

TO : ALL EMPLOYEES  
FROM: HUMAN RESOURCE DEPARTMENT  
RE : **Amended Proclamation for the HOLIDAYS 2023**  
DATE: November 16, 2022  
REF# : HRD-SUP-22-A-060  
CC : All Dept./DC/file

Please be informed that Proclamation No. 42 declaring Regular and Special Non-Working days for 2023 was amended to Proclamation 90 wherein April 10 and November 27 are additional regular holidays and January 2 as an additional Special Non-Working Day.

Regular Holidays	
New Year's Day	January 1 (Sunday)
Araw ng Kagitingan	April 9 (Sunday), moved to <b>April 10, Monday nearest April 9</b>
Maundy Thursday	April 6
Good Friday	April 7
Labor Day	May 1 (Monday)
Independence Day	June 12 (Monday)
National Heroes Day	August 28 (Last Monday of August)
Bonifacio Day	November 30 (Thursday), moved to <b>Nov. 27 -Monday nearest Nov. 30</b>
Christmas Day	<del>December 25 (Monday)</del>
Rizal Day	December 30 (Saturday)
Special (Non-working) Days	
Edsa People Power Revolution	February 25, (Saturday)
Black Saturday	April 8
Ninoy Aquino Day	August 21, (Monday)
All Saints Day	November 1 (Wednesday)
Feast of the Immaculate Conception of Mary	December 08, (Friday)
Last day of the year	December 31, (Sunday)

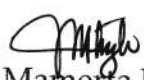


Additional Special (Non-Working) Day	
	January 2, (Monday)
All Souls Day	November 2 (Thursday)


The proclamation declaring national holidays for the observance of Eid'l Fitr and Aidul Adha shall hereafter be issued after the proximate dates of the Islamic holidays have been determined in accordance with the Islamic calendar (Hijra) or the lunar calendar, or upon Islamic astronomical calculations, whichever is possible or convenient. To this end, the National Commission on Muslim Filipinos (NCMF) shall inform the Office of the President on which day the holiday shall fall.

Moreover, please take note that the "NO WORK, NO PAY" policy is still applied to Special Holidays except for **December 31**, since it is included in the 313 days. Additional regular holiday as per company practice **Black Saturday, November 01 and December 24**.

For your guidance.

  
Mamerita F. Tagle  
HR Supervisor

Noted/Approved by:

  
Oliver M. Elotco  
EVP