

## Federal Civil Service Regulations

At the annual council meeting in February of this year, the delegates passed, unanimously, a resolution recommending that when the Oregon Civil Service Commission prescribe uniform rules and regulations pertaining to hours, working conditions, vacations and sick leave, that such rules and regulations, whenever possible, be the same as those prescribed by the United States Civil Service Commission for Federal employees.

The Oregon State Employees Association is not activated by purely selfish motives in this matter and point out that the welfare of the State itself is involved. At the present time there are more Federal employees working in Oregon than there are State employees and many of these are engaged in the performance of the same kind of work. (Congressional Digest reports that as of June 30, 1944, there were 18,762 Federal employees working in Oregon. Of these numbers 10,110 were employed in war agencies.) The present wide difference in working conditions and salaries in favor of the Federal employee is operating to the detriment of the State service, and will eventually reduce the State service to a level of mediocrity and incompetence. Every citizen of the state should be aware of this hazard and realize that incompetence in the state service will in time undermine the states independence by limiting its ability to carry out its governmental functions, and will more and more force the State to look to the

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### New Ideas and Improved Methods

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certificates, medals, and increase in pay to employees whose suggestions are accepted.

Federal government for assistance and guidance.

To acquaint those interested with the main provisions of the Federal rules and regulations, a summary has been made from the most current regulations available. This summary is not intended to represent a complete and authoritative report of all of the Federal Civil Service rules and regulations, as some of the departments are subject to special laws and rules, and recent amendments may have extended the benefits enjoyed by the Federal employees.

**BASIC WORK WEEK** consists of 40 hours not to extend over more than six of any seven consecutive days. Heads of departments establish the distribution of the hours of the work week. The Federal Executive Department expressed the desire that whenever practicable the basic work week of forty hours should spread over the first five days of the administrative work week. In conformity with this recommendation Federal offices, as a general rule, are closed on Saturdays and Sundays.

**YEARLY RATES OF COMPENSATION** are regarded as payment for employment during 52 basic administrative work weeks of forty hours each.

A monthly rate is multiplied by 12 to derive an annual rate; an annual rate is divided by 12 to derive a weekly rate; a weekly rate is divided by 40 to derive an hourly rate; and a daily rate is derived by multiplying an hourly rate by the number of daily hours of service required.

**PAY PERIODS** cover two administrative work weeks.

**NIGHT WORK** has a pay differential of ten percent increase over the basic rates of compensation when such work is a regular scheduled tour of

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