

the laws regulating both daily and weekly hours, and limiting only the weekly hours for certain industries or occupations. For these weekly limits, Connecticut and Minnesota specify 58 hours; Maine and New York, 54 hours; Oregon, 56 hours in one occupation and 48 hours in another. Minnesota has established a basic 48-hour week and provides that 25 cents per hour must be paid for all hours worked beyond this limit.

**Summary of laws limiting daily and weekly hours.**—In all, 43 States have laws that limit the hours that a woman may work. In many States, however, the number of industries or occupations coming under the law is so small as to affect only a small proportion of all working women in the State. A comparison of the charts will show that the States which have laws establishing the shortest working day and week are also the States which bring the greatest number of industries or occupations under the provisions of the law. (See Eight-hour and eight-and-a-half-hour chart, p. 16.)

#### LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS.

Nineteen States, the District of Columbia, and the Territory of Porto Rico have further regulated the hours of working women by providing for breaks in their hours of employment. These laws supplement the legislation on the length of the working day and week, and insure women workers against too long continuous employment, as well as against a working day and week of unlimited length.

**Day of rest, one shorter workday.**—Twelve of these States—Arkansas, California, Delaware, Kansas, Massachusetts, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, Washington—and the District of Columbia have limited the number of days that a woman may work in succession, in the majority of cases to 6 days out of 7.

**Time for meals.**—Fourteen States—Arizona, Arkansas, California, Delaware, Indiana, Kansas, Louisiana, Massachusetts, Minnesota, New Jersey, New York, Ohio, Pennsylvania, Wisconsin—and the Territory of Porto Rico have provided that a period of time varying from 30 minutes to 1 hour must be allowed for the noonday meal.

**Rest periods.**—Twelve States—Arkansas, Delaware, Kansas, Louisiana, Maine, Maryland, Massachusetts, New Jersey, North Dakota, Oregon, Pennsylvania, Washington—the District of Columbia, and the Territory of Porto Rico have ruled that a woman can work only a fixed number of hours, usually 5 or 6, without either a meal period or a rest period of some sort.

**Summary.**—A great many of the States which have laws limiting the total number of hours that a woman may work per day or per

week, have not provided for any breaks in her employment. Forty-three States have limited hours of labor but only 19 States have provided for a day of rest or one shorter work day, or time for meals or rest periods.

In the States which have industrial commissions orders have generally been issued for specific industries or occupations and have considered the special conditions that apply to each case. These orders are especially detailed and differentiated in North Dakota and Oregon. For the telephone industry, North Dakota provides for a free period of at least 12 consecutive hours once a week and 1 day off after 8 consecutive days worked, although for the majority of industries and occupations in the State the commission has provided for 1 day of rest in 7. Oregon considers the work in the telephone industry in the large city of Portland as distinct from that in the State at large, and provides for 1 day of rest in 7 in Portland, but only for 1 day of rest and 1 short day of 6 hours in every 14 days for the State at large. In Oregon and California the industrial welfare commission orders are the only form of legislation regulating rest periods, time for meals, or 1 day's rest in 7, although the daily and weekly hour legislation includes both acts of the legislature and rulings of the industrial welfare commission.

#### NIGHT-WORK LAWS.

Thirteen States—California, Connecticut, Delaware, Indiana, Kansas, Massachusetts, Nebraska, New York, Ohio, Oregon, Pennsylvania, South Carolina, Wisconsin—and the Territory of Porto Rico prohibit night work for women in certain industries or occupations. The laws of three of these States—Indiana, Massachusetts, and Pennsylvania—cover only manufacturing and in South Carolina the law covers only mercantile establishments. In Ohio only a very small group is covered—ticket sellers. In the remaining 8 States and the Territory of Porto Rico two or more industries or occupations are included. Two States, Maryland and New Hampshire, limit the hours that a woman may work at night to 8, although Maryland allows women to work 10 hours and New Hampshire 10½ hours during the day.

The most common period during which night work is prohibited is from 10 p. m. to 6 a. m. A few of the States, however, only set an evening limit after which work is not permitted. The longest period of time during which night work is prohibited is from 6 p. m. to 6 a. m. in textile manufacturing in Massachusetts. Night-work legislation is not only found in a much smaller number of States than is legislation limiting the daily and weekly hours of work but in many States which have both types of legislation, the night-work laws cover a much smaller group of industries or occupations.