



Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
Intramuros, Manila



**LABOR ADVISORY NO. 02**  
Series of 2025

Wendy  
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**Payment of Wages for the  
Special (Working) Day on 25 February 2025  
(EDSA People Power Revolution Anniversary)**

Pursuant to Proclamation No. 727, Series of 2024, the following pay rules shall apply:

1. It shall be considered as an ordinary working day for the purpose of payment of wages and wage-related benefits;
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 working day;
3. For work done on a special 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
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.

  
**BIENVENIDO E. LAGUESMA**  
Secretary

07 February 2025



Department of Labor and Employment  
Office of the Secretary



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