

Overtime Pay: Analysis

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workers to whom the overtime provision of the Fair Labor Standards Act applies.

Of the agreements that called for weekly overtime pay, 93 percent specified that such payment was to be made after a 40-hour work week; about 5 percent—mostly in apparel, lumber, printing, and telephone and telegraph—specified overtime pay after work weeks ranging from 30 to 37½ hours. A few additional agreements, with basic weekly work schedules of less than 40 hours, stipulated that overtime pay was not to begin until after 40 hours.

Data secured by field visit in eight industries were studied to supplement the analysis of union agreements. In these industries, payment of time and a half after 40 hours was almost universal.

Firms employing almost all office workers studied in 12 important cities during 1949-50 paid premium rates for overtime; 87 per cent of the workers were affected by the Fair Labor Standards Act pattern—time and a half after 40 hours a week—whether or not they were subject to the act. An additional 10 percent received time and a half after a shorter weekly schedule. Less than 2 percent were employed in establishments that either provided no overtime rate or never worked overtime. The principle of daily overtime applied to only about a third of the office workers, largely concentrated in manufacturing establishments.

Premium pay for work on Sundays not scheduled as regular workdays was specified in two-thirds of the union agreements analyzed, covering more than half of the employees involved. Double time was specified in more than

three-fourths of these agreements, covering four-fifths of the workers. The remaining agreements prescribed time and a half. In general, premium-rate provisions for Sunday work did not make payments contingent on the number of hours or days previously worked during the week.

Observance of holidays was provided in all but 4 percent of the agreements analyzed. In 58 percent, all holidays recognized were paid for; 23 percent granted unpaid holidays exclusively; and 15 percent provided both paid and unpaid holidays.

Among the agreements providing penalty rates for work on paid holidays, about two-thirds specified double time. Two and a half times the regular rate was required by 16 percent of the agreements and triple time by 6 percent. Most of the remainder provided for time and a half.

About three-fifths of the agreements providing a penalty rate for work on unpaid holidays specified a rate of time and a half. Nearly all of the remaining agreements required double time for holiday work.

(Compiled from an article by Frederick W. Mueller, Division of Wage Statistics, and James C. Nix, Division of Industrial Relations—Monthly Labor Review, August, 1951.)

George Fuermann tells of a Houston music lover who inquired in a music store for a record of a certain Bach chorale. The clerk said they didn't have any song about a back corral, but how would Frankie Lane's "Mule Train" do? —Matt Weinstock in Los Angeles Daily News.

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