

OVERTIME PAY: STATE OF OREGON

Following is the Oregon Civil Service rule on overtime pay: (Bold face type inserted editorially).

"The employment and program of work of each department shall be so arranged as to reduce to a minimum the necessity for overtime work except under emergency conditions. **Overtime shall normally be compensated for by compensatory time off.** Overtime shall be worked only if approval is received from the director and budget director prior to accrual of such overtime. Where necessity for such overtime occurs regularly or periodically, approval may be granted to an appointing authority on an overall basis, based upon uniformity and equality of treatment as among employees and departments in the state service. Compensation for overtime **either by cash or compensatory time off**, shall be at the rate of **time and one-half**. Compensatory time off for overtime worked shall be given by the departments **as soon as possible and must be given within one year after the end of conditions necessitating such overtime.** Overtime is defined as time worked in excess of the regularly scheduled work days or the regularly scheduled work week. Work performed on Sundays or holidays which fall within the regular work schedule shall not be regarded as overtime work except that employees who work on holidays shall be granted time off equal to the time worked as provided in Rule XVII, Sec. 2, in lieu of the holiday. When work performed on holidays is not a part of the regular work schedule such work shall be considered as overtime and compensated for at the rate of time and one-half. Appointing authorities with the approval of the director may exempt field, inspection, protection and enforcement positions which cannot be confined to rigid work schedules or other positions which have unusual work conditions, from the payment of overtime either by cash or compensatory time off, **providing such exemption is applied equitably among employees with similar work assignments.** Overtime compensation, either by cash or compensatory time off, shall **normally** not accrue for any salaried employee whose

position is allocated to a class with a minimum salary in excess of \$350 per month for a 40-hour week."

OSEA to Assist Community Chest

The OSEA has been handed another job to do. A kind of a job, however, that the Association should consider a privilege and an honor to have been chosen to do in Salem. Yes, the OSEA has been selected by the Salem Community Chest to spearhead and handle the 1951 fund collection, among the State Employees in Salem, for this highly deserving community service organization. Privileged, yes, because only the most public spirited individuals and groups are entrusted to carry out this important task. Honored, decidedly so, because the selection of OSEA to do this job is positive proof that our association is being rapidly recognized as a leader in the field of public endeavor. Our strength, our success in varied activities, our reputation of unselfish participation in community projects, and more important, our prestige as a group of fair-dealing and hard-working public employees is gaining for the association, the respect of our civic leaders and the general public.

The State Employees share of the governmental quota of Salem Community Chest is \$10,500. If we all stop and consider how fortunate we are to live in and be a part of such a wonderful community before filling out our pledge cards, I am positive that we all will find it possible to increase our gifts to some extent and thus assure success in reaching the goal.

May I explain that it is not the wish of the Community Chest leaders and workers that an individual create a financial hardship by pledging an immediate cash contribution. It is much more desirable that an individual consider a larger gift than originally contemplated and that the pledge be paid in four installments extended throughout the year and at the convenience of the donor.

R. M. Ashby,
President, OSEA.