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Jason

**LABOR ADVISORY NO. 01**  
Series of 2026

**Payment of Wages for the Special (Non-Working) Day  
on 17 February 2026 and the Special (Working)  
Day on 25 February 2026**

Pursuant to Proclamation No. 1006, Series of 2025, the following pay rules shall apply:

- 1. Special (Non-Working) Day – 17 February 2026 (Chinese New Year)**
  - 1.1 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;
  - 1.2 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%*);
  - 1.3 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*);
  - 1.4 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%*); and
  - 1.5 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*).
  
- 2. Special (Working) Day – 25 February 2026 (EDSA People Power Revolution Anniversary)**
  - 2.1 It shall be considered as an ordinary working day for the purpose of payment of wages and wage-related benefits;

- 2.2 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;
- 2.3 For work done on an ordinary working day, the employer shall pay 100% of the employee’s wage for that day for the first eight hours (*basic wage x 100%*); and
- 2.4 For work done in excess of eight hours, the employer shall pay the employee an additional 25% of the hourly rate on said day (*hourly rate of the basic wage x 125%*).

Be guided accordingly.

(sgd.)  
**BIENVENIDO E. LAGUESMA**  
Secretary

06 February 2026

