

five-day forty-hour workweek wherever feasible.

Overtime Pay

The Federal Employees Pay Act of 1945 superseded the War Overtime Pay Act of 1943. The new law, effective July 1, 1945, establishes for the first time a permanent policy that extra pay shall be granted to salaried employees for overtime service. Overtime is identified as all work in excess of 40 hours a week, whether regularly scheduled or worked irregularly or occasionally. However, overtime service is not compensable if it is purely voluntary. Payment is authorized only when overtime work is "officially ordered or approved," i.e., ordered in advance or approved by the proper official after the work is performed. The new law also makes a sharp distinction between basic pay and overtime pay and between basic work periods and overtime service.

The basic annual rates under the new law are payment for fifty-two 40 hour basic workweeks. Hence, overtime pay is calculated on an actual basis by

the week. The new law has thus brought about an awareness of what part of an employee's "take home" compensation is pay for work during a basic 40-hour week and what part is pay for regular overtime service on the sixth day (usually Saturday), or for irregular or occasional overtime work on other days.

Merit Increases

The Federal Employees Pay Act of 1945 shortens the previous waiting periods of 18 and 30 months to 12 and 18 months, respectively. It provides that after all the conditions of eligibility have been met, the employee shall receive the within-grade salary advancement at the beginning of the following pay period, rather than at the beginning of the next quarter, as specified in the prior law. It also permits an

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