

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

BUREAU OF LABOR STATISTICS

ISADOR LUBIN, Commissioner

**BULLETIN OF THE UNITED STATES }
BUREAU OF LABOR STATISTICS } No. 590**

LABOR LAWS OF THE UNITED STATES SERIES

LABOR LEGISLATION

1931 AND 1932



**Prepared by the Labor Law Information Service
CHARLES F. SHARKEY, Chief; GEORGE D. PATTERSON, Assistant**

**UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933**

For sale by the Superintendent of Documents, Washington, D.C. - - - Price 15 cents

Contents

	Page
Introduction.....	1
Part 1. —Digests and summaries of certain classes of laws affecting labor.	
Apprenticeship.....	4
Vocational education.....	4
Schools for employed children.....	5
Child-labor amendment to the United States Constitution.....	5
Mothers' pensions.....	5
Examination, licensing, etc., of workmen—	
Aviators.....	6
Barbers.....	8
Beauty-parlor operators.....	9
Chauffeurs.....	10
Electricians.....	11
Motion-picture-machine operators.....	11
Plumbers.....	12
Stationary engineers.....	12
Vessel, etc., employees.....	13
Mechanics' liens.....	13
Assignment of wages—wage brokers.....	15
Sunday labor.....	15
Legal holidays in the States and Territories.....	16
Railroads—train crews.....	17
Bakeries and preparation, distribution, etc., of food products.....	17
Regulations governing laundries.....	18
Injuries causing death, right of action for.....	18
Vocational rehabilitation—State and Federal cooperation.....	18
Old-age pensions.....	19
Pensions for indigent blind.....	20
Protection of wages of employees, etc., of contractors.....	20
Retirement of public employees.....	21
Cooperative associations.....	28
Credit unions.....	27
Preference for local labor and domestic materials on public works.....	28
Public printing to be done within the State.....	30
Rates of wages of employees on public works.....	30
Trade-marks of trade unions.....	30
Industrial police.....	31
Absent voters.....	31
Protection of employees as members of the National Guard.....	32
Convict labor.....	32
Investigative commissions.....	34
Part 2. —Text and abridgment of labor laws.	
Alabama.....	37
Alaska.....	39
Arizona.....	39
Arkansas.....	44
California.....	44
Colorado.....	53
Connecticut.....	56
Delaware.....	56
Georgia.....	57
Hawaii.....	58
Illinois.....	58

Part 2.—Text and abridgement of labor laws—Continued.	Page
Iowa	63
Kansas	63
Kentucky	65
Louisiana	66
Maine	69
Maryland	71
Massachusetts	72
Michigan	74
Minnesota	77
Mississippi	78
Missouri	78
Montana	79
Nebraska	80
Nevada	81
New Jersey	82
New Mexico	88
New York	91
North Carolina	94
Ohio	99
Oregon	100
Pennsylvania	104
Puerto Rico	107
Rhode Island	116
South Carolina	119
South Dakota	119
Texas	120
Utah	122
Vermont	123
Virginia	125
Washington	126
West Virginia	126
Wisconsin	126
Wyoming	147
United States	148

BULLETIN OF THE U.S. BUREAU OF LABOR STATISTICS

NO. 590

WASHINGTON

OCTOBER 1933

LABOR LEGISLATION OF 1931 AND 1932

Introduction

During the years of 1931 and 1932 all of the 48 State legislatures met in regular session. Four Territorial legislatures also met in regular session during this period (Alaska, Hawaii, Puerto Rico, and the Philippine Islands). During this period a third session of the Seventy-first Congress of the United States was also held in the early part of 1931 and the Seventy-second Congress of the United States met during 1932. Laws affecting labor either directly or indirectly were passed by all of the legislatures, State, insular, and national, holding regular sessions during 1931 and 1932.

The current bulletin is primarily and essentially a supplement to the basic bulletin (No. 370), published in 1925, entitled "Labor Laws of the United States with Decisions of Courts Relating Thereto." This basic bulletin contains reprints, abridgments, digests, and references to all labor legislation, with the exception of workmen's compensation laws, up to the beginning of 1925. Since the publication of Bulletin No. 370 yearly supplements have been issued as follows: Bulletin No. 403, Labor Legislation of 1925; No. 434, Labor Legislation of 1926; No. 470, Labor Legislation of 1927; No. 486, Labor Legislation of 1928; No. 528, Labor Legislation of 1929; and No. 552, Labor Legislation of 1930. While annual supplements have been issued since 1925, the current bulletin covers a 2-year period, but in the main it follows the same general set-up and arrangement of subject matter as the basic bulletin and also the succeeding supplements. During the 2-year period the laws which were passed and amendments thereto pertaining in general or particularly to labor were beneficial, and it may be said that for the most part the various labor laws were enlarged and strengthened.

Of national importance, the Congress of the United States passed several laws of interest to labor. Of particular interest is the Federal anti-injunction law. Agitation for the passage of this kind of a law has had the attention of Congress for many years. By an act of March 3, 1931 (ch. 411, 46 U.S.Stat.L. 1494), Congress provided for the payment of the prevailing rate of wages in every contract in excess of \$5,000 "in the construction, alteration, and repair of any public buildings of the United States." In order to provide for the stabilization of employment Congress, during the third session of the Seventy-first Congress, passed a law providing for the advance planning and regulation of the construction of public works. This law has been designated as the "Employment Stabilization Act of 1931" (ch. 117, 46 U.S.Stat.L. 1084). In

addition to these laws passed by Congress in 1931 and 1932 the following legislation was accomplished—the repeal of the National Trades Union Act of 1886, and the enactment of several laws of importance to the District of Columbia including a credit union law, an act regulating the registration of trade-marks of trade unions, the licensing of plumbers, and a law for the protection of the wages of employees of contractors.

Under the leadership of the Federal act providing for the payment of the prevailing rate of wages for laborers, etc., several States adopted similar legislation, and the law in some instances was modeled after the provisions of the Federal act (Alaska, California, Illinois, Montana, New Jersey, Ohio, Washington, and Wisconsin).

The following States declared all antiunion contracts void—Arizona, Colorado, New Jersey, Ohio, Oregon, and Wisconsin. Contracts which are in their nature antiunion specify that neither party to a contract may join a labor organization or any organization of employers. Enactment of laws providing for the payment of a pension to old and needy citizens was accomplished by the Legislatures of Delaware, Idaho, New Hampshire, New Jersey, and West Virginia. Kentucky passed a new and enlarged public employment agency law, while a new law regulating the establishment of private employment agencies was the subject of legislation in Arizona. Colorado ratified the Federal child labor amendment.

The Congress of the United States on January 19, 1929, passed a Federal convict labor law. The purpose of this law was to divest convict-made goods of their interstate character. During the biennial period of legislation covered by this bulletin the Legislatures of Illinois, Maine, Massachusetts, Michigan, New Jersey, and Pennsylvania took advantage of the Federal act and passed legislation covering the sale, etc., of convict-made goods. The laws in these States will become effective after January 19, 1934.

In Texas the legislature passed a law creating a State commission for the blind. According to the provisions of the law the commission must maintain a bureau of information to assist blind persons in finding employment, etc. This subject was also legislated upon in Alabama. In this State a bureau of industrial aid for the blind was created. In North Carolina the legislature reduced the working hours of woman employees from 60 to 55 per week. A new absent voting law was passed in Rhode Island. The limitation of the working hours of the employees of motor carriers was the subject of legislation in several States. While these laws were enacted primarily for the safety of the traveling public, still they are worthy of mention in a review of the hours of employees in general. The following States passed such legislation—Alabama, Arizona, Georgia, Iowa, Mississippi, Nebraska, and New York. Laws concerning group life insurance were passed in Connecticut, North Carolina, Pennsylvania, Texas, and Wisconsin.

Each of the series of labor legislation bulletins is divided into two parts—one entitled "Digests and Summaries of Certain Classes of Laws Affecting Labor" and the other "Text and Abridgment of Labor Laws". At the end of each bulletin a cumulative index provides a ready reference to the laws found in this bulletin, as well as those published in preceding bulletins.

The subject of workmen's compensation has been treated separately and published by the Bureau of Labor Statistics in Bulletins No. 423 and No. 496. Bulletin No. 423, entitled "Workmen's Compensation Legislation of the United States and Canada as of July 1, 1926," contains an analysis and comparison in chart form and the text of the workmen's compensation laws of the United States and Canada in force at the end of 1926. In 1929 the Bureau of Labor Statistics published a supplement to the basic bulletin bringing the latter up to January 1929. Since the publication of this supplement résumés of each of the succeeding years have been made showing the principal legislative changes in the compensation laws of the various States. These are available for distribution, and in some respects supplement the basic volume and also the supplement thereto. The principal amendments made to the workmen's compensation laws during the legislative years of 1931 and 1932 are reviewed in the January 1932 and November 1932 issues of the Monthly Labor Review, respectively, published by the United States Bureau of Labor Statistics.

Part 1.—Digests and Summaries of Certain Classes of Laws Affecting Labor

This part is a supplement to part 1 of Bulletin No. 370, and the same general arrangement of subject matter is followed. The introductory statements found in Bulletin No. 370 continue to be applicable and therefore are not here repeated.

Apprenticeship

Acts of 1931

Oregon.—Ch. 101. Establishes a State apprenticeship commission, composed of the State superintendent of public instruction, State labor commissioner, and a member of the State industrial accident commission.

Vocational Education

Acts of 1931

Connecticut.—Ch. 249, sec. 110a, p. 47. Amends sec. 865, Rev. Gen. Stat. 1930, relative to establishment of trade and vocational schools in certain towns by the State board of education.

Maine.—Ch. 216. Relates to organization of government departments. State board of vocational education is placed under the department of education. Commissioner of labor is designated a member of such board.

New Jersey.—Ch. 274. Amends ch. 294, Acts of 1913. Relates to the establishment of vocational schools.

New Mexico.—Ch. 54. Provides for cooperation with the Federal Government in problems of vocational education, etc.

Pennsylvania.—No. 109. Amends sec. 1, Act. No. 92, Acts of 1913 (as amended by Act No. 250, Acts of 1925).

No. 241. Amends sec 7, Act No. 92, Acts of 1913 (as amended by Act No. 250, Acts of 1925). Reciprocal arrangements for training students.

Puerto Rico.—No. 28. Provides for acceptance of Federal Vocational Education Act. Appropriation, \$113,000. (See 1932 amend. below.)

United States.—Ch. 404 (46 U.S.Stat.L. 1489). Federal vocational act extended to Puerto Rico. Appropriation, \$105,000.

Acts of 1932

New York.—Ch. 384. Amends ch. 21, Acts of 1909 (ch. 15, Cahill's Consol.L. 1930) (as amended by ch. 140, Acts of 1910) by adding a new article (47-a). Incorporates the act accepting Federal aid into the education law. Provisions are added relative to the administration, etc., of the provisions of the act.

Puerto Rico.—Act No. 29. Amends sec. 6, Act No. 28, Acts of 1931. Provision is made to defray expenses of equipment, buildings, lands, etc., from appropriation to carry out purposes of the act.

Schools for Employed Children

ACTS OF 1931

California.—Ch. 1215, sec. 5. A new chapter (2) is added to the school code, providing for compulsory continuation education for persons under 18 years of age.

New Jersey.—Ch. 307. Amends sec. 2, ch. 340, Acts of 1913. A child temporarily unemployed must attend regularly a continuation school for a minimum of 20 hours each week.

ACTS OF 1932

Louisiana.—No. 70. Authority is extended to incorporated cities to establish part-time schools for employed children. Boys, 14 to 16 years; girls, 14 to 18 years. Minimum of 144 hours of instruction per year. Classes to be held between 9 a.m. and 5 p.m. Penalties for violations are provided.

Child-Labor Amendment to the United States Constitution

ACTS OF 1931

Colorado.—H.Con.Res. No. 9 (p. 827). General assembly ratifies the Federal amendment.

Mothers' Pensions

ACTS OF 1931

Illinois.—P. 214 (sec. 338a, ch. 23, Rev. Stat. 1931). Amends sec. 16a of an act of June 30, 1913, relative to the appropriation of mothers' pension funds.

Iowa.—Ch. 73. Amends ch. 92, Acts of 1929. A tax levy (not to exceed 1 mill) is now provided in counties having a population of 60,000 instead of limiting it to counties with 80,000 population as heretofore.

Maryland.—Ch. 115. Amends secs. 21 and 22, ch. 401, Acts of 1929. A mother whose husband is permanently incapacitated may now petition for relief. The tax levy has also been increased from $\frac{1}{4}$ cent to 1 cent upon each \$100 of assessed property.

Massachusetts.—Ch. 415. Amends sec. 1, ch. 118, Gen.L. 1921 (as last amended by ch. 381, Acts of 1930). The act is now applied to mothers and their dependent children 16 years of age.

Michigan.—No. 30. Amends sec. 7, Act 6, Acts of 1907 (extra session), as last amended by Act No. 33, Acts of 1929 (sec. 12840, Comp.L. 1929.)

Minnesota.—Ch. 326. Amends sec. 8677, Gen. Stat. 1923. Specifies salaries, etc., of investigators of applicants for mother's allowance.

Missouri.—P. 284. Repeals secs. 8996-9002, Rev. Stat. 1929, and reenacts 7 new sections, with the same numbering. Several changes are made in the mothers' pension law. The tax levy is now extended to counties with a population of 350,000 to 700,000 instead of limiting it to counties of 250,000 to 500,000 population as heretofore.

New Hampshire.—Ch. 1. This act is an extension of ch. 145, Acts of 1929, and gives temporary aid for dependent mothers. Appropriation of \$75,000.

Ch. 106. Amends secs. 9 and 12, ch. 108, Pub.L. 1926 (as amended by chs. 145 and 177, Acts of 1929) and adds a new section, 14a. The act now provides for the payment of not more than \$8 a month per child to the parent of a motherless child.

New Mexico.—Ch. 49. Provides for the paying of mothers' pensions.

South Dakota.—Ch. 252. Amends sec. 10023, Comp.L. 1929. The qualifications for a pension allowance by the county are extended.

Texas.—Ch. 256. Amends art. 6228, of title 109, Rev. Civil Stat. 1925. The maximum monthly allowance for one child is increased to \$15 and for each additional child to \$6.

Wisconsin.—Ch. 76. Amends subsec. 6 of sec. 48.33, Wis. Stats. 1929. Provides for the payment of \$100 to cover the burial expenses of a minor child.

Ch. 352. Repeals subsec. 21 of sec. 69.28; and amends subsec. 3 of sec. 48.01; subsec. 5 of sec. 48.02; subsec. 7 of sec. 48.07; paragraphs c, d, of subsec. 5 of sec. 48.33; subsec. 1 of sec. 48.35; subsec. 2 of sec. 48.36; subsections. 2, 4, of sec. 48.38; subsec. 3 of sec. 48.39; sec. 48.47; subsec. 2 of sec. 166.11; subsec. 2 of sec. 166.18 and sec. 322.05. Also adds sec. 69.60 and subsec. 7 of sec. 322.04, Wis. Stats. 1929. The amended act relates to children under the mothers' pension law, and to the penalties for violation of the act.

ACTS OF 1932

New Jersey.—Ch. 263. Merely reenacts and enlarges the former State mothers' pension law.

Examination, Licensing, etc., of Workmen

Aviators

ACTS OF 1931

Alabama.—No. 152. Relates to licensing of pilots, etc. Creates a uniform aviation law.

No. 739. Regulation, etc., of airmen. Pilot's permit fee, \$2.

Arkansas.—No. 9. Amends secs. 7 and 10, Act No. 17, Acts of 1927. New law created which establishes a department of aeronautics.

