

day a month, thus setting a minimum and not a maximum. He felt the Commission is arbitrarily trying to hold the employees to a minimum basic period, and he believed the statement entirely out of order that it was the intent to allow only a day a month.

Mr. R. M. Smith said that the Civil Service Commission Director pointed out that one of the jobs of the Civil Service Commission was to see that each group was treated the same—no discrimination—and that to allow vacation credit for one group working 40 hours a week and not charge them for Saturday would be discrimination against the group working 48 hours a week and charged with Saturday they take off. It was pointed out, however, that extra compensation accrues to workers on longer work weeks.

Mr. Erickson said he did not believe the employees working on 40 hours a week basis would desire that any affirmative action be taken on the resolution, that they were happy with the five day week and would recognize and sympathize with the Civil Service Commission and try to be fair. He moved that the matter be referred to the Laws and Legislation Committee for whatever action they may see fit to take. Motion carried.

Mr. McCroskie said he had been instructed by the Albany Chapter to learn why vacation could not be accumulated as allowed by law. As he understood it at the meeting vacation could not be accumulated from one year to another so that the employee could take a months's vacation.

Mr. White stated that it can be accumulated to the total amount of 26 days.

Item 5 on Agenda: Relating to foreman and helpers receiving overtime pay for emergency duty outside of working hours.

This had been referred to Mr. Leo Smith who stated that from a legal standpoint there is nothing to prevent the overtime payment under such circumstances and also that he went one step further and checked with the Civil Service Commission regulations. In discussing the matter with Mr. Johnson, Director of the Civil Service Commission, he said he felt something ought to be done. Sooner or later it will come to a showdown and give the man overtime pay or exchange hours.

Mr. Erickson said he felt this was a question in which the Board should take affirmative action. If people are required to put in overtime, they should be paid for it. This is particularly a Highway problem. Also the Tax Commission has required some overtime and they permit employees to work overtime and they pay them overtime, even those receiving \$300 or more a month. He said the Civil Service Commission has changed its payment of time, converted monthly rate to hourly rate. If one class gets paid for overtime and you have another department where they require overtime work and tell the employee he has to take exchange time, he will not get paid, we should take definite affirmative action and correct this.

Mr. Query said this was one of the best opportunities to do something. The Tax Commission has paid overtime during the tax rush. Mr. Query had obtained figures

on how much some were getting with their overtime. He stated that the Highway Commission have a lot of monthly employees who are subject to call at any time of day or night, particularly during the winter, and some work as many as twenty-four hours during an emergency. Once in a while someone will get paid, but only once in a while. He said that he believed the matter should be taken before the department and it should be cited what other departments are doing.

Mr. Query moved that the problem of overtime pay in lieu of exchange time be

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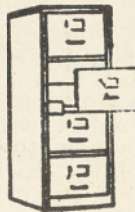
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