

## CLIENT ADVISORY BULLETIN NO. 2021-001J

30 March 2021

Gentlemen/Mesdames,

Please be informed that the Department of Labor and Employment (DOLE) has issued **Labor Advisory (LA) No. 04-21<sup>1</sup>**, dated 29 March 2021, providing for guidelines on the payment of wages for the regular holidays on April 1, 2, and 9, 2021 and Special (Non-Working) Day on April 3, 2021, as follows:

	<b>Regular Holidays April 1, 2, and 9</b>	<b>Special (Non-Working) Day April 3</b>
If the employee did not work	100% of his/her wage for that day [( <b>Basic wage + COLA</b> ) x 100%]	“No work, no pay” principle unless there is a favorable company policy, practice or CBA granting payment on a special day.
For work done during the holiday	200% of his/her wage for that day for the first eight hours [( <b>Basic wage + COLA</b> ) x 200%]	Additional 30% of the employee’s basic wage on the first eight hours of work: [( <b>Basic wage x 130%</b> ) + COLA]
For work done in excess of eight (8) hours (overtime work)	Additional 30% of his/her hourly rate on said day [ <b>Hourly rate of the basic wage x 200% x 130% x number of hours worked</b> ]	Additional 30% of the employee’s hourly rate on said day: [( <b>Hourly rate of the basic wage x 130% x 130% x number of hours worked</b> )]
For work done during the holiday that also falls on the employee’s rest day	Additional 30% of his/her basic wage of 200% [( <b>Basic wage + COLA</b> ) x 200%] + [30% ( <b>Basic wage x 200%</b> )]	Additional 50% of the employee’s basic wage on the employee’s first eight hours of work: [( <b>Basic wage x 150%</b> ) + COLA]
For work done in excess of eight hours (overtime work) during a holiday that also falls on the employee’s rest day	Additional 30% of his/her hourly rate on said day ( <b>Hourly rate of the basic wage x 200% x 130% x 130% x number of hours worked</b> )	Additional 30% of the employee’s hourly rate on said day: [( <b>Hourly rate of the basic wage x 150% x 130% x number of hours worked</b> )]

<sup>1</sup> [DOLE Labor Advisory No. 04-21](#)



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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/ECQ.

Keep safe.

Thank you very much.

A handwritten signature in black ink, appearing to read 'D. Placido', is written over the printed name.

DAMIAN M. PLACIDO, JR.  
Managing Partner

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