Connecticut.—Ch. 108, p. 199. Amends sec. 3066, Rev. Gen. Stat. 1930. Fees for copies of report.

Florida.—Ch. 14642. Repeals ch. 11339, Acts of 1925. New act provides for licensing of aircraft and pilots.

Idaho.—Ch. 132. Amends sec. 6, ch. 137, Acts of 1929. Uses of State aeronautics fund.

Ch. 145. Amends sec. 3, ch. 137, Acts of 1929, and adds a new section (2A) relating to the adoption of the principles established by the United States Air Commerce Act of 1926.

Illinois.—P. 194 (ch. 15½, Rev. Stat. 1931). Repeals p. 85, Acts of 1928, and reenacts a new law regulating aeronautics, etc.

Kansas.—Ch. 6. Repeals secs. 3-101 to 3-112, and secs. 74-801 and 74-802, Rev. Stat. 1923, and creates a new act regulating the use, etc., of aircraft.

Massachusetts.—Ch. 244. Amends secs. 40 and 46, ch. 90, Gen.L. 1921 (added by sec. 1, ch. 534, Acts of 1922). License fee of \$3 is established for operators of gliders; renewal fee, \$2.

Ch. 303. Amends sec. 40, ch. 90, Gen.L. 1921 (as last amended by ch. 244, Acts of 1931). Subsequent examination fee for pilot's license is fixed at \$5. Secs. 41 and 53, ch. 90, Gen.L. 1921 (as last amended by ch. 388, Acts of 1928) are also amended.

Michigan.—No. 63. Repeals Act No. 138, Acts of 1927 (as amended by Act No. 148, Acts of 1929), and provides a new act for registration, etc., of aircraft.

New Hampshire.—Ch. 36. Regulates aviation. Registration fee of airmen, \$5.

New Jersey.—Ch. 190. Establishes a department of aviation and the licensing of aircraft and airmen.

North Dakota.—Ch. 91. Amends sec. 3, ch. 85, Acts of 1929. Adds aircraft "for hire" in license requirement of act.

Ohio.—P. 122 (H.B. No. 601). Repeals and reenacts secs. 6310-38 to 6310-44, Gen. Code, 1932. Also adds several new sections (6310-45 to 6310-49) relative to added authority of the director of aeronautics.

Oklahoma.—Ch. 50 (art. 5), p. 193. A uniform law licensing aircraft and pilots is established.

Oregon.—Ch. 218. Amends secs. 17-103, 17-111, and 17-121, Code of 1930. Relates to organization, etc., of aeronautics board. The appointment of an inspector is also provided.

Pennsylvania.—No. 277. Amends secs. 201, 301, 302, 402, 403, 404, 407, 410-412, 503, 504, 508, 601, 701, 704, 802-808, 813, 818, 1004, and 1005, Act No. 316, Acts of 1929. Aeronautics act amended. Applicant must secure Federal license as a prerequisite to a State license.

Philippine Islands.—No. 3909. Requires a license for all aviators.

Tennessee.—Ch. 73. Establishes a uniform State air licensing act.

Vermont.—No. 90. Amends secs. 1, 2, 4, and 6, Act No. 79, Acts of 1929. Provides that commissioner of motor vehicles issue licenses of airmen.

West Virginia.—Ch. 4. A board of aeronautics is established. Licensing of air pilots is provided. License fee not to exceed \$10.

Wyoming.—Ch. 106. Repeals secs. 1-3 and 5-8, ch. 66, Acts of 1929, and creates a new uniform State law for aeronautics.

ACTS OF 1932

New Jersey.—Ch. 51. Amends the title and secs. 2 and 9, ch. 190, Acts of 1931.

Kentucky.—Ch. 7. Repeals ch. 11, Acts of 1930, and enacts a new act regulating aviation and licensing of airmen. Annual registration fee of aircraft pilots is fixed at \$5.

Louisiana.—No. 97. A uniform air licensing act is created. Air-licenses required. Law states that a person must have an appropriate existing license under Federal law.

Barbers

ACTS OF 1931

Alabama.—No. 508. Regulates the licensing of barbers. Original license fee, \$15; renewal, \$15.

Arizona.—Ch. 39. Repeals ch. 76, Acts of 1929, and adds art. 15 to ch. 58, Code of 1928. Combination act for the regulation of business of barbering and cosmetology. Schedule of fees changed in several cases.

California.—Ch. 1116. Amends sec. 20, ch. 853, Acts of 1927. Merely changes the terms of members of the barber examining board.

Florida.—Ch. 14650. Regulates the business of barbering.

Georgia.—No. 293 (p. 157). Amends law regulating barbering in several respects.

Illinois.—P. 200 (ch. 163¼, Rev. Stat. 1931). Amends secs. 2-8 and 10, Acts of 1909. Apprentice barbers.

Iowa.—Ch. 55. Amends secs. 2585 b12-b14, b16, Code of 1931. Additional qualifications and regulations of applicants for barbers' license.

Massachusetts.—Ch. 418. Establishes a board of registration of barbers. Certificate of registration, \$10; annual renewal fee, \$2. Act, however, amends Gen.L., 1921, ch. 13, by adding after sec. 38 (as added by sec. 2, ch. 348, Acts of 1925) three new sections (39-41). Chapter 112, Gen.L. 1921, is also amended by inserting after sec. 87E (added by sec. 2, ch. 470, Acts of 1923) 14 new sections—87F-87S.

Montana.—Ch. 18. Amends secs. 3 and 9-11, ch. 127, Acts of 1929. Apprentice qualifications are specified. Fee, \$2. Board is empowered to appoint inspectors of barber shops.

Nevada.—Ch. 22. Repeals sec. 20, ch. 331, Acts of 1929 (sec. 779, Comp.L. 1929). Enlargement of application of act.

Ch. 207. Amends secs. 760, 763-765, 771-773, 775, and 777, Comp. L. 1929, and adds two new sections (17a and 17b). New requirements for license. Makes unlawful practice without certificate of registration.

New Mexico.—Ch. 35. Examination fee, \$10; certificate, \$5; renewal, \$5; apprentice examination, \$5; certificate, \$5; renewal, \$5.

North Carolina.—Ch. 32. Amends sec. 16, ch. 119, Acts of 1929.

Ch. 205. Amends sec. 23, ch. 119, Acts of 1929.

Ch. 323. Amends ch. 119, Acts of 1929.

Ch. 346. Amends ch. 119, Acts of 1929.

In general, the above amendments merely extend the barber act to other towns and counties of the State.

North Dakota.—Ch. 97. Amends sec. 3, ch. 101, Acts of 1927. No more than one apprentice may be employed in any one shop.

Ch. 98. Amends sec. 18, ch. 101, Acts of 1927. Prohibits use of room for other purpose than barbering.

Ch. 99. Amends sec. 5, ch. 101, Acts of 1927. Age for certificate is raised from 18 to 18½ years.

Oklahoma.—Ch. 24, art. 2, p. 36. A board of barber examiners is created. Application fee, \$5; registration fee, \$3.

Pennsylvania.—No. 202. Examination fee, \$5; application fee, \$2; apprentice fee, \$1; annual renewal fee, \$2.

South Dakota.—Ch. 209. Amends secs. 1, 4-7, 9, 11, 14, 15, and 18 of ch. 61, Acts of 1927. Barber schools must require 1,000 hours of instruction. Act also amended in several other respects.

Wyoming.—Ch. 67. Fees: Examination, \$10; certificate, \$5; apprentice examination, \$5; issuance of certificate, \$1.

ACTS OF 1932

Kentucky.—Ch. 139. Creates board of barbers and beautician examiners. Fees: Examination, \$10; issuance of certificate, \$5; apprentice examination, \$5; certificate, \$1; renewal of certificate of registration, \$3; and restoration of expired certificate, \$5.

Louisiana.—No. 126. Amends secs. 1, 2, 9, 14, 17, 18, 20, 21 and 22, Act No. 247, Acts of 1928. Fees are increased for examination to determine qualification. Additional rules are provided, the violation of which constitutes a violation of the act.

Mississippi.—Ch. 118. Amends ch. 131, Acts of 1930 (ch. 86, Code of 1930). Practically a new act regulating the practice of barbering within the State.

Rhode Island.—Ch. 1892. Amends sec. 9, ch. 156, Gen.L. 1923. Fee for certificate to engage in instruction is fixed at \$5. New and enlarged provisions for the conduct of a barbers' school. Certificate of approval, \$25; renewal fee, \$25.

Ch. 1961. Amends secs. 9 (as amended by ch. 1892, Acts of 1932) and 10, ch. 156, Gen.L. 1932. Approval of board must now be secured before a barber school may be operated. Barber shops may employ only one apprentice at a time.

Beauty-Parlor Operators

ACTS OF 1931

Alabama.—No. 558. Regulates the practice of cosmetology. Examination fee, \$10.

California.—Ch. 1131. Amends secs. 2-10, 12, 12a, 13-16, and 18-21, and also adds a new section (24) to ch. 845, Acts of 1927. License fee for hairdresser reduced from \$15 to \$10, and for permanent waving from \$10 to \$7.50.

Colorado.—Ch. 74. Operator's examination fee, \$5; manager or instructor's fee, \$10; itinerant cosmetologist, \$100. Renewal fees, \$3, \$5, \$25, respectively.

Connecticut.—Ch. 182 (p. 190). Amends secs. 2895, 2899, 2900, and 2904, ch. 165, Rev. Gen. Stat. 1930. License fee for assistant hairdresser reduced from \$5 to \$2.

Hawaii.—No. 25. Amends sec. 29, Act 145, Acts of 1929. Power to prosecute for violations of act is no longer under the attorney-general.

No. 255. Amends sec. 17, Act 145, Acts of 1929. Provides for the granting of a temporary license pending an examination to an applicant engaged for 3 years in business outside of Territory.

Michigan.—No. 176. Examination fee, \$5; reexamination fee after a second one, \$5.

Montana.—Ch. 14. Amends sec. 3, ch. 104, Acts of 1929. Exceptions to the requirements to practice or teach cosmetology are now omitted.

Ch. 13. Amends sec. 17, ch. 104, Acts of 1929. Penalties for violations of the act are now paid to the county treasury for benefit of the school funds.

Nevada.—Ch. 218. State board of cosmetology is created. Examination fees: Hairdresser and cosmetician, \$10; permanent waving, \$7.50; electrologist, \$10; and manicurist, \$2.50.

Rhode Island.—Ch. 1793. Amends secs. 6, 8, and 10, ch. 765, Acts of 1926. State examining board.

South Dakota.—Ch. 213. Amends sec. 8, ch. 77, Acts of 1927 (as amended by ch. 94, Acts of 1929). Educational qualifications are raised—operator must have eighth-grade school education, and training course must be not less than 1,000 hours, instead of 600 hours as heretofore.

Ch. 214. Amends sec. 13, ch. 77, Acts of 1927. Power given to board to make rules, etc., governing examinations of teachers in beauty schools.

Ch. 215. Amends sec. 7, ch. 77, Acts of 1927. Merely changes date, etc., of examinations.

ACTS OF 1932

Rhode Island.—Ch. 1940. Amends sec. 10, ch. 765, Acts of 1926. Merely requires the board to present its statement annually in July to the governor, together with any recommendations.

Chauffeurs

ACTS OF 1931

California.—Ch. 322. Amends sec. 69, ch. 253, Acts of 1929. Licenses expire December 31 of every second year and to be renewed biennially.

Ch. 1026. Amends ch. 266, Acts of 1923. Repeals sec. 20 of same act, and also amends and adds several new sections to the California Vehicle Act.

Colorado.—Ch. 122 (part 3, p. 517 et seq.). Chauffeurs' licenses included in Uniform Motor Vehicle Act. Licenses continue at \$2.

Delaware.—Ch. 15. Amends ch. 6 (236, sec. 199), Rev. Code, 1915, as amended by ch. 5, Acts of 1923. Fees are reduced from \$3 to \$1.50.

Illinois.—P. 777 (sec. 228, ch. 121, Rev. Stat. 1931). Amends sec. 27, Acts of 1919 (as amended by Acts of 1923 (p. 546)). Defines chauffeur as one engaged principally in the occupation and not incidentally.

Indiana.—Ch. 178. Amends secs. 15-17, ch. 162, Acts of 1929. Sec. 20 of the same act is repealed. Violations and suspension of licenses.

Iowa.—Ch. 114. Repeals secs. 4943-4960, Code of 1927, and creates a new act.

Kansas.—Ch. 80. A uniform operator's and chauffeur's license act is created. Chauffeur's license, \$2.

Maine.—Ch. 255. Amends sec. 36, ch. 29, Rev. Stat. 1930. Application fee reduced from \$5 to \$3, provided chauffeur does not hold an operator's license, but if he does hold one, the fee hereafter is fixed at \$1.50 instead of \$3.

Maryland.—Ch. 498. Merely supplements State motor vehicle code.

Michigan.—No. 91. Repeals secs. 24 and 26, Act No. 302, Acts of 1915 (secs. 4645, 4646, Comp.L. 1929) as last amended by Act No. 287, Acts of 1925. Also repeals Act No. 368, Acts of 1919 (secs. 4677-4685, Comp.L. 1929). Chauffeur's license fixed at \$2.

Minnesota.—Ch. 196. Amends sec. 2, ch. 433, Acts of 1929. Deputy registrars of motor vehicles may be appointed to conduct examinations.

Nevada.—Ch. 164. Licensing and registration of chauffeurs act provides that no fee shall be charged.

New York.—Ch. 306. Amends subd. 1, sec. 20, ch. 54, Acts of 1929 (sec. 20, ch. 64-a, Cahill's Consol.L. 1930).

Oregon.—Ch. 264. Repeals secs. 55-301 to 55-308, Code of 1930, and reenacts practically a new act. License fee fixed at \$1. Annual renewal fee, \$1. Minimum age, 18 years.

ACTS OF 1932

Alabama.—No. 231 (extra session). Amends sec. 9, Act No. 290, Acts of 1923. Defines a chauffeur as an operator who directly or indirectly receives compensation for operating a motor vehicle on public highways. Certain exceptions are enumerated.

Louisiana.—No. 21 (p. 200). This act is a new motor vehicle law. Powers of Louisiana Highway Commission are enlarged. License fee fixed at \$3.

Virginia.—Ch. 342 (sec. 36). This act constitutes the Motor Vehicle Code of Virginia. Licensing fee of chauffeurs is fixed at \$5 annually.

Ch. 385. Virginia Operator's and Chauffeur's License Act. Fee, \$2. Applicant must be 18 years of age, beginning July 1, 1933.

Electricians

ACTS OF 1931

Maryland.—Ch. 344. Adds 17 new sections (268A-268Q) to art. 2, Code of Pub. Local Laws, 1930. Creation of board of examiners and supervisors of electricians in Anne Arundel County.

Motion-Picture-Machine Operators

ACTS OF 1932

Puerto Rico.—Act No. 36. Amends secs. 1, 3, 4, 6, 8-10, 12, and 14, and repeals secs. 5 and 11, Act No. 13, Acts of 1923. Act is amended in several respects, and is enlarged to include expert electricians (main change) under the provisions of the law.

Plumbers

ACTS OF 1931

Alabama.—No. 628. Regulates the licensing of plumbers in counties of 100,000 population. Master plumber's license, \$15; journeyman, \$5; renewal fees \$10 and \$2.50, respectively.

Iowa.—Ch. 148. Amends sec. 5778, Code 1927.

Massachusetts.—Ch. 193. Amends sec. 6, ch. 142, Gen.L. 1921 (as last amended by ch. 397, Acts of 1930). Relates to deferred renewals of licenses.

