

CLIENT ADVISORY BULLETIN NO. 2020-001I

29 December 2020

Gentlemen/Mesdames,

Please be informed that the Department of Labor and Employment (DOLE) has issued **Labor Advisory No. 34-20¹**, dated 23 December 2020, providing for the rules for payment of wages for the regular holiday on **1 January 2021 (New Year's Day)**, as follows:

If the employee did not work	100% of his/her wage ² for that day
For work done during the holiday	200% of his/her wage for that day for the first 8 hours
For work done in excess of 8 hours	Hourly rate of the basic wage x 200% x 130% x number of hours worked
For work done during the holiday that also falls on the employee's rest day	[(Basic wage + COLA) x 200%] + [30% (Basic wage x 200%)]
For work done in excess of eight hours (overtime work) during a holiday that also falls on the employee's rest day	Hourly rate of the basic wage x 200% x 130% x 130% x number of hours worked

Establishments that have totally closed or ceased operation during the community quarantine period are exempted from the payment of the holiday pay on January 1, 2021.

For any questions regarding the foregoing, please do not hesitate to get in touch with us.

Keep safe.

Thank you very much.


DAMIAN M. PLACIDO, JR.
Managing Partner

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¹ [Labor Advisory No. 34-20](#)

² Computed as Basic Wage + COLA.