

RE : Department of Labor and Employment (“DOLE”) *Advisory no. 14 Series of 2020*, entitled "Clarification on the Non-Inclusion of the One-Month Enhanced Community Quarantine Period on the Six-Month Probationary Period"

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#### WHAT DOES THIS MEAN ?



- This means that the one (1) month quarantine period will **not** be included during the “normal” six (6) month probationary period for new employees.



#### HERE'S AN EXAMPLE :



- If Juan Dela Cruz started working in X company on 1 January 2020, he would be considered a **regular** employee on 1 July 2020. This is because under the law, there is a **mandatory** probationary period of 6 months before an employee can be considered as being **regular**.



- In light of the recent DOLE advisory, however, the one (1) month quarantine period will **not** be included in the computation for probationary employees.



- Hence, since Juan Dela Cruz started working in X company on 1 January 2020, he would be considered a **regular** employee on 1 **August** 2020 (and not on 1 July 2020 as stated above)

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