Missouri.—P. 287. Repeals secs. 14853 and 14866, Rev. Stat. 1929, and enacts two new sections using the same numbering. Application of law to cover counties hereafter with 200,000 to 400,000 population.

North Carolina.—Ch. 52. A State board of plumber examiners is created. License fee fixed at \$50.

Pennsylvania.—No. 78. Amends secs. 1 and 2, Acts of 1911 (June 7), as later amended. Examination fee increased from \$5 to \$25.

Wisconsin.—Ch. 431. Act repeals secs. 145.01 to 145.09, Wis. Stats. 1929, and adds 13 new sections, to be designated secs. 145.01 to 145.13. New act created relating to the licensing of plumbers, etc.

ACTS OF 1932

District of Columbia.—47 U.S.Stat.L. 659. Amends secs. 3 and 4 of an act of June 18, 1898 (30 U.S.Stat.L. 477). Qualifications for plumber's license are extended. Fees are fixed at not less than \$10 nor more than \$25 per annum.

Kentucky.—Ch. 140. Provides for registration, etc., of plumbers, under the jurisdiction of State board of health. Fees: Examination, master plumber, \$25; certificate of registration, \$25 renewal, \$10; examination, journeyman plumber, \$5; registration, \$5; and renewal, \$3.

Stationary Engineers

ACTS OF 1931

New Jersey.—Ch. 168. Amends secs. 3-5, 7, and 12, Act No. 151, Acts of 1919. Jurisdiction of appointment of steam-boiler inspectors is vested in civil service commission. (See 1932 amend. below.)

ACTS OF 1932

New Jersey.—Ch. 118. Supplements ch. 363, Acts of 1913 (as last amended by ch. 168, Acts of 1931). Inspection of refrigerating plants by insurance carriers is acceptable in lieu of State inspection. Insurance carrier is required to pay inspection fee (collected from owner) of \$1, for each annual inspection, to the State.

Vessel, etc., Employees

ACTS OF 1931

Alabama.—No. 81. A pilot commission is created, with power to regulate pilots and fix fees.

No. 611. Vests pilot commission with authority to make rules and regulations. Jurisdiction does not extend to harbor masters or deputy masters.

Florida.—Ch. 14820. Amends sec. 3872, Comp.Gen.L. 1927 (as last amended by ch. 13758, Acts of 1929). Merely changes the number of pilots assigned to the several ports of the State.

Maine.—Ch. 148. Prohibits the licensing of any person under 16 years of age, as master, pilot, etc., of any vessel.

Maryland.—Ch. 27. Repeals sec. 4, art. 74, Annot. Code, 1924, and reenacts a new law, authorizing the licensing of pilots of vessels of 17 feet draft instead of 13 feet as heretofore.

Oregon.—Ch. 293. Amends secs. 65-301, 65-313, 65-316, and 65-317, ch. 3, title 65, Code of 1930. Merely defines pilotage ground in Coos Bay.

Mechanics' Liens

ACTS OF 1931

Alaska.—Ch. 30. Repeals sec. 705, Comp.L. 1913, and enacts a new law providing liens to any person performing labor on personal property.

Arizona.—Ch. 87. Amends sec. 2033, Rev. Code, 1928. Procedure.

California.—Ch. 819. Amends sec. 1186, Code Civ. Proc. Priority of liens.

Ch. 830. Amends secs. 1184 (as amended by ch. 144, Acts of 1921), 1184d (as added by ch. 308, Acts of 1925), Code Civ. Proc. Relative to notice and furnishing of bonds.

Illinois.—P. 667 (sec. 59a, ch. 82, Rev. Stat. 1931). Amends sec. 50a of act of March 25, 1874. Thresher's lien may run for 8 months instead of 4, after completion of services.

Maryland.—Ch. 142. Repeals sec. 760, art. 11, Code of Pub. Local Laws, 1930, and reenacts new section. Act applies only to Frederick County. Relates merely to filing time of a thresher's lien.

Michigan.—Ch. 103. Amends sec. 4795, Comp.L. 1929. Garage keeper's lien for labor, etc., is extended to cover work done on an airplane.

Montana.—Ch. 112. Amends secs. 8366, 8367, Rev. Code, 1921 (as amended by ch. 20, Acts of 1929). Fixes amount of thresher's lien and time of notice.

New Jersey.—Ch. 233. Amends sec. 4, ch. 280, Acts of 1918. Relative to laborers performing public improvements.

New Mexico.—Ch. 11. Liens on gas and oil wells, etc., including pipe lines.

North Carolina.—Ch. 48. Liens on finishers, bleachers, etc.

North Dakota.—Ch. 176. Amends sec. 6877, Comp.L. (Supp.) 1925. Lien extended to machinist or garage keeper for repairs on automobiles, engines, threshing or well machines.

Ch. 177. Amends ch. 156, Acts of 1929. Procedure. Lien must be filed within 30 days instead of 20. Threshing combines and harvesting work now included.

Oregon.—Ch. 94. Amends sec. 51-701, Code of 1930. Fishing gear.

Ch. 111. Amends sec. 51-506, Code of 1930. Procedure. Copy of denial must be sent by registered mail to the lien claimant.

Ch. 231. Amends sec. 51-1002, Code of 1930. Lien law extended to include manufacture of slabwood, also storage of lumber, etc.

Puerto Rico.—No. 73. Wages earned in construction, etc., of any improvement constitutes a lien on the property. Claim must be made within 60 days of completion of work.

South Dakota.—Ch. 175. Amends sec. 1683, 1684, 1685, Comp.L. 1929. Liens on combines, corn huskers, shredders, silage cutters, seed hullers.

Utah.—Ch. 5. Amends sec. 3740, Comp.L. 1917. Enforcement of liens.

Ch. 6. Amends sec. 3736, Comp.L. 1917. Filing and recording notice of liens.

Wisconsin.—Ch. 15. Amends sec. 289.32, Wis. Stats. 1929, and also creates a new section (289.325). Lien to a person furnishing supplies for performing labor upon certain property.

Ch. 140. Amends sec. 289.47, Wis. Stats. 1929. Garage keeper's lien extended.

Ch. 270. Creates a new section (289.025). Any money paid to a contractor constitutes a trust fund to the amount of all claims due for work, labor, etc.

Acts of 1932

Louisiana.—No. 161. Lien on oil and gas, etc., wells.

New York.—Ch. 531. Amends art. 2, ch. 38, Acts of 1909 (ch. 34, Cahill's Consol.L. 1930) by adding a new section (36-e). Magistrates and justices of the peace of the county in which the improvement is situated are given jurisdiction.

Ch. 532. Amends art. 2, ch. 38, Acts of 1909 (ch. 34, Cahill's Consol.L. 1930) by adding a new section (36-d). Requires books and statements of funds be kept, etc.

Ch. 533. Amends art. 2, ch. 38, Acts of 1909 (ch. 34, Cahill's Consol.L. 1930) by adding a new section (39-c). Provides merely for the repossession of materials not used.

Ch. 627. Amends part of sec. 2, ch. 38, Acts of 1909 (ch. 34, Cahill's Consol.L. 1930) (as last amended by ch. 515, Acts of 1929) and also another part (as last amended by ch. 859, Acts of 1930), and also adds 6 new paragraphs to such section. Also amends sec. 7, ch. 38, Acts of 1909 (as last amended by ch. 515, Acts of 1929); adds a new section (12-a); amends subsecs. 2 and 3, sec. 13 (as last amended by ch. 859, Acts of 1930); sec. 13 (as last amended by ch. 859, Acts of 1930), by adding two new subdivisions (4 and 5); subd. 1, sec. 25 (as last amended by ch. 859, Acts of 1930); adds 2 new sections (25-a and 25-b); and also amends sec. 36 (as last amended by ch. 859, Acts of 1930); sec. 36-b (as last amended by ch. 859, Acts of 1930). Amends the lien law generally.

Virginia.—Ch. 161. Amends sec. 6426, Code of 1919 (as amended by ch. 498, Acts of 1922). Shrubbery furnished for improvement

of grounds is deemed materials furnished for improvement of such building and permanently annexed to the freehold.

Ch. 329. Amends sec. 6438, Code of 1919 (as amended by ch. 9, Acts of 1922). Priority of liens extended to cover foremen and superintendents (to the extent of not more than \$25 per week) of any mining or manufacturing company.

Assignment of Wages—Wage Brokers

ACTS OF 1931

Delaware.—Ch. 246. Amends ch. 100, Rev. Code, 1915 (as amended by ch. 260, Acts of 1929). The following sections are repealed and new ones substituted—3556, sec. 121; 3557, sec. 122; 3558, sec. 123; and 3560, sec. 125, ch. 260, Acts of 1929. Small loans.

New Hampshire.—Ch. 163. Amends ch. 269, Pub.L. 1926, by adding a new section (1a) providing for the termination of licenses on April 1, and amending sec. 6, relative to issuance of license. Also authorizes appointment of a commission of 5 members to study the net incomes of licensees, and the effect of the interest rate upon the welfare of the citizenry.

Oregon.—Ch. 385. Repeals secs. 22-2601 to 22-2614, Code of 1930, and establishes new provisions for regulating the business of loans of \$300 or less.

ACTS OF 1932

Kentucky.—Ch. 46. Amends sec. 4758a-3, Stats. 1930, by providing penalties for violations of the act. Penalty of \$50 to \$200 for each offense.

New Jersey.—Ch. 62. A new small loan (\$300) act is enacted. License fee, \$200. Bond must be given. Rate of interest fixed as 2½ percent per month. Repeals ch. 49, Acts of 1914; ch. 251, Acts of 1928; and ch. 293, Acts of 1929.

Sunday Labor

ACTS OF 1931

Alaska.—Ch. 20. Amends sec. 2021, Comp.L. 1913. Theaters and motion-picture houses are exempt from the Sunday closing law.

Connecticut.—Ch. 155, p. 267. Amends sec. 6295, Rev. Gen. Stat. 1930. Limitation of Sunday afternoon hours is eliminated from the law.

Delaware.—Ch. 269. Amends ch. 153, Rev. Code, 1915, by adding at the end of 4784, sec. 4, a provision permitting certain sports to be enjoyed in the city of Wilmington.

Maryland.—Ch. 66. Repeals sec. 472, art. 10, Code of Pub. Local Laws, 1930, relating to Sunday hours of labor in Dorchester County.

Massachusetts.—Ch. 71. Amends sec. 17, ch. 136, Gen.L. 1921. Commercial fishing on Sunday is forbidden.

Ch. 240. Amends sec. 6, ch. 136, Gen.L. 1921 (as last amended by ch. 179, Acts of 1930). Authorizes the manufacture and distri-

bution of oxygen, hydrogen, nitrogen, acetylene, and carbon dioxide on Sunday. (See 1932 amend. below.)

Nebraska.—Ch. 43. Repeals sec. 28-938, Comp. Stat. 1929, and reenacts a new section. Exempts from the Sunday hours of labor law, cities, etc., in which public dances are supervised by municipal authorities.

New Hampshire.—Ch. 155. Amends ch. 385, Pub.L. 1926, by adding a new section (5-a). Provides that any city may adopt ordinances permitting retail businesses, etc., to operate on Sunday.

New Mexico.—Ch. 29. Repeals sec. 35-4003, Stat. 1929. Exempts certain industries from the Sunday labor law.

Ohio.—P. 192 (S.B. No. 77). Amends sec. 13049, Gen. Code, 1930. Adds to list of prohibitions the exhibition of motion pictures in the forenoon on Sunday.

South Carolina.—No. 47. Repeals secs. 4890-4893, vol. 3, Code of 1922, and amends law relating to operation of railroad trains on Sunday.

Texas.—Ch. 116. Amends art. 287, Pen. Code, 1925 (as amended by ch. 139, Acts of 1925). Exempts operation of motion-picture theaters from Sunday hours of labor law.

Wisconsin.—Ch. 267. Adds a new section (351.66 (1) (2)) to Wis. Stats. 1929. Prohibits manufacture of bakery products on Sundays in counties of 500,000 population, provided they are to be sold on the same day.

J.R. No. 114 (p. 956). Provides for a referendum on Sunday labor laws at election in April 1932.

ACTS OF 1932

Massachusetts.—Ch. 96. Amends sec. 6, ch. 136, Gen.L. 1921 (as last amended by ch. 240, Acts of 1931). The delivering of kosher meat is permitted on Sunday, as well as the selling of such article.

Mississippi.—Ch. 248. Amends sec. 1131, Code of 1930. Municipalities are authorized to prescribe the number of hours on Sunday (not exceeding 3) during which garages and gasoline stations shall be closed.

Virginia.—Ch. 328. Amends sec. 4570, Code of 1919, by exempting from the law the sale of gasoline or any other motor oil.

Legal Holidays in the States and Territories

ACTS OF 1931

The following States designated November 11 a legal holiday, to be known as Armistice Day:

Indiana.—Ch. 88.

Michigan.—No. 12.

Nevada.—Ch. 60.

Wisconsin.—Ch. 17.

While *Tennessee* had previously declared Armistice Day a holiday, chapter 2 imposed a duty upon the governor to proclaim such a day be observed, and *Delaware* (ch. 234) provided that educational institutions hold exercises on such day if in session.

Alabama.—No. 689 (H.J.Res., p. 820). Officially declares October 12, as a holiday, to be known as Columbus Day and Fraternal Day.

Missouri.—P. 260. April 13 (Jefferson Day) established as a legal holiday.

Puerto Rico.—No. 3. January 6 declared an official and legal holiday. A resolution (J.R. No. 25, p. 940) declares the anniversary of the discovery of Puerto Rico (November 19) a holiday.

Texas.—Ch. 8. Amends art. 4591, Rev. Civ. Stat., 1925. Designates January 19 (Lee's birthday) as a legal holiday.

Utah.—Ch. 1. Provides that Arbor Day, instead of being fixed by law, shall hereafter be selected by the governor on a day between March 1 and April 15.

United States.—46 U.S.Stat.L. 1482. Provides for a Saturday half-holiday throughout the year for all civil-service employees of the United States and of the District of Columbia.

Delaware.—Ch. 233. Amends ch. 78, art. 17, 2841 sec. 197, Rev. Code, 1915. Provides merely for the observance of a holiday on Monday whenever the day falls on a Sunday.

Alaska.—Ch. 85. Holidays falling on Sunday are to be observed on Monday, as in the case of the above Delaware act.

ACTS OF 1932

Alabama.—No. 149 (extra session). Amends act of September 29, 1919, declaring Armistice Day a legal holiday.

Kentucky.—Ch. 123. Creates June 3 (Confederate Memorial Day) a legal holiday.

Louisiana.—No. 165. Designates certain holidays to be observed. General election day apparently has been omitted from the list.

Railroads—Train Crews

ACTS OF 1931

Wisconsin.—Ch. 304. Adds a new subsec. (4a) to sec. 192.25, Wis. Stats. 1929. Full train crew law extended to switching engines.

Bakeries and Preparation, Distribution, etc., of Food Products

ACTS OF 1931

California.—Ch. 176. Amends sec. 7, ch. 701, Acts of 1921. Relates merely to the handling, sale, and return of bakery products.

Connecticut.—Ch. 141, p. 178. Adds a section to ch. 139, Rev. Gen. Stat. 1930. Transfers jurisdiction over bake shops, etc., from the commissioner of labor and factory inspection to the dairy and food commissioner.

Rhode Island.—Ch. 1742. Amends the factory inspection act to include places where food is prepared for sale. (See text of law on p. 117.)

