

the class of positions, in comparison with those of other classes in the same grade. The action also must be in the interests of good administration.

The Commission is also authorized to take this type of action whenever necessary in order to eliminate or reduce serious pay inequities caused by differences in pay levels of Classification Act employees and prevailing wage employees in the same government organization and at the same location. This is an extension and a broadening of a similar authority previously possessed by the Commission under Section 8 of the War Overtime Pay Act of 1943, which was used to eliminate or reduce pay inequities between Classification Act supervisors at certain field installations and wage-schedule employees whom they supervised. Any revisions of minimum rates ordered by the Commission, with the reasons therefor, are required to be reported to Congress at the end of each fiscal year.

Night Pay Differential

The purpose of a night pay differential is to compensate employees for working at undesirable hours and, in some measure, for the dislocation of their normal living habits and for inconvenience and extra expense. To some degree, the payment of a night differential overcomes some of the difficulties inherent in recruiting person-

nel for night shifts. In private industry, the payment of night differentials is rather common.

Provisions of the Federal Employees Pay Act of 1945, patterned after a corresponding provision for postal employees enacted in 1928, authorizes a 10 per cent increase in pay for work performed between 6 P.M. and 6 A.M. on a regularly scheduled tour of duty—i.e. during the employee's 40-hour basic workweek. The differential is not a part of basic pay, does not apply when the employee is on leave, and is not included in computing any overtime compensation to which the employee may be entitled.

Holiday Pay

Eight days are recognized as holidays by federal statute; New Year's Day, Washington's Birthday, Memorial or Decoration Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day. Days or parts of days on which departments and agencies are closed by executive order are treated in the same way as statutory holidays for pay purposes.

The new law provides for extra compensation for working on a holiday when such holiday is not generally a workday in the federal service. A premium rate of one and one-half times the regular daily rate is established as
(Continued on Page 20)

M. M. (Max) Landon

Real Estate Insurance

Sweet Home, Oregon

Phone: Res. 254 — Office 253

White Vulcanizing Works

VULCANIZING and RECAPPING
345 Van Buren Street
EUGENE OREGON

Boeckel & Weber

Texaco Service
Authorized Dealers
Western Auto Supply
Sweet Home, Oregon

Nagle Lumber Co.

1845 Franklin Boulevard
Eugene, Oregon