thursday), April 6 (Friday), and April 9 (Monday), 2012, Regular Holidays Nationwide pursuant to Proclamation No. 295

Pursuant to Proclamation No. 295 issued by President Benigno S. Aquino III on 24 November 2011, the following rules for pay on regular holidays as provided for in the Labor Code of the Philippines, as amended, shall apply on April 5, 6 and 9, 2012:

- a) If the day is an employee's regular workday and it is unworked, he/she shall be paid 100 percent of his/her regular salary for that day.
- b) If the day is worked, he/she shall be paid 200 percent of his/her regular salary for that day for the first eight hours. In excess of eight hours, he/she shall be paid an additional 30 percent of the hourly rate on said day.
- c) If the day falls on an employee's rest day and it is unworked, he/she shall be paid 100 percent; but if the day is worked, he/she shall be paid an additional 30 percent of 200 percent. In excess of eight hours, he/she shall be paid an additional 30 percent of the hourly rate on said day.

Please be guided accordingly.


ROSALINDA DIMAPILIS-BALDOZ
Secretary

2 April 2012