ACTS OF 1932

Rhode Island.—Ch. 1903. Amends sec. 26, ch. 85, Gen.L. 1923 (as amended by ch. 1570, Acts of 1930). Exempts vehicles used in interstate commerce. A health certificate must be filed by employee in

the bakery, and renewed every 6 months, showing that employee is free from certain contagious diseases.

Regulations Governing Laundries

ACTS OF 1931

Rhode Island.—Ch. 1767. Amends ch. 1200, Acts of 1928, by adding a new section (7). Regulations may apply to the town of Bristol upon acceptance by the council.

Injuries Causing Death, Right of Action for

ACTS OF 1931

Hawaii.—No. 16. Amends sec. 2681, Rev.L. 1925. No action is maintainable by a dependent when a remedy is provided under the workmen's compensation law.

New Mexico.—Ch. 19. Amends sec. 36-101, Stat. 1929. Amount recoverable is increased from \$5,000 to \$7,500 in the liability of common carriers.

Wisconsin.—Ch. 263. Amends sec. 331.04, Wis. Stats. 1929. Amount recoverable is increased from \$10,000 to \$12,500.

ACTS OF 1932

Rhode Island.—Ch. 1912. Amends sec. 14 ch. 333, Gen.L. 1923. A cause of action hereafter is made to survive the death of the person liable for damages.

Vocational Rehabilitation—State and Federal Cooperation

ACTS OF 1931

California.—Ch. 981. Act amends sec 3.515 of the school code (p. 128) by providing that the State board of education shall direct its vocational rehabilitation program through the director of the board.

Illinois.—P. 221 (secs. 383, 385, 387, 388, 388a, ch. 23, Rev. Stat. 1931). Amends secs. 1, 3, 5, 6, and 8 and adds a new sec. (5a) to Acts of 1921 (p. 11). A division for vocational rehabilitation is established under the control of the State board for vocational education.

New Hampshire.—Ch. 48. Affirms the acceptance of the Federal act, which was originally accepted by ch. 18, Acts of 1925. Appropriation, \$1,000.

Puerto Rico.—No. 27. Provides for the acceptance of Federal act. Appropriation, \$17,000.

United States.—46 U.S.Stat.L. 1489. Vocational rehabilitation act extended to Puerto Rico. Appropriation, \$15,000.

ACTS OF 1932

United States.—47 U.S.Stat.L. 448. Act authorizes appropriations for cooperation with States in promotion of vocational rehabili-

tation. One million dollars for each of fiscal years ending 1934, 1935, 1936, and 1937.

Old-Age Pensions

ACTS OF 1931

California.—Ch. 608. Amends secs. 2, 4, 5, 13, 14, 16, 22, 23, adds secs. 21½ and 18½, and repeals sec. 24 ch. 530, Acts of 1929. New considerations for determining the age of an applicant are provided. An inmate in an institution may apply for a pension, but aid will not begin until the applicant ceases to be an inmate.

Colorado.—Ch. 131. Amends secs. 1–3 (subd. A) and 18, ch. 143, Acts of 1927. The old-age pension act was made mandatory and the age requirement was reduced from 70 to 65 years.

Delaware.—Ch. 85,¹ A State old-age welfare commission was established.

Ch. 189. The State old-age welfare commission was authorized to erect a State welfare home.

Idaho.—Ch. 16.²

Maryland.—Ch. 114. Repeals art. 70A (Ann. Code, Supp. 1929), and reenacts a new article. Amends original act (ch. 538, Acts of 1927) in several respects. Administration of act is placed under county commissioners instead of courts and in Baltimore under the supervision of city charities.

Massachusetts.—Ch. 398. Provides for a temporary (1931 and 1932) old-age assistance tax of \$1, to be levied on all male inhabitants over 20 years of age. The commissioner of corporations and taxation is directed to consider methods for financing the old-age pension law, and to report to the legislature by December 7, 1932. (See 1932 amend. below.)

Minnesota.—Ch. 8. Merely authorizes the transfer of county funds to pay pensions under the act (ch. 47, Acts of 1929) whenever tax levies are insufficient.

Ch. 72. Amends secs. 2, 8, 9, 18 (subd. 1), and 20, ch. 47, Acts of 1929.

Ch. 138. Amends secs. 1, 2, 7 (subd. 1), 8–11, 12 (subd. 2), 14, 16, 18 (subd. 1), 20, and adds a new sec. (20a) ch. 47, Acts of 1929. The board of county commissioners is hereafter empowered to administer the old-age pension act instead of the district judges.

Missouri.—P. 385. Authorizes a proposed constitutional amendment relative to granting of old-age pensions to be submitted to the electorate in November 1932. (Amendment passed, see Acts of 1933, p. 478.)

New Hampshire.—Ch. 165.³

New Jersey.—Ch. 219.⁴ (See 1932 amend. below.)

West Virginia.—Ch. 32.⁴

Wisconsin.—Ch. 109. Amends subsec. 2 of sec. 49.22, Wis. Stats. 1929. Provides for an alternative condition for receiving a pension, i.e., that the applicant "was born in the United States."

¹ For analysis of act see Monthly Labor Review, April 1931, p. 86.

² For analysis of act see Monthly Labor Review, June 1931, p. 82.

³ For analysis of act see Monthly Labor Review, September 1931, p. 59.

⁴ For analysis of act see Monthly Labor Review, June 1931, p. 85.

Ch. 239. Amends subsec. 2 of sec. 49.20; subsec. 1 of sec. 49.23; sec. 49.26; subsec. 2, of sec. 49.37; and adds a new subsection (4) to sec. 49.37 of Wis. Stats. 1929.

After July 1, 1933, the old-age pension law shall apply to all counties. Inmates of institutions may apply for a pension but no aid shall be granted until released from such institution.

Wyoming.—Ch. 35. The counties are authorized to raise pension funds by the levy of a tax (not to exceed $\frac{1}{2}$ mill) on the assessed valuation of property.

ACTS OF 1932

Massachusetts.—Ch. 259. Amends secs. 1 and 8, ch. 398, Acts of 1931; also amends ch. 118A, Gen.L. 1921 (as inserted by sec. 1, ch. 402, Acts of 1930). Extends the tax on male citizens through 1933, and also provides for reimbursement of tax moneys to cities, etc.

New Jersey.—Ch. 262. Amends sec. 14, ch. 219, Acts of 1931. Relates to nature and kind of investments of surplus funds, also limitations as to investments.

Pensions for Indigent Blind

ACTS OF 1931

Arkansas.—No. 158. Provides for the pensioning of indigent blind citizens of the State. Financed by taxing businesses engaged in operating billiard and pool tables.

Protection of Wages of Employees, etc., of Contractors

ACTS OF 1931

Hawaii.—No. 163. Amends secs. 161, 1478, and 2679, Rev.L. 1925. Public buildings and works.

Illinois.—P. 385 (secs. 15, 16, ch. 29, Rev. Stat. 1931). Contractors are required to give bond on public construction projects for the payment of labor, etc.

Indiana.—Ch. 168. Amends secs. 1 and 2, Acts of 1911 (March 4) (as amended by ch. 44, Acts of 1925). Act enlarged to include assessment districts.

Iowa.—Ch. 208. Amends sec. 10299, Code of 1927 (as amended by ch. 244, Acts of 1929), also secs. 10306, 10312, 10313, Code of 1927. Relates to action on contractor's bond.

Kansas.—Ch. 227. Act amends sec. 1, ch. 198, Acts of 1925. Bond made applicable to subcontractors furnishing labor, etc.

Minnesota.—Ch. 229. Amends sec. 9700, Gen. Stat. 1923. Requires that bonds must cover cost of enforcing terms of the bond, and attorneys' fees.

Montana.—Ch. 20. Requires that contractors must furnish bonds.

Nevada.—Ch. 208. Original contractor is made liable for labor indebtedness incurred by any subcontractor. (See text of law on p. 82.)

Ch. 212. Provides for registration of contractors on public works exceeding \$10,000.

New Jersey.—Ch. 318. Amends sec. 3, ch. 75, Acts of 1918. Procedure relative to filing of a claim. Action may be brought now against a surety within 80 days instead of 60 days as heretofore.

North Dakota.—Ch. 100. Amends sec. 6832, Rev. Code, 1913 (Supp.). Bond enlarged to cover supplies used for machinery and motor-power equipment.

Ch. 223. Relates to enforcement of subcontractor's claims.

Oregon.—Ch. 280. Amends 67-1101, Code of 1930. Claim on bond must be filed within 6 months instead of 1 year.

Pennsylvania.—The subject of the protection of wages of employees of contractors received attention in this State by the following acts: No. 130 (sec. 617b), No. 144 (sec. 2408h), No. 145 (cl. 54, sec. 1202), No. 146 (sec. 564), No. 293, No. 294, No. 317 (sec. 1905), No. 321, No. 331 (sec. 1804), and No. 353 (sec. 3).

Philippine Islands.—No. 3688. Act provides for the protection of persons furnishing labor, etc., on the construction of public works.

Wyoming.—Ch. 73 (secs. 74, 75). Amends secs. 4887 and 4888, Comp. Stat. 1920. Act is clarified relative to securing of contractors' bonds on irrigation works.

ACTS OF 1932

District of Columbia.—47 U.S.Stat.L. 608. Provides that contractors awarded a contract for public buildings, etc., for the District of Columbia must give bond for the protection of persons furnishing labor and materials.

New Jersey.—Ch. 142. Amends ch. 75, Acts of 1918 (as amended by ch. 110, Acts of 1920). Act is enlarged to cover fuels, oils, implements, or machinery, etc., furnished in the construction of public buildings or works.

Virginia.—Ch. 275. Provides that funds paid by the owner to a general contractor shall be used for the purpose of paying persons performing labor upon such construction. Penalties for violations are provided.

Retirement of Public Employees

ACTS OF 1931

California.—Ch. 700. Establishes a contributory retirement system for State employees.

Ch. 811. Amends ch. 373, Acts of 1919 (as amended), by adding a new section (3½). County employees are excluded from participating in other pension systems.

Colorado.—Ch. 157. A retirement plan optional for employees already employed, but compulsory for future employees is established.

Hawaii.—No. 172. Provides for the payment of balance of a pension upon death of the pensioner.

No. 219. Prior service credits are extended to employees who were in military, coast guard, or public health service between April 5, 1917, and July 2, 1920.

Illinois.—P. 306 (ch. 24, Rev. Stat. 1931). Amends secs. 11, 39, 42, 46, 47, 60, p. 211, Acts of 1921, and adds two new sections (6½)

and (56½). Municipal employees in cities exceeding 200,000 population.

P. 856 (ch. 24, p. 631, Rev. Stat. 1931). Repeals act of 1911 (ch. 24, p. 538, Rev. Stat. 1917). Act extending a pension system to municipal employees in cities, etc., of 100,000 population is repealed, except as to any rights which accrued prior to the effective date of this act.

Kansas.—Ch. 124. A retirement system is established for public employees in cities of 50,000 to 90,000 population.

Maine.—Ch. 274. Amends secs. 20 and 21, ch. 158, Rev. Stat. 1930. State retirement act was liberalized, so as to include officers as well as employees. A person 70 years of age with 20 years' good record may be retired, as may also any official recommended by the governor and council.

Massachusetts.—Ch. 378. Amends sec. 1, ch. 32, Gen.L. 1921 (as amended by ch. 341, Acts of 1922); also amends sec. 5, ch. 32 (as last amended by sec. 3, ch. 335, Acts of 1930), by adding a new paragraph providing for rights and benefits of members while receiving workmen's compensation payments from the State. The amending act further amends the definition of "continuous service" under the State retirement act, by providing that a period of absence while receiving other benefits shall not break the continuity of service.

Minnesota.—Ch. 244. Amends ch. 522, Acts of 1919. Authorizes the payment of pension to a surviving spouse of a deceased public employee of certain cities.

Ch. 307. A retirement system for county employees, and employees of cities of the first, second, or third class, and employees in villages of 7,000 population is established.

Ch. 351. Amends ch. 191, Acts of 1929. The retirement act includes a State employee employed in any capacity.

New Jersey.—Ch. 369. Amends ch. 109, Acts of 1921 (as last amended by chs. 170 and 261, Acts of 1924). State employees who are veterans of any war may withdraw from the retirement system and have payments returned with interest.

New York.—Ch. 130. Amends sec. 61, subd. 3, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 765, Acts of 1921 (as amended by ch. 684, Acts of 1926). Age minimum reduced from 50 to 45, by which an employee discontinued from service after 20 years may be paid an additional amount of pension. (See 1932 amend. below, chs. 98 and 454.)

Ch. 131. Amends sec. 53, subd. 5, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 741, Acts of 1920 (as amended by ch. 139, Acts of 1930). Act merely changes the date relative to prior service. (See 1932 amend. below.)

Ch. 193. Amends ch. 15, art. 4, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) by adding a new section (68-a). Relative to optional retirement before the age of 60. (See 1932 amend. below.)

A member may retire at 55 provided an increased contribution is made to the fund.

Ch. 239. Amends sec. 63, subd. 1, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 741, Acts of 1920 (as amended by ch. 684, Acts of 1926). Provides for superannuation retirement or for any other cause after reaching 60 years of age.

Ch. 258. Amends ch. 466 (sec. 1703-a), Acts of 1901, as added by ch. 786, Acts of 1928 (as amended by ch. 753, Acts of 1930). Extension of time for entry into the system (New York City employees) with credit for prior service. (See 1932 amend. below.)

Ch. 260. Amends ch. 466 (sec. 1092, subd. h), Acts of 1901 (as added by ch. 303, Acts of 1917 and as amended by ch. 658, Acts of 1930). Relative to prior service credit and retirement allowance under New York City teachers' retirement system.

Ch. 261. Amends ch. 466 (sec. 1092, sub. par. (b) of par. 1, of subd. M), Acts of 1901 (as amended by ch. 303, Acts of 1917). Pension (New York City teachers) allowance is based on 1 percent of the average salary for each year of service, whenever a contributor has rendered less than 20 years' service at date of retirement.

Ch. 299. Amends ch. 21 (sec. 1109M), Acts of 1909 (ch. 16, Cahill's Consol.L. 1909) (as amended by ch. 140, Acts of 1910, and as added by ch. 503, Acts of 1920). Act also amends ch. 15 (sec. 73), Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 592, Acts of 1922 (as amended by ch. 684, Acts of 1926). Transfer of contributions between various retirement systems is regulated.

Ch. 334. Amends sec. 52-c, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as added by ch. 713, Acts of 1928 (as amended by chs. 713, 714, Acts of 1930); amends subd. 3, sec. 57, ch. 15, Acts of 1909, as added by ch. 741, Acts of 1920 (as last amended by ch. 14, Acts of 1929); amends subd. 2, sec. 62, ch. 15, Acts of 1909, as added by ch. 741, Acts of 1920 (as last amended by ch. 138, Acts of 1930); amends sec. 65-b of ch. 15, Acts of 1909, as added by ch. 684, Acts of 1926 (as amended by ch. 578, Acts of 1927); amends sec. 76, ch. 15, Acts of 1909, as added by ch. 591, Acts of 1922 (as last amended by ch. 140, Acts of 1930). Membership in the retirement system is extended to clerks or secretaries of congressmen. Salaried employees of the legislature and appointees of the governor are exempt from compulsory retirement. (See 1932 amend. below, chs. 8 and 10.)

Ch. 389. Amends ch. 15 (sec. 67), Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 741, Acts of 1920 (as last amended by ch. 421, Acts of 1929). Modifies the application of the retirement system in total disability cases or death by extending to members the right to treatment in accordance with the workmen's compensation law, in addition to any annuity granted under the civil-service law. Act applies to both State and municipal employees. (See 1932 amend. below.)

