



LABOR ADVISORY NO. 26
Series of 2022

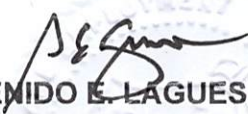
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**Payment of Wages
for the Special (Non-Working) Day on December 26, 2022**

Pursuant to Proclamation No. 115 issued by President Ferdinand R. Marcos, Jr. on December 22, 2022, 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 (CBA) granting payment on a special day.
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

Dept. of Labor & Employment
Office of the Secretary



23 December 2022

REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF EDUCATION
BUREAU OF EDUCATION

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MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION NO. 115

DECLARING MONDAY, 26 DECEMBER 2022, AS A SPECIAL (NON-WORKING) DAY THROUGHOUT THE COUNTRY

WHEREAS, 25 December 2022 (Christmas Day) which is observed as a regular holiday throughout the country falls on a Sunday;

WHEREAS, the declaration of 26 December 2022, Monday, as an additional special (non-working) day throughout the country will give the people the full opportunity to celebrate the holiday with their families and loved ones;

WHEREAS, a longer weekend will encourage families to get together and strengthen their relationship towards a more productive environment, and will promote domestic tourism.

NOW, THEREFORE, I, FERDINAND R. MARCOS, JR., President of the Philippines, by virtue of the powers vested in me by law, do hereby declare Monday, 26 December 2022, as a special (non-working) day throughout the country.

The Department of Labor and Employment is hereby directed to issue the appropriate circular to implement this Proclamation for the private sector.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

Done in the City of Manila, this 22nd day of December, in the year of Our Lord, Two Thousand and Twenty Two.

By the President:

LUCAS P. BERSAMIN
Executive Secretary

THE PRESIDENT OF THE PHILIPPINES

