

## CLIENT ADVISORY BULLETIN NO. 2020-001F

07 December 2020

Gentlemen/Mesdames,

Please be informed that the Department of Labor and Employment has issued **Labor Advisory No. 31-20<sup>1</sup>**, dated 25 November 2020, which requires all employers in the private sector who were allowed to defer payment of holiday pay to their employees on account of the existence of a national emergency arising from the COVID-19, to pay all covered employees the deferred holiday pay equivalent to 100% of their daily wage, on or before **31 December 2020**.

For reference, the table of Labor Advisories below allowed the deferment of payment of the following holiday pays:

Labor Advisories	Title	Date signed
Labor Advisory No. 13-A	Deferment of Payment of Holiday Pay for the April 2020 Holidays	01 April 2020
Labor Advisory No. 15	Payment of Wages for the Regular Holiday on May 1, 2020	30 April 2020
Labor Advisory No. 20	Payment of Wages for the Regular Holiday on May 25, 2020 in Observance of Eid'l Fitr (Feast of Ramadan)	10 June 2020
Labor Advisory No. 22	Payment of Wages for the Regular Holiday on June 12, 2020	10 June 2020
Labor Advisory No. 25	Payment of Wages for the Regular Holiday on July 31, 2020 in Observance of Eid'l Adha (Feast of Sacrifice)	30 July 2020
Labor Advisory No. 27	Payment of Wages for the Special (Non-Working) Day on August 21, 2020 and Regular Holiday on August 31, 2020	19 August 2020
Labor Advisory No. 29	Payment of Wages for the Special (Non-Working) Days on November 1 & 2, 2020 and the Regular Holiday on November 30, 2020	29 October 2020

In keeping with our commitment of providing our clients and the public with the best possible service we can, we will continue to provide you with relevant updates on issuances made by the various government agencies during the period of GCQ.

<sup>1</sup> <https://www.dole.gov.ph/news/labor-advisory-no-31-20-payment-of-deferred-holiday-pay-during-the-national-emergency-arising-from-the-covid-19-situation/>



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Keep safe.

Thank you very much.

  
DAMIAN M. PLACIDO, JR.  
Managing Partner

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