Ch. 393. Amends sec. 52, subd. 1, par. (f), ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 141, Acts of 1930. Merely extends time of joining the retirement system, for one with prior service.

Ch. 400. Amends ch. 15, art. 4, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as added by ch. 741, Acts of 1920, by adding a new section (63a). Provides for an elected optional benefit to a beneficiary of a member with 45 years' service, who died before the time specified in the notice for his retirement.

Ch. 424. Amends sec. 76, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as added by ch. 591, Acts of 1922 (as last amended by ch. 140, Acts of 1930). Merely relates to prior service credits. This section was also amended by ch. 334, which effected same change as made by this act.

Ch. 483. Amends sec. 52c, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 713, Acts of 1928 (as last amended by ch. 334, Acts of 1931). Act extended to referees in bankruptcy.

Ch. 546. Amends sec. 1709, ch. 466, Acts of 1901 (as last amended by ch. 655, Acts of 1930). Act regulates annuity, pension, etc., rights of employees involuntarily separated from city service.

Ch. 549. Amends ch. 466, Acts of 1901, by adding a new section (1091a). Relates to certificates for prior service.

Ch. 564. Amends sec. 1710, subd. 3, ch. 466, Acts of 1901 (as last amended by ch. 656, Acts of 1930). Merely extends the time for members to elect to retire at 55 years of age.

Ch. 760. Amends sec. 1092, ch. 466, Acts of 1901 (as amended by ch. 303, Acts of 1917), by adding a new definition to be known as definition (18-a). Average salary of a member retiring after 45 years' service is defined.

Pennsylvania.—No. 167. Amends clauses 6, 7, 9 and 10, of sec. 1, Act No. 331, Acts of 1923 (as last amended by Act No. 565, Acts of 1929). Clerks and secretaries employed by judges are included in the retirement act. Section 8 of the act (as amended by Act No. 565, Acts of 1929) is further amended by adding a new clause (9), relative to a transfer from one class to another. Clause 2 of sec. 11 of the act (as last amended by Act No. 565, Acts of 1929) extends the time for reentering the retirement system from 5 to 7 years.

No. 184. Amends sec. 3, Act No. 259, Acts of 1915 (as amended by Act No. 106, Acts of 1925). Any person employed by a city of the second class more than 20 years shall be allowed a deduction of 1 year from the age fixed for retirement for each 5-year period of service in excess of 20 years. Section 4 of act (as amended by Act No. 64, Acts of 1927). Amount of retirement, etc.

United States.—Ch. 375.⁵ (46 U.S.Stat.L. 1471). Retirement act for employees of Panama Canal and Panama R.R. Co., on the Isthmus of Panama.

ACTS OF 1932

Hawaii.—Act No. 50. Amends sec. 4, Act No. 251, Laws of 1927 (as amended by Act No. 182, Laws of 1929). Maintenance of pension fund.

Illinois.—P. 9 (fourth special session). Act amends law relating to retirement of employees in cities with a population exceeding 200,000.

Massachusetts.—Ch. 268. Amends sec. 3, par. (4), ch. 32, Gen.L. 1921 (as amended by sec. 2, ch. 341, Acts of 1922). Increases cash value of full maintenance from \$5 to \$7 per week, and extends such to any position in any division of the State service.

New Jersey.—Ch. 259. Merely prohibits the receiving of pensions, etc., while holding public office.

New York.—Ch. 6. Amends sec. 67, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as added by ch. 741, Acts of 1920 (as last amended by ch. 389, Acts of 1931). Clarifies the application of other members of the State retirement system equally with State employees and makes a retroactive provision relative to deductions for medical treatment or care.

⁵ For analysis of act see Monthly Labor Review, May 1931, p. 29.

Ch. 7. Amends subd. 5, sec. 53, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 741, Acts of 1920 (as last amended by ch. 131, Acts of 1931). Act extends until January 1, 1933, the time for joining the service with prior service credit.

Ch. 8. Amends subd. 2, sec. 62, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added, by ch. 741, Acts of 1920 (as last amended by ch. 334, Acts of 1931). Exempts a chaplain of a county penal institution who has served for 30 continuous years.

Ch. 9. Amends subd. 1, sec. 58, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 741, Acts of 1920 (as last amended by ch. 705, Acts of 1923). Allows the withdrawal of additional amounts of members in service upon approval of the comptroller.

Ch. 10. Amends sec. 65-b, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1909) as added by ch. 684, Acts of 1926 (as last amended by ch. 334, Acts of 1931). (See also ch. 45, Acts of 1932). Allows payment of the ordinary death benefit to a beneficiary in the form of an annuity.

Ch. 11. Amends sec. 68-a, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 193, Acts of 1931. Merely extends to January 1, 1933, the time for electing to retire at 55.

Ch. 20. Amends subd. 1, sec. 61, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 741, Acts of 1920 (as last amended by ch. 557, Acts of 1928). Permits a member who has left the State service, and withdrawn his deposits, to redeposit such amount upon reentry and thus acquire his prior status, subject, however, to continuance in service at least 5 years after last day of reentry into service.

Ch. 45. Amends subd. 2, sec. 61, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930) as added by ch. 741, Acts of 1920 (as amended by ch. 705, Acts of 1923). Permits the payment of accumulated contributions of a member of the retirement system to his beneficiary in the form of an annuity.

Ch. 66. Amends art. 4, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as renumbered art. 5, ch. 741, Acts of 1920, and is renumbered art. 8 of such chapter. A new article (6) is also inserted. Act merely codifies certain former retirement laws together with the State system as part of the civil-service law.

Ch. 94. Amends art. 4, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as added by ch. 741, Acts of 1920, by adding a new section (63-b). Act provides for benefits in the case of employees in the State senate.

Ch. 98. Amends subd. 3, sec. 61, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as added by ch. 365, Acts of 1921 (as last amended by ch. 130, Acts of 1931). Merely conditions the privileges relating to discontinued service upon freedom from delinquency as well as from fault.

Ch. 256. Amends subd. 6, sec. 61, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as added by ch. 534, Acts of 1928. Permits member service as to borrowing privileges, in a local plan, to count as a basis for the borrowing.

Ch. 283. Amends sec. 65, ch. 15, Acts of 1909 (ch. 8, Cahill's Consol.L. 1930), as added by ch. 619, Acts of 1924 (as last amended by ch. 669, Acts of 1925). Merely places employees of the State

department of corrections on the same basis relative to accident disability retirement allowance.

Ch. 389. Amends sec. 1703-a of New York City charter, as reenacted by ch. 466, Acts of 1901, as added by ch. 786, Acts of 1928 (as last amended by ch. 258, Acts of 1931). Merely extends the time for joining system, with prior service credit, until July 1, 1932.

Ch. 437. Amends par. 2, subd. 1, sec. 1146, of New York City charter (as reenacted by ch. 466, Acts of 1901), as added by ch. 584, Acts of 1918. Allows 2 years' additional service to employees of Hunters College; none allowed, however, upon reaching 76 years of age.

Ch. 438. Amends sec. 1146 of New York City charter (as reenacted by ch. 466, Acts of 1901), as added by ch. 584, Acts of 1918, by adding a new definition (14-a). Defines and regulates the average salary of certain retiring members—for those compelled to retire after January 1, 1931, and February 1, 1934, average salary shall mean the average annual salary.

Ch. 454. Amends subd. 3, sec. 61, ch. 15, Acts of 1909 (ch. 8 Cahill's Consol.L. 1930), as added by ch. 365, Acts of 1921 (as last amended by ch. 130, Acts of 1931). Relates to members 45 years of age discontinued from service after 20 years. This act amends the same section as ch. 98, except that the provision as to delinquency is not contained in ch. 454.

Cooperative Associations

ACTS OF 1931

New York.—Ch. 286. Amends sec. 116, ch. 231, Acts of 1926 (ch. 10-a, Cahill's Consol.L. 1930). Relates to voting by members of the association.

Ch. 350. Repeals secs. 76 and 94 of ch. 231, Acts of 1926 (ch. 77, Cahill's Consol.L. 1930). Amends such chapter by adding two new sections (22 and 23). Provides for the voluntary dissolution of a cooperative association and places jurisdiction in the supreme court.

North Carolina.—Cr. 447. Amends sec. 5242, Consol. Stat. 1919 (as amended by ch. 179, Acts of 1925), and also sec. 5248. Relates to qualifications of members in cooperative associations. Forbids association dealing in products of nonmembers.

North Dakota.—Ch. 108. Amends sec. 4609a17, Supplement (1925) to Comp. Laws, 1913.

Ch. 109. Amends sec. 4609a10, Rev. Code, 1913-25 (Supp.).

South Dakota.—Ch. 103. Amends sec. 8845, Comp.L. 1929. Relates to notice to stockholders of investment of capital.

Ch. 104. Amends sec. 8844, Comp.L. 1929. Relates to number of shares each stockholder may own.

Wisconsin.—Ch. 18. Amends sec. 348.411, Wis. Stat. 1929. Merely relates to misrepresentation of the standing of cooperative associations.

Ch. 218. Amends subsecs. (5) and (7) and creates a new subsec. (9) of sec. 185.08, Wis. Stats. 1929. Also renumbers subsec. (9) to be subsec. (10). Procedure. Filing of contracts by register of deeds. Entitled to filing fee of 25 cents.

Ch. 237. Amends sec. 185.18, Wis. Stats. 1929. Annual reports must contain the last operating and financial statement of the association.

ACTS OF 1932

New York.—Ch. 383. Amends articles 1-4 and 6-8 of ch. 231, Acts of 1926 (ch. 10-a, Cahill's Consol.L., 1930).

Credit Unions

ACTS OF 1931

Arkansas.—No. 161. Provides for the organization, operation, and supervision of credit unions.

California.—Ch. 965. Amends sec. 1, ch. 36, Acts of 1927. Merely a minor addition to the section on incorporation of credit unions.

Colorado.—Ch. 80. Provides for the organization, etc., of credit unions.

Maine.—Ch. 11 (p. 337) (new act). The Federal Employees' Credit Union of Maine is hereby incorporated.

New York.—Ch. 341. Amends sec. 451, ch. 369, Acts of 1914 (ch. 3, Cahill's Consol.L. 1930) as amended by ch. 325, Acts of 1929; sec. 453 (as last amended by ch. 198, Acts of 1930); sec. 454 (as last amended by ch. 360, Acts of 1930); sec. 454a (as added by ch. 701, Acts of 1923); sec. 457 (as last amended by ch. 383, Acts of 1925); adds a new section (457a) after sec. 457 (providing for a reserve for bad debts); also amends secs. 458; 459; sec. 464 (as last amended by ch. 701, Acts of 1923) by adding a new subdivision (3); sec. 465 (as last amended by ch. 324, Acts of 1929); sec. 467 (as last amended by ch. 701, Acts of 1923); secs. 468, 469 (as last amended by ch. 701, Acts of 1923); secs. 470 and 471 (as last amended by ch. 323, Acts of 1929). All of these sections are amended by increasing the general powers of credit unions, and making restrictions relating to shares, loans, and deposits.

Ohio.—P. 581 (H.B. No. 139). Provides for the incorporation, etc., of credit unions.

Tennessee.—Ch. 67. Amends secs. 7, 8, 15, and 25, ch. 68, Acts of 1923, by prohibiting the sale of union shares at a premium to any member. The maximum entrance fee is fixed at \$25, and the examination fee is fixed by the banking department.

West Virginia.—Ch. 14. Provides for the incorporation, etc., of credit unions. (Original act passed in 1925, ch. 36.)

Wisconsin.—Ch. 306. Amends sec. 186.04 of Wis. Stats. 1929. Provides that credit unions shall pay only the actual cost of examination and not to exceed the fees prescribed in the section (215.312) relating to building and loan associations.

Ch. 450. Amends secs. 186.04 (as amended by ch. 306, Acts of 1931), 186.09, 186.12, Wis. Stats. 1929, and also adds secs. 186.20, 186.21, and subsec. (3) of sec. 20.53. Provides an annual fee of \$5 for first year and \$10 for second year. Fees for the first two years are in lieu of all charges including those for the cost of supervision and examination. Application for loan by member of the credit committee must be approved by the board of directors.

ACTS OF 1932

District of Columbia.—47 U.S.Stat.L. 326. Provides for the incorporation of credit unions within the District of Columbia.

New York.—Ch. 421. Amends subd. 2, sec. 454-a, ch. 369, Acts of 1914 (ch. 3, Cahill's Consol.L. 1930), as added by ch. 701, Acts of 1923 (as amended by ch. 341, Acts of 1931). Amends, in minor part, the maximum liability of a person to a credit union.

Rhode Island.—Ch. 1913. Amends sec. 10, ch. 267, Gen.L. 1923. The powers of the executive officers of a credit union are enlarged so that they may borrow money for the credit union, and upon approval by the bank commissioner may pledge securities of the union.

Preferences for Local Labor and Domestic Materials on Public Works

ACTS OF 1931

Alaska.—H.J.Res. No. 4 (p. 264). All contracts must contain provision for use of Alaskan labor.

H.J.Res. No. 7 (p. 266). Preference must be given to resident dealers and Alaskan business houses in materials for use of Territory.

Arizona.—Ch. 4. Amends sec. 1353, Rev. Code, 1928 (as amended by ch. 85, Acts of 1929). Public officer violating law governing employment on public works, in addition to a penalty, is hereafter to be removed from office.

Ch. 31. Amends sec. 1352, Rev. Code, 1928 (as amended by ch. 85, Acts of 1929), and adds a new section (1352a). Citizenship in State required for public employment as laborers and mechanics.

Ch. 105 (p. 493). An initiative and referendum provision passed by vote of people amending sec. 10 of art. 18 of the State constitution directing the employment only of citizens of the United States.

California.—Ch. 632. Amends the Political Code, by adding a new section (3236). Preferences for materials produced in State, provided the price does not exceed more than 5 percent the lowest price of materials produced elsewhere.

Con. Res. No. 12 (ch. 59), p. 3113. Merely requests publicity to sec. 3247 of the Political Code, urging residents of the State to give preference to goods, etc., produced in California.

Connecticut.—Ch. 290, p. 253. Act adds a new section to ch. 279, Rev. Gen. Stat. 1930. Preference for citizens of the State, otherwise to citizens of the United States. Penalty for violations, \$100.

Florida.—H.Con.Res. No. 7 (p. 1027). Preference for citizens and residents of the State in appointments to State offices.

Georgia.—Res. No. 10 (p. 1060). Preference for Georgia products by all State departments.

Indiana.—Ch. 91. Preference for coal mined in the State. Penalty for violations, \$100.

Iowa.—Ch. 20. Repeals sec. 1171-b3, Code, 1927, and enacts that preference be given to Iowa domestic labor in public works construction.

Louisiana.—H.Con.Res. No. 4 (special session). Resolution merely requests the governor of the State to permit an amendment to Act

No. 116, Acts of 1928, to prohibit employment of nonresident laborers in the construction of State highways.

Massachusetts.—Ch. 125. Amends sec. 19, ch. 31, Gen.L. 1921. Preference for appointments to be given citizens of the State.

Ch. 228. Amends sec. 22, ch. 7, Gen.L. 1921 (as amended by ch. 446, Acts of 1924) by adding a new clause (17). Preference for purchase of materials manufactured and sold in the State.

Ch. 316. Merely a temporary provision requiring the certification of laborers with dependents. Limited to 3 months' employment. (See 1932 amend. below.)

Ch. 377. Amends sec. 26, ch. 149, Gen.L. 1921. Preference for veterans and citizens in construction of public works is extended to cover the repair and alteration of any public works.

