

Federal Employees Pay Act

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basic workweek of 40 hours of work to be performed within a period of not more than six of any seven consecutive days. In addition, it expressly provides that for pay computation purposes the basic per annum rates of compensation established by or pursuant to law, including those of the Classification Act, shall be regarded as payment for employment during 52 basic workweeks of 40 hours, or a total work year of 2,080 hours.

Another result of keying a basic 40-hour workweek to basic annual rates is a new standardization of pay computations and pay periods. Pay periods are now biweekly in lieu of semimonthly. An employee's weekly rate is derived by dividing an annual rate by 52; an hourly rate is derived by dividing a weekly rate by 40, or an annual rate by 2,080; and a daily rate is derived by multiplying an hourly rate by the number of daily hours of service required.

Hours of Work

The 40-hour basic workweek estab-

lished by the Federal Employees Pay Act of 1945 may, without overtime, extend over not more than six days, the law does not state the number of days that the workweek shall include. It is understood, however, that the groundwork was being laid for a weekly work schedule of five days of eight hours each, to be effective after the war, when overtime work would generally be eliminated. Two prior laws which interfered with this objective were repealed.

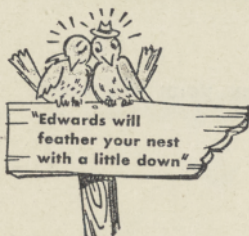
On August 23, 1945, the President directed a further change in work schedules to bring about a forty-hour workweek as a general policy. All departments and agencies were directed to reduce their weekly schedules to forty hours "unless such reduction in hours would result in a serious detriment to their essential operations." In such cases the heads of the agencies were required to report to the Director of the Bureau of the Budget the reasons for their decision to maintain temporarily a workweek in excess of forty hours. The President stated in his order that reducing the workweek to forty hours would permit the establishment of a

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