

in a manner which is consistent with common usage and with definitions of similar terms in State Legislation. It has been the contention of some employers, however, that certain employees who do not fall within these categories of administrative and executive or professional as defined are, nevertheless, paid rather high salaries and are engaged steadily in work which is of a very responsible nature. The minimum wage provisions of the Act do not, of course, affect these employees, but the provisions of Section 7 require that they be paid time and a half for hours over the maximum permitted, 44 hours this year, 42 hours next year and 40 hours thereafter.

This briefly is the nature of the problem presented. The number of such employees is not known nor is the extent to which the provisions of Section 7 of the Act may impose changes in the personnel policies and the administrative practices of business enterprises. The Wage and Hour Division has requested all companies interested in this matter to furnish a detailed description of the nature of their individual problems and suggestions for action which might be taken for meeting this general situation. After enough of this material has been submitted to bring into focus more clearly the situation which exists with respect to these employees under the Act at the present time, it may be possible to present a definite recommendation on this question. If any change in the statute is contemplated, all parties have agreed that any line of demarcation placing these high-salaried employees into a separate category for special treatment would have to be very carefully drawn in order not to diminish the protection which the Act now furnishes to the vast majority of clerical employees.