Michigan.—No. 66. Amends sec. 1, Act 205, Acts of 1897 (as last amended by Act No. 88, Acts of 1923) [sec. 900, Comp.L. 1929]. Preference act is extended to include ex-soldiers in public employments.

Minnesota.—Ch. 347. Veterans' preference law is extended for appointments of all State employees.

New Jersey.—Ch. 27. Preference for citizens. Terms must be written into contracts.

Ch. 402 (special session). Amends ch. 27, Acts of 1931. Citizen defined as one who has resided and been domiciled continuously for a period of 1 year in the State. (See 1932 amend. below.)

New Mexico.—Ch. 20. Requires that 85 percent of the employees be residents of the State.

North Dakota.—Ch. 154. Certain preference to resident North Dakota bidders on road and bridge work.

Ch. 205 (sec. 10). Preference for residents of the State in construction of new capitol building, to be completed by January 1, 1936. Preference also to contractors in business in the State 1 year prior to act.

Rhode Island.—Ch. 1752. Employment preference extended to citizens of the State and of the United States.

South Carolina.—No. 154 (J.Res.). All paving contracts for State highway commission must require that not less than 85 percent of the laborers employed be residents of the State.

Texas.—S.Con.Res. No. 10 (p. 73) (second session). Preference for the employment of Texas labor, etc., in highway construction.

Vermont.—No. 69. Preference for Vermont labor and trucks owned and registered in the State on highway construction.

Wisconsin.—Ch. 22 (p. 36). Creation of unemployment relief commission. All contracts must provide that workmen be residents of the State for at least 5 years prior to employment.

Wyoming.—Ch. 50. Preference for Wyoming products.

ACTS OF 1932

Massachusetts.—Ch. 183. Amends ch. 316, Acts of 1931. Merely extends preference established in 1931 (ch. 316) to May 15, 1933, in the classified labor service to persons with dependents.

Mississippi.—Ch. 317. Provides that only persons who have actually resided in the State for 2 years shall be employed on public buildings or works.

Ch. 330. Provides for the use of local materials in all public construction work.

New Jersey.—Ch. 226. Amends ch. 27, Acts of 1931 (as amended by ch. 402, Acts of 1931). Act is enlarged so as to include subcontractors within the act.

Virginia.—Ch. 235. Authority given to State highway commissioner, whenever an unemployed surplus of citizens is available in the State, to employ such citizens in the construction, etc., of roads, etc.

Public Printing to be Done Within the State

ACTS OF 1931

Florida.—Ch. 14824. Amends sec. 1305, Rev. Gen. Stat. (sec. 1981, Comp.Gen.L. 1927).

Oregon.—Ch. 213. Provides that printing, etc., must be performed within the State, unless the work cannot be performed or the price exceeds that usually charged to private individuals. When performed out of the State all contracts must contain provisions relative to hours of labor, etc.

Rates of Wages of Employees on Public Works

ACTS OF 1931

Puerto Rico.—No. 31. Contractors must pay wages weekly in lawful money of the United States.

ACTS OF 1932

Hawaii.—Act No. 36. Amends sec. 178, Rev.L. 1925 (amended last by Act No. 86, Laws of 1929), by fixing the minimum daily rate at \$2.50 instead of \$3 as heretofore.

Indiana.—Ch. 60 (special session). Provides that a bidder must submit the hourly wage to be paid laborers on State highway work, and which must not be less than hourly wage paid by State highway commission for common labor. Wage specification becomes a part of the contract.

New York.—Ch. 472. Amends ch. 50, Acts of 1921 (ch. 32, Cahill's Consol.L. 1930), by adding three new sections (220-a, 220-b, and 220-c). A disbursing officer must require a contractor to file a statement as to the amount owing to a laborer. The proper officer may withhold the amount owed and pay it directly to the laborers in satisfaction of their claims.

Trade-Marks of Trade Unions

ACTS OF 1931

Rhode Island.—Ch. 1747. Amends ch. 223, Gen.L. 1923. Trade-mark law is extended to include any corporation, copartnership, or firm. Filing fee for application is increased from \$1 to \$10.

ACTS OF 1932

District of Columbia.—47 U.S.Stat.L. 50. Authorizes associations of employees in the District of Columbia to adopt a device to designate the products of labor.

Industrial Police

ACTS OF 1931

New Jersey.—Ch. 89. Amends sec. 4, p. 369, Comp. Stat. 1910 (as amended by ch. 153, Acts of 1922). A copy of application for railroad police must hereafter be filed in the office of the superintendent of State police instead of the office of secretary of State as heretofore.

ACTS OF 1932

Virginia.—Ch. 4. Amends Code of 1919, by adding a new section (2072-a) providing for the appointment of special police officers on toll-bridge properties.

Absent Voters

ACTS OF 1931

Alaska.—Ch. 89. Permits absentee voting.

California.—Ch. 785. Amends secs. 1357 (as amended by ch. 362, Acts of 1927), 1358, 1359 (as amended by ch. 150, Acts of 1929), 1360 (as amended by ch. 283, Acts of 1923), 1361 (as amended by ch. 770, Acts of 1929), and 1362 (as amended by ch. 195, Acts of 1927).

Michigan.—No. 126. Amends secs. 30.32, ch. 7, pt. 4, Act No. 351, Acts of 1925 (secs. 3087, 3089, Comp.L. 1929). Ballots are to be safeguarded by proper officials.

No. 200 (sec. 3136, p. 343). Form of application, etc.

No. 282. Amends secs. 8-10, ch. 10, pt. 4, of Act No. 351, Acts of 1925 (secs. 3141-3143, Comp.L. 1929). Instructions to absent voters, etc.

New York.—Ch. 272. Amends subd. 1 and 4, sec. 153a, ch. 588, Acts of 1922 (ch. 16, Cahill's Consol.L. 1930) as last amended by ch. 390, Acts of 1930, relative to registration in general. A new section (153b) was added to follow sec. 153a, ch. 588, Acts of 1922, providing for registration of absentee veterans. Sections 154, 167-169, 175-179, and 183, ch. 588, Acts of 1922 (ch. 16, Cahill's Consol.L. 1930) as last amended by ch. 815, Acts of 1928, was also amended relative to registration proofs, etc., of absentee voters as well as subd. 1 of sec. 331 of the same chapter.

Ch. 386. Amends sec. 120, ch. 588, Acts of 1922 (ch. 16, Cahill's Consol.L. 1930) as amended by ch. 446, Acts of 1924. Ballot, etc., for use of absent voter.

North Carolina.—Ch. 15. Act repeals secs. 5960, 5962-5968, Consol. Stat. 1919. Absentee ballot law applicable to Buncombe County.

North Dakota.—Ch. 136. Amends secs. 992, 993, 996, Comp.L. 1913, and repeals sec. 995. A physically disabled person may now vote by absent ballot.

Ohio.—P. 694 et seq. (S.B. No. 320). The election code was amended in many respects. A person must be absent more than 10 miles from the voting precinct before he is qualified to vote under the absent voting law.

Texas.—Ch. 105. Amends art. 2956, 3108 and 3115, Rev. Civ. Stat. 1925.

Vermont.—No. 3. Amends sec. 13, No. 2, Acts of 1927, by providing a penalty for making false statements in securing absentee ballots.

ACTS OF 1932

Mississippi.—Ch. 292. Act repeals secs. 6288–6301, Code of 1930. Absent voting law is hereby repealed.

New York.—Ch. 569. Amends subd. 1, sec. 118, ch. 588, Acts of 1922 (ch. 16, Cahill's Consol.L. 1930) as amended by ch. 446, Acts of 1924. Act relates to qualifications of a voter for absentee voter's ballots.

Rhode Island.—Ch. 1863. Provides for absentee voting.

Protection of Employees as Members of the National Guard

ACTS OF 1931

Ohio.—P. 152 (H.B. No. 479). Amends sec. 5265, Gen. Code, 1930. Act forbids discrimination against members in the Ohio naval militia.

Convict Labor

ACTS OF 1931

Alabama.—No. 228. Permits county officers to use convict labor, etc., for improvement of school grounds under control of county boards of education.

California.—Ch. 270. Amends secs. 1 and 2, ch. 637, Acts of 1927, by specifying that the sale of jute bags may be made to consumers only from October 1 to April 1 of each year.

Colorado.—Chs. 133 and 134. Provides for the employment of prisoners on certain State highways.

Georgia.—No. 6, sec. 11, p. 123 (extra session). Provides for manufacture of automobile license tags and road signs at new prison farm.

No. 8, sec. 11, p. 90 (extra session). Provides for a sales tax of 15 percent on all convict-made goods sold in the State. Goods must be marked "convict made."

Hawaii.—Act 125. Amends secs. 1514–1516, 1518, 1519, 1523, 1526 (as amended 1925, Act 100), 1527, and 1528, Rev.L. 1925, and repeals secs. 1524 and 1525 of the same Revised Laws. The law relating to prisons and the labor by prisoners is amended in several respects.

Illinois.—P. 730 (sec. 84a, ch. 108, Rev. Stat. 1931). Amends sec. 12a of an act approved May 11, 1903, by providing for the furnishing of limestone, etc., made by convict labor to anyone applying for same.

P. 727 (secs. 83, 86–88, ch. 108, Rev. Stat. 1931). Amends secs. 11, 14–16 of an act approved May 11, 1903 (as later amended), and also

adds 3 new sections (11a, 11b, and 16a), regulating the employment of convicts in several respects. After January 19, 1934, it will be unlawful to sell, etc., convict goods made in other States.

Maine.—Ch. 221. Merely declares the policy relative to Federal convict labor law. The importation of such goods is forbidden after January 19, 1934.

Michigan.—No. 277. Provides for the closing of the cement industry (operated as a prison industry) after June 30, 1934.

Minnesota.—Ch. 340. Merely limits the price of agricultural machinery and binding twine sold during the calendar years 1931 and 1932.

Montana.—Ch. 196. Provides for the use of labor of prisoners in the manufacture of brick.

Nebraska.—Ch. 22. Provides for the manufacture of automobile number plates, road markers, etc., at State penitentiary or State reformatory.

Nevada.—Ch. 221. Provides for the manufacture of automobile license plates, road signs, etc. Appropriation, \$17,000.

New Jersey.—Ch. 235. Provides that after January 1, 1932, goods made in prisons outside of the State are not to be sold in the State. Penalties for violations are provided—\$50 to \$500, or imprisonment of not less than 30 days nor more than 90 days or both.

North Carolina.—Ch. 302. Amends sec. 1297 (17) (31), Consol. Stat. 1919. Authorizes sentencing prisoners to work upon streets in municipalities and public works of counties.

North Dakota.—Con. Res. (p. 557). The use of convict labor outside of institution is forbidden whenever such labor deprives a person of the right of free labor.

Ohio.—P. 191 (S.B. No. 267). Amends sec. 1224-1, Gen. Code, 1930, by providing for the distribution of prison-made paving bricks among highway divisions of the State.

Pennsylvania.—No. 308. Takes advantage of Federal act, and prohibits the sale in Pennsylvania of goods manufactured by convicts outside of State. For violations of act a penalty of \$500 or 1 year imprisonment or both is provided. Act becomes effective on January 19, 1934.

No. 99. Merely authorizes prison inspectors to sell prison-made goods in counties of the first class.

South Carolina.—Acts No. 191 (p. 261), No. 254 (p. 350), and No. 445 (p. 814) provide for employment of convicts on public works in Berkley, Allendale, and Jasper counties respectively.

Wyoming.—Ch. 75. Establishes a penitentiary farm.

Ch. 78. Jurisdiction over such farm is granted to the prison commission.

Ch. 90. Forbids the selling, etc., of products of such farm under the various systems.

ACTS OF 1932

Alabama.—No. 169 (extra session). Act authorizes the use, hiring, or letting of convicts in constructing of drains, etc.

Massachusetts.—Ch. 252. Amends ch. 127, Gen. L. 1921, by adding a new section (67-a). Regulates the sale of prison-made goods. Takes advantage of Federal law effective January 19, 1934, divesting

convict-made goods of their interstate character. The Massachusetts act becomes effective on January 20, 1934.

Virginia.—Ch. 133. Repeals ch. 511, Acts of 1928, relative to the manufacture of motor-vehicle license plates, etc., by prison labor.

Ch. 145. Act authorizes the State prison board to enter into agreements for the employment of convicts on public works, etc.

Investigative Commissions

ACTS OF 1931

Alaska.—Ch. 69. Committee of five to investigate methods, etc., for the care of dependent children. Appropriation, \$500.

Ch. 74. Commission created to investigate cost of constructing permanent home for Alaska pioneer men. Appropriation, \$2,500.

California.—Ch. 61. A commission of five members is created to study the problem of unemployment. Appropriation, \$50,000.

Illinois.—P. 921 (H.J.R. No. 34). A committee of six appointed to study system of State use of prison labor, particularly the systems in New York, Ohio, Massachusetts, and District of Columbia.

P. 916 (S.J.R. No. 24). Commission on child-welfare legislation is continued. Original appointment made in 1929 (p. 780), S.J.R. No. 23.

P. 156. A commission of nine members appointed to investigate the methods and conditions of mining with special reference to the safety of human lives and property and the conservation of coal deposits; appropriation, \$12,000.

P. 152. A commission of seven members to study poverty and dependency in old age. Appropriation, \$25,000.

P. 45. A commission of nine members appointed to investigate the feasibility of establishing a State institution in or near Chicago, to train citizens in the skilled trades. Appropriation, \$2,000.

Maine.—Ch. 117 (Resolve, p. 624). A committee of five appointed to consider the subject of old-age pensions. If found practicable, authority is given to draft an act and present the same to the next session of the legislature.

Maryland.—J.R. No. 19 (p. 1428). A commission of not more than five authorized to be appointed by the governor to investigate the labor situation, etc.

Massachusetts.—Ch. 1 (Resolve p. 755). Extension of time granted for report of the special commission to consider entire State retirement system.

Ch. 58 (Resolve p. 779). A special commission of seven members appointed to investigate the operation of the minimum-wage law.

Ch. 64 (Resolve p. 781). A special commission of five or more members created to collect and publish information on methods of regularization and stabilization of business and employment.

Minnesota.—Ch. 5. The State industrial commission is authorized to make a study of labor and employment conditions.

New Hampshire.—Ch. 156. A prison industry commission consisting of the governor and six other members appointed. Commission shall investigate a plan for the installation in the State prison of such industries as are deemed expedient. Appropriation of

\$200,000. The purpose of the order is to anticipate and meet any emergency that may arise because of loss of contract for the employment of prisoners.

New Jersey.—J.R. No. 9 (p. 1265). A commission of five members appointed for the purpose of inquiring into the subject of the regulation of the small loan business, including the proper rate to be charged, etc. Report must be made to the legislature.

J.R. No. 4 (p. 1260). The legislative commission appointed to investigate and study the employment of migratory children in New Jersey in 1930 is continued. Appropriation, \$2,000.

Ch. 261. Creates a migrant welfare commission of seven members to investigate conditions among migrants in farming, technical labor, domestic and other service, and to propose constructive ways for meeting the problems resulting from the migrant population of the State. Report must be made to the governor. Appropriation, \$15,000.

North Dakota.—Ch. 208. Act creates an industrial survey commission (governor, secretary of State, and attorney general) to study the State's natural resources and agricultural production trends promising industrial development. Appropriation, \$10,000.

Ohio.—P. 882 (S.J.R. No. 32). Provides for the appointment of a commission of nine to investigate the practicability and advisability of setting up unemployment reserves to provide against the risk of unemployment, and to recommend form of legislation. Appropriation, \$15,000.

