

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

LABOR ADVISORY NO. 10  
Series of 2013

DEPARTMENT OF LABOR AND EMPLOYMENT	
Administrative Service Central Records Section-059	
DATE:	<u>08 NOV 2013</u>
TIME:	<u>8:56</u>
RECEIVED BY:	<u>Jane</u>

**Payment of Wages for Private Sector Employees Due to Inclement Weather or Natural Calamities**

All private sector employers are advised of the following rules for pay on suspension of work due to typhoon "Yolanda" on November 07 and 08, 2013:

- a) If unworked:
- No pay, unless there is a favorable company policy, practice or collective bargaining agreement (CBA) granting payment of wages on said day; and
  - When the employee has accrued leave credits, he/she may be allowed to utilize such leave so that he/she will have compensation on said days.
- b) If worked:
- No additional pay is given to the employees but only their salary on said day.

The employers shall ensure the safety of their employees by providing free transportation, food, personal protective equipment and first-aid medicines, as may be necessary.

To alleviate the plight of employees in times of crisis, the employers may provide such extra incentives or benefits to employees who reported for work.

Be guided accordingly.

  
ROSALINDA DIMAPILIS-BALDOZ  
Secretary

07 November 2013