P. 8 (H.B. No. 12). Creates a commission of seven to recommend changes in the laws relating to coal mines and mining. Appropriation, \$500.

Oklahoma.—H.C.R. No. 6 (p. 374). A committee of three house members and three senate members to investigate the causes of coal-mine disasters; also to recommend preventive legislation.

Oregon.—Ch. 151. A commission of three citizens is authorized to be appointed to study old-age pensions, old-age insurance, and unemployment insurance. Appropriation, \$1,500.

Tennessee.—H.J.R. No. 22 (p. 435). A committee of five authorized to make an investigation of conditions at Brushy Mountain, where convicts are employed in coal mines.

S.J.R. No. 15 (p. 504). A committee of four authorized to be appointed to investigate labor conditions in the mines, factories, and industries of the State.

H.J.R. No. 14 (p. 431). A committee of 13 authorized to be appointed to investigate the unemployment situation, the condition and needs of the unemployed, etc., and recommend measures tending to prevent the recurrence of such conditions.

Texas.—Sen. Con. Res. No. 14 (second called session, p. 75). Creates legislative unemployment committee to make survey of existing conditions and report same to the legislature.

Utah.—H.J.R. No. 3 Provides for the appointment of a committee to make a survey of conditions of unemployment.

Vermont.—Act No. 293 (J.R.). Provides for a commission of five, including the governor and the commissioner of public welfare, to study the problem of the employment of State prisoners and the disposition of convict-made goods upon the effective date of the Federal convict labor law, January 19, 1934.

West Virginia.—S.C.R. No. 6 (p. 362). A committee of nine legislators appointed to investigate conditions at the State penitentiary, including the employment of labor.

Wisconsin.—J.R. No. 61 (p. 944). A committee of five authorized to investigate the feasibility of manufacturing farm machinery in the State prison. Report to be made to the legislature.

ACTS OF 1932

Massachusetts.—Ch. 30. (Resolve, p. 468.) Department of labor directed to investigate the extension of 1-day's-rest-in-7 law to certain employees now exempt. Report on first Wednesday in December 1932.

Ch. 31. (Resolve, p. 468.) Investigation by commissioner of public welfare relative to advisability of reducing minimum age of persons entitled to old-age assistance.

Ch. 34. (Resolve, p. 469.) Department of labor authorized to investigate the advisability of establishing a standard of wages payable by contractors on public works, and to include the wage rates in specifications for bids by contractors.

New York.—Ch. 22. Amends sec. 4, ch. 825, Acts of 1930. The commission appointed in 1930 relative to expansion of prison industries must report the result of its study and investigation.

South Carolina.—No. 1076 (J.Res.). The State board of health is authorized to investigate the effects of labor in textile mills, using a "stretch-out system." Findings of fact to be reported to general assembly in January 1933. Appropriation, \$1,000.

United States.—47 U.S.Stat.L. 65. A joint resolution (Pub. Res. No. 13) authorized the Interstate Commerce Commission to make an investigation as to the possibility of establishing a 6-hour day for railway employees.

Part 2.—Text and Abridgment of Labor Laws

(The text of the laws has been punctuated in accordance with the rules for punctuation laid down by the Government Printing Office for Government publications and does not follow in all cases the official State editions.)

ALABAMA

ACTS OF 1931

ACT No. 273 (p. 314).—*Hours of labor—Bus drivers*

SECTION 15. *Eight hours.*—It shall be unlawful for any motor transportation company, its officers or agents, subject to this act, to require or permit any driver to be or remain on duty for a longer period than 8 consecutive hours, or where service is not continuous, to be on duty more than 8 hours in a spread of 12 hours. When one driver is relieved, he shall not be permitted or required to again go on duty until he has had 8 hours off duty, except; (a) The second trip can be completed with an aggregate of not to exceed 8 hours on duty for both trips, and (b) The second trip can be completed within 12 hours of the time he first went on duty for the first trip. These limits shall not be exceeded, except in cases of accident or unforeseen emergency a driver may remain on duty not to exceed 10 hours in a spread of 14 hours or for such time as will enable him to complete his regular run.

Approved June 19, 1931.

[Act No. 159, Acts of 1932 (extra session) extends the same regulations regarding hours of labor to cover contract carriers and common carriers by motor vehicle not subject to the provisions of the 1931 act. The act requires that the period of release from duty shall be given at such place (not in or on a motor vehicle) and under such circumstances that rest and relaxation from the strain of the duties of the employment may be obtained.]

ACT No. 356 (p. 412).—*Employment of children—General provisions*

[This act amends secs. 3506 and 3507, Code of 1923, so as to read as follows:]
SECTION 3506. *Application for certificates.*—The person authorized to issue employment certificates shall not issue such certificates unless the child accompanied by his parent or guardian or person standing in parental relation thereto, has personally made application to him therefor, and until he has received, examined, approved, and filed the following papers duly executed: (1) A written statement of the person, firm, or corporation into whose service the child is about to enter that he intends to employ the child, which statement shall give the nature of the occupation for which the child is to be employed. (2) A school record signed by the principal or teacher of the school last attended by said child, stating such child has completed the fourth grade of the elementary course of study of the public school or its equivalent. On and after September 1, 1924, a school record showing the completion of the fifth grade or its equivalent shall be required and on and after September 1, 1926, a school record showing the completion of the sixth grade or its equivalent shall be required. On and after September 1, 1932, a school record showing the completion of the seventh grade or its equivalent shall be required. and on and after September 1, 1934, a school record showing the completion of the eighth grade or its equivalent shall be required. The school record shall state the age and date of birth of the child as shown on the records of the school, and the name and address of the parent, guardian, or custodian. In case such school record cannot be obtained, then the officer authorized to issue employment certificates shall examine the child to determine whether he can meet the educational standard specified, and shall file in his office a statement set-

ting forth the result of such examination. (3) One of the following evidences of age, showing the child to be 14 years of age or over, to be required in the order herein designated; (a) Duly attested transcript of the birth record of said child, filed according to law with any officer charged with the duty of recording births; (b) or a duly attested transcript of certificate of baptism showing the date of birth and place of baptism of such child; (c) or a life insurance policy which must have been in force for at least one year; (d) or a bona fide contemporary Bible record of birth; (e) or a passport or certificate of arrival in the United States showing the age of the child; (f) or in case the officer authorized to issue such certificates is satisfied that none of the above proofs of age can be produced and the parent, guardian, or custodian shall make affidavit that none of the above proofs of age can be produced by him, other evidence of age, as an affidavit of age sworn to by the parent, guardian, or custodian of such child, the officer authorized to issue employment certificates being empowered by this chapter to take such affidavits of age, accompanied by a certificate of physical age of such child, signed by a public health or public school physician may be accepted; but a school record, or parent's, guardian's, or custodian's affidavit, certificate, or other written statement of age alone shall not be accepted. (4) A statement duly signed and dated by a county health officer or a public school physician showing that he has personally examined the child, and that in his opinion the child is 14 years of age or over, is of good physical development for a child of his age, is of sound health, and is physically qualified to perform the work at which he is to be employed. Proof of physical age and physical fitness shall be based on uniform standards prescribed by the Alabama State board of health, and the blanks and forms to be used for such examination shall be approved by the Alabama State board of health. In counties where there are neither county health officers nor public school physicians, the examinations hereinbefore required shall be made by regularly licensed physicians authorized in writing by the chairman of the county board of health.

SEC. 3507. *Vacation certificates.*—The officer issuing employment certificates shall have the authority and is empowered to issue age certificates to children 16 years of age or over, and vacation certificates to children 14 years of age or over, and special employment certificates to boys 12 years of age or over to work in business offices, mercantile establishments, in and about dairies, or as caddies on golf links, during vacation when the public schools of the city or town in which the child resides are not in session, in the same manner and upon the same proofs of age as hereinbefore required for employment certificates, school records being waived. Age, vacation, and special employment certificates shall be different in form and color from the regular employment certificates. The officer issuing employment certificates shall also have authority to issue out-of-school certificates to children 14 years of age or over to work before or after school and on Saturday in the same manner as hereinbefore provided for the issuance of employment certificates, except that the educational requirement shall be regular school attendance and school work satisfactory to the principal of the school attended by the child. The out-of-school certificate shall be different in form and color from any of the other certificates provided for, and shall not be valid for the employment of any child for more than 4 hours on any school day or 28 hours during any school week. An out-of-school certificate shall be revoked or suspended either by the issuing officer or any person charged with the enforcement of laws regulating the employment of children in case the child's school record is not satisfactory to the principal of the school attended by the child.

Approved July 6, 1931.

ACT No. 525 (p. 636).—*Payment of wages—Public-service corporations*

SECTION 1. *Biweekly pay.*—Every public-service corporation engaged in transportation doing business in this State, employing as many as 50 or more employees, shall be required to make full payment to employees for services performed as often as once every 2 weeks, or twice during each calendar month, and such payment or settlement shall include all amounts due for labor or services performed up to not less than 15 days previous to the time of payment.

SEC. 2. *Violations.*—Any public-service corporation engaged in transportation who violates this act shall be guilty of a misdemeanor and upon conviction

thereof shall be fined not less than \$25 nor more than \$250 for each offense, and each day's violation against each employee shall constitute a separate offense.
Approved July 22, 1931.

ALASKA

ACTS OF 1931

CHAPTER 68.—*Employment on public works—Prevailing rate of wages*

SECTION 1. *Rate of wage.*—Every contractor or subcontractor performing work on any public construction within the Territory of Alaska shall pay not less than the prevailing rate of wages for work of a similar nature in the region in which the work is done.

Sec. 2. *Subcontracts.*—All subcontracts performed on any public construction shall be, or may be, reduced to a basis of day labor for the purpose of determining whether or not such subcontractor or contractors have been paid at not less than the prevailing scale of wage.

Sec. 3. *Determination of wage.*—The territorial board of road commissioners for the Territory of Alaska is hereby given the authority to say what constitutes the prevailing wage; determine whether or not this law is being violated, and, should this law be violated, the attorney general shall, when so instructed by the territorial board of road commissioners for the Territory of Alaska, take immediate steps to enforce the provisions of this act.

Sec. 4. *Schedule.*—All contractors or subcontractors coming under the purview of this act shall, before the tenth day of each month, file with the territorial board of road commissioners, a schedule for the previous month, setting forth in detail the number of men employed, and wages paid on such work, and furnish such other information as the territorial board of road commissioners for the Territory of Alaska may request.

Sec. 5. *Validity of act.*—Should any part of this act be declared invalid, it shall not invalidate the remainder of the act.

Sec. 6. *Effective date.*—An emergency is hereby declared, and this act shall be in full force and effect immediately upon its passage and approval.

Approved April 29, 1931.

ARIZONA

ACTS OF 1931

CHAPTER 14.—*Employment of women—Hours of labor*

[This act amends sec. 1381, Rev. Code, 1928, so as to read as follows:]

SECTION 1381. *Eight hours' work.*—No employer, employing females in any labor other than domestic work, shall employ or suffer any female to work more than 8 hours in any one day nor more than 48 hours in any one week, the 8 hours to be performed in a period not to exceed 13 consecutive hours, and every employer shall provide 1 full day of rest a week for all females in his employ. The provisions of this section shall not be construed to prohibit an adult woman who has in any one week been employed for not to exceed 6 hours a day, from being employed for 7 days in such week; nor apply to females employed in telephone or telegraph offices or exchanges, or in railroad yard offices, in which not more than three females are employed; nor to female nurses; and in relation to hours of employment, shall not apply to or affect females engaged in harvesting, curing, canning or drying any variety of perishable fruit or vegetables, during such periods as may be necessary to harvest, cure, can or dry said fruit or vegetables in order to save the same from spoiling. Every employer shall post in a conspicuous place in every room where females are employed, a printed notice stating the hours of commencing and stopping work, the time allowed for meals and the maximum number of hours any female employee is permitted to work in any one day, and the employment of any female at any time other than in conformity with the posted hours of labor shall be prima facie evidence of a violation of this section.

Any person violating any provision of this section shall be guilty of a misdemeanor and punished by a fine of not less than \$25 or by imprisonment for not less than 30 days, or by both such fine and imprisonment.

Became a law February 24, 1931.

CHAPTER 19.—*Antiunion contracts*

[This act amends sec. 1360, Rev. Code, 1928, by adding a new paragraph (sec. 1360a), so as to read as follows:]

SECTION 1360a. *Restrictive right of employees, etc.*—Every undertaking or promise hereafter made, whether written or oral, express or implied, constituting or contained in either: (1) A contract or agreement of hiring or employment between any employer and any employee or prospective employee, whereby (a) either party to such contract or agreement undertakes or promises not to join, become or remain, a member of any labor organization or of any organization of employers, or (b) either party to such contract or agreement undertakes or promises that he will withdraw from the employment relation in the event that he joins, becomes or remains, a member of any labor organization or of any organization of employers; or (2) in a contract or agreement for the sale of agricultural, horticultural, or dairy products between a producer of such products and a distributor or purchaser thereof, whereby either party to such contract or agreement undertakes or promises not to join, become or remain a member of any cooperative association organized under chapter 13, Revised Code, 1928, or of any trade association of the producers, distributors or purchasers of such products, is hereby declared to be contrary to public policy and wholly void and shall not afford any bases for the granting of legal or equitable relief by any court.

Approved February 26, 1931.

CHAPTER 27.—*Mine regulations*

[This act amends secs. 2293 and 2302, Rev. Code, 1928, regulating the equipment and operation of hoists. The maximum speed at which men may be hoisted or lowered into a mine has been increased from 800 to 1,500 feet per minute. The signal code was also changed in several particulars.]

Approved March 3, 1931.

CHAPTER 31.—*Employment on public works—Aliens*

[This act amends sec. 1352, Rev. Code, 1928 (as amended 1929, ch. 85) and also creates a new section (1352a) so as to read as follows:]

SECTION 1352. *Aliens not to be employed.*—No person not a citizen or ward of the United States shall be employed upon or in connection with any State, county or municipal works or employment: *Provided*, That nothing herein shall be construed to prevent the working of prisoners by the State or by any county or municipality thereof on street or road work or other public work.

SEC. 1352a. *Citizenship requirement.*—No mechanic or laborer not a bona fide resident citizen of the State for one year shall be employed upon or in connection with any State, county or municipal works or employment: *Provided*, That in the event mechanics or laborers qualified as herein provided are not available at the location of any such works or employment, the contractor, superintendent, or other person in charge thereof shall in writing notify the governor, board of supervisors, mayor, or executive head or heads of the political subdivision for which such work is being done, of such fact, and if a sufficient number of mechanics and laborers qualified as in this act provided, do not appear at the scene of such works and apply for employment within 72 hours of the time of the receipt of such notice, it shall be lawful to employ mechanics or laborers who are not qualified to supply the deficiency.

Approved March 3, 1931.

CHAPTER 52.—*Employment of labor—Relatives in public offices*

[This act amends sec. 1352, Rev. Code, 1928, by adding a new paragraph (sec. 1352b) so as to read as follows:]

SECTION 1352b. *Unlawful employment of relatives, when.*—It shall be unlawful for any executive, legislative, ministerial, or judicial officer to appoint or vote for the appointment of any person related to him by affinity or consanguinity within the third degree, to any clerkship, office, position, employment or duty in any department of the State, district, county, city or municipal government of which such executive, legislative, ministerial, or judicial officer is a member, when the salary, wages, pay or compensation of such appointee

is to be paid out of the public funds or fees of such office, or to appoint, vote for, or agree to appoint, or to work for, suggest, arrange, or be a party to the appointment of any person in consideration of the appointment of a person related to him as aforesaid. Any executive, legislative, ministerial, or judicial officer who shall violate any provision of this article, shall be deemed guilty of a misdemeanor involving official misconduct, and shall be punished by a fine of not less than \$100 nor more than \$1,000. The designation executive, legislative, ministerial, or judicial officer includes: All officials of the State of Arizona, or of any county or incorporated city within the State, holding office either by election or appointment, and all the heads of the departments of State, county or incorporated cities, public school trustees, officers and boards or managers of the State university and its several branches, and State colleges.

Approved March 9, 1931.

CHAPTER 54.—*Payment of wages*

[This act amends sec. 4877, Rev. Code, 1928, so as to read as follows:]

SECTION 4877. *Discharged employee, etc., payment in lawful money, violation.*—Whenever an employee quits the service, or is discharged therefrom, he shall be paid whatever wages are due him, in lawful money of the United States, or by check of even date, on a bank, and said wages shall be paid at once. Every employer, including the State and its political subdivisions, shall pay any wages or compensation due an employee in lawful money of the United States, or negotiable bank check payable on demand, and dated not later than the day upon which said check is given, said check to be drawn upon some bank or banker located and carrying on business in this State, and not otherwise. Any person violating this section shall be guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine for each offense. Such fines and costs shall become a judgment against the real or personal property of the defendant, but payment may not be enforced by imprisonment.

Approved March 10, 1931.

CHAPTER 112.—*Employment offices, private*

[This act creates a private employment agency law, by adding to chapter 24, Rev. Code, 1928, a new article—Article 6. "Employment agents"—so as to read as follows:]

SECTION 1. *Definition.*—The term "employment agent" shall mean and include all persons, firms, corporations, or associations which, for a fee, commission, or charge, furnish to persons seeking employment information enabling or tending to enable such persons to secure the same, or which furnish employers seeking laborers or other help of any kind, information enabling or tending to enable such employers to secure such help, or which keep a register of persons seeking employment or help as aforesaid, whether such agents conduct their operations at a fixed place of business, on the streets or as transients, and also whether such operations constitute the principal business of such agents or only a side line or an incident to another business; but this term shall not include any employer who procures help for himself only, or an employee of such an employer who procures help for him and does not act in a similar capacity for any other employer.

SEC. 2. *Misrepresentations.*—No person, firm, association, or corporation, or any employee or agent thereof, shall make any false statement to any person, furnishing or seeking employment, knowing the same to be false, in regard to any employment, work, or situation, its nature, location, duration, wages or salary attached thereto, or the circumstances surrounding the said employment, work, or situation. No employment agent shall offer or hold himself out as in a position to secure or furnish employment without having an order therefor from an employer; and no employment agent shall misrepresent any other material matter in connection with any employment, work, or situation he may offer or hold himself out in a position to secure.

SEC. 3. *Inquiry as to truth.*—Every employment agent shall assure himself beyond a reasonable doubt that any representations whatsoever, whether spoken, written, or advertised in printed form, which he makes with regard to any employment, work, or situation, and which leads or may lead persons to

seek such employment, work, or situation, are true and cover all the material facts affecting the employment in question.

SEC. 4. *Fee splitting.*—No employment agent nor any employee or agent thereof, shall divide or offer to divide, or share directly or indirectly, any fee, charge, or compensation received from any applicant for employment, with any employer, superintendent, manager, foreman, or any other person who hires help or to whom help is furnished by an employment agent; and it shall be unlawful for any employer, superintendent, manager, foreman, or any other person who hires help to receive any compensation or any valuable consideration from any applicant for employment or from any employment agent for giving employment to said applicant or to any employees furnished by said employment agent.

SEC. 5. *License.*—No person, firm, corporation, or association shall engage in the business of an employment agent for profit, or receive any fee, charge, commission, or other compensation, directly or indirectly, for services as an employment agent without first having obtained a license from the Industrial Commission of Arizona and executing a bond as hereinafter provided. Said license shall constitute a license from this State to operate as an employment agent for compensation and shall not be transferable to any other person or persons whatever, or inure to the benefit of any person other than the licensee.

SEC. 6. *Application.*—Application for the foregoing license shall be made to the industrial commission and shall be accompanied by a bond in due form to the State of Arizona for the penal sum of \$1,000 issued by a surety company licensed to do business in this State to be approved by the industrial commission, conditioned that the agent will conform to and not violate any of the duties, terms, conditions, or requirements of this act.

SEC. 7. *Fees.*—Each such license shall expire on June 30, next following the date of issue and may be renewed annually. The fee for such license or renewal shall be as follows: One percent on the first \$5,000 of the fees, charges, commissions, or other compensation actually received during the life of the license or renewal by an employment agent for service as such; three-fourths of 1 percent on the second \$5,000 of such receipts; and one-half of 1 percent of all such receipts in excess of \$10,000: *Provided*, That in no event shall such fee be less than \$25, nor more than \$150. The minimum fee shall be paid before a license or renewal thereof is issued. Each employment agent to whom a license has been issued as required herein shall file with the industrial commission within the first 10 days of July in each year, a verified statement showing the actual fees, charges, commission, or other compensation received by him for services as such agent during the preceding year and with such statement shall pay the balance, if any, of such license fee due the State. Such fees shall be paid to the industrial commission, and shall be paid by it into the general fund of the State treasury within one week of receipt.

SEC. 8. *Authority of commission.*—The industrial commission is vested with the power and jurisdiction to have such supervision of every employment agent as may be necessary adequately to enforce and administer all laws, and lawful orders designed to prevent fraud, misrepresentation, false statements, or other unauthorized acts of such employment agent.

SEC. 9. *Visitorial power of commission.*—Any commissioner or deputy of the commission may enter any employment office or the place of business of any employment agent for the purpose of collecting facts and statistics, examining the records or registers kept by such employment agent and bringing to the attention of such agent any law or any order of the commission, or any failure on the part of such employment agent to comply therewith. No employment agent shall refuse to admit any commissioner or deputy of the commission to his place of business.

SEC. 10. *Inquisition.*—Any employment agent receiving from the commission any blanks calling for information required by it to carry out the provisions of this act, with directions to fill the same, shall cause the same to be properly filled out so as to answer fully and correctly each question therein propounded, and in case he is unable to answer any question, he shall give a good and sufficient reason for such failure, and said answer shall be verified by two witnesses, and returned to the commission at its offices within the period fixed by the commission.

SEC. 11. *Schedule of fees.*—Every applicant for a license to engage in the business of an employment agent shall file with the commission, within a time fixed by the commission, a schedule of the fees or charges made by such employment agent both to applicants for employment and for help for any services rendered to such applicants, together with all rules or regulations that may,

in any manner, affect the fees charged or to be charged for any service. No license shall be issued to such applicant unless such fees and such rules or regulations are reasonable. Such fees and such rules or regulations may be changed only with the approval of the industrial commission and when changed shall be filed with said commission. It shall be unlawful for any employment agent to charge, demand, collect, or receive a greater compensation for any service performed by him than is specified in the schedule filed with the commission, and no employment agent shall charge a registration fee without permission from the industrial commission.

SEC. 12. *Receipts.*—It shall be the duty of every licensed person conducting an employment agency to give every applicant for employment from whom a fee shall be received a receipt in which shall be stated the name and address of such employment agency, the name and address of the person to whom the applicant is sent for employment, the name of the applicant, the date, the amount of fee, the kind of work or service to be performed, the general conditions of employment, including among other things the rate of wages or compensation, whether or not board and lodging is to be furnished, the hours of employment, the cost of transportation and whether or not it is to be paid by the employer, the time of such service, if definite and if indefinite to be so stated, and the name of the person authorizing the hiring of such applicant. There shall be printed on the face of the receipt in prominent type the following: "This agency is licensed by the Industrial Commission of the State of Arizona." All receipts shall be made and numbered in original and duplicate. The original shall be given to the applicant paying the fee and the duplicate shall be kept on file at the employment agency. The receipts used by such licensed agents shall be approved by the industrial commission.

SEC. 13. *Return of fee.*—No such licensed person shall send out any applicant for employment without having obtained either orally or in writing a bona fide order therefor. In case the applicant paying such fee fails to obtain employment such licensed agent shall repay the amount of said fee to such applicant upon demand being made therefor; in cases where the applicant paying such fee is sent beyond the limits of the city in which the employment agency is located, and the applicant fails to receive employment, such licensed agent shall repay in addition to the said fee any actual expenses incurred in going to and returning from any place where such applicant has been sent: *Provided*, That where the applicant is employed and the employment lasts less than 7 days, or the total paid in wages is less than \$25, by reason of the discharge of applicant, the employment agent shall return to said applicant only the fee paid by such applicant to the employment agent.

SEC. 14. *Revocation of license.*—It shall be the duty of the industrial commission, and it shall have power, jurisdiction, and authority to issue licenses to employment agents, and to refuse to issue such license, whenever after due investigation, the commission or a majority of the members thereof finds that the character of the applicant makes him unfit to be an employment agent, or when the premises for conducting the business of an employment agent is found upon investigation to be unfit for such use, or whenever, upon investigation by the commission it is found and determined that the number of licensed employment agents, or that the employment agency operated by the United States, by the State or by the municipality, or by two or more thereof jointly, in the community in which the applicant for a permit proposes to operate is sufficient to supply the needs of employers and employees. Any such license granted by the commission may also be revoked by it upon due notice to the holder of said license, and upon due cause shown. Failure to comply with the duties, terms, conditions, or provisions of this act, or with any lawful orders of the commission, shall be deemed due cause to revoke such license.

SEC. 15. *Records, etc.*—The commission shall have the power, jurisdiction, and authority to fix and order such reasonable rules for the conduct of the business of any employment agent as may be necessary adequately to carry out the provisions of this act, and to ascertain and fix reasonable classifications of employments or positions. It may prescribe the form of books, registers or records to be kept by the employment agent, the receipts or copies of contracts to be handed to persons referred to employment, the reports to be made to the commission, the refunds to be made to applicants who failed to secure employment; and it may order any other measures reasonably necessary to protect the public, or persons seeking employment, or employees seeking help, against fraud, misrepresentation, or any other unauthorized act of any employment agent.

SEC. 16. *Local city clerks to aid.*—The clerk of every city and town in which there is no licensed or public employment agency as provided in section 5 of this act, may solicit, receive and record applications of persons seeking employment for any period of time, and of persons desiring to employ labor, and every employer shall pay to any such clerk 25 cents for each time he assists in furnishing such labor. The clerk of every city and town, serving under the terms of this act, shall, on or before the first day of each month, report all replacements made by him to the industrial commission, to be by them compiled as part of the general employment statistics of the State.

SEC. 17. *Violations.*—Any person who violates any of the provisions of the foregoing sections of this article shall be guilty of a misdemeanor and upon conviction thereof shall be fined not less than \$50 nor more than \$300, or imprisoned in the State prison for not more than 6 months, or both such fine and imprisonment in the discretion of the court.

Approved March 23, 1931.

CHAPTER 6 (first special session).—*Hours of labor—Bus drivers*

SECTION 1. *Hours regulated.*—Any person operating as driver, or requiring or permitting another to operate a motor vehicle as driver or for the transportation of passengers or property for hire, when such operator has been on duty in any capacity for a longer period than 12 hours in any 24-hour period, except in case of emergency where life or property is in imminent danger, but in any event in excess of 15 hours, whether or not such tour of duty be wholly within this State or partly within this State and partly without, is guilty of a misdemeanor.

Approved January 9, 1932.

ARKANSAS

ACTS OF 1931

CHAPTER 53.—*Employment of women*

[This act amends sec. 7102, Crawford & Moses' Digest (1915), by providing that the provisions of the hours of labor law shall not apply to females employed by railroad companies whose hours of service are regulated by Federal laws.]

Approved February 25, 1931.

CALIFORNIA

ACTS OF 1931

CHAPTER 156.—*Hours of labor—Railroad employees*

[This act adds a new section (2545a) to the Political Code as follows:]

SECTION 2545a. *Overtime.*—When any trainman or engineman employed on any railroad under the control of the State board of harbor commissioners works more than 8 hours in any 24 hours, as the employee of such railroad, he shall receive one and one half times as much compensation for every hour more than 8 as he does for each hour of the first 8.

Approved April 15, 1931.

CHAPTER 396.—*Wages of laborers on public works*

[This act repeals an act of 1897 (p. 90) entitled "An act fixing the minimum rate of compensation for labor on public work."]

Approved May 25, 1931.

CHAPTER 397.—*Labor and public works—Prevailing rate of wages*

SECTION 1. *Wage rate.*—Not less than the general prevailing rate of per diem wages for work of a similar character in the locality in which the work is performed, and not less than the general prevailing rate of per diem wages for legal holiday and overtime work, shall be paid to all laborers, workmen, and mechanics employed by or on behalf of the State of California, or

by or on behalf of any county, city and county, city, town, district or other political subdivision of the said State, engaged in the construction of public works, exclusive of maintenance work. Laborers, workmen, and mechanics, employed by contractors or subcontractors in the execution of any contract or contracts for public works with the State of California, or any officer or public body thereof, or in the execution of any contract or contracts for public works with any county, city and county, city, town, township, district, or other political subdivision of said State, or any officer or public body thereof, shall be deemed to be employed upon public works.

SEC. 2. Determination of rate.—The public body awarding any contract for public work on behalf of the State of California, or on behalf of any county, city and county, city, town, township, district or other political subdivision thereof, or otherwise undertaking any public works, shall ascertain the general prevailing rate of per diem wages in the locality in which the work is to be performed, for each craft or type of workman or mechanic needed to execute the contract, and shall specify in the call for bids for said contract and in the contract itself, what the general prevailing rate of per diem wages in the said locality is for each craft or type of workman needed to execute the contract, also the general prevailing rate for legal holiday and overtime work, and it shall be mandatory upon the contractor to whom the contract is awarded and upon any subcontractor under him, to pay not less than the said specified rates to all laborers, workmen, and mechanics employed by them in the execution of the contract. The contractor shall forfeit as a penalty to the State or political subdivision, district, or municipality on whose behalf the contract is made or awarded, \$10 for each laborer, workman, or mechanic employed, for each calendar day, or portion thereof, such laborer, workman, or mechanic is paid less than the said stipulated rates for any work done under said contract, by him, or by any subcontractor under him, and the said public body awarding the contract shall cause to be inserted in the contract a stipulation to this effect. It shall be the duty of such public body awarding the contract, and its officers and agents, to take cognizance of complaints of all violations of the provisions of this act committed in the course of the execution of the contract, and when making payments to the contractor of moneys becoming due under said contract, to withhold and retain therefrom all sums and amounts which shall have been forfeited pursuant to the herein said stipulation and the terms of this act: *Provided, however,* That no sum shall be so withheld, retained, or forfeited, except from the final payment, without a full investigation by either the division of labor statistics and law enforcement of the State department of industrial relations or by said awarding body: *And provided further,* That in all cases of contracts with assessment or improvement districts where full payment is made in the form of a single warrant, or other evidence of full payment, after completion and acceptance of the work, the awarding body shall accept from the contractor in cash a sum equal to, and in lieu of, any amount required to be withheld, retained, or forfeited under the provisions of this section, and said awarding body shall then release the final warrant or payment in full. It shall be lawful for any contractor to withhold from any subcontractor under him sufficient sums to cover any penalties withheld from him by the awarding body on account of the said subcontractor's failure to comply with the terms of this act, and if payment has already been made to him the contractor may recover from him the amount of the penalty or forfeiture in a suit at law.

SEC. 3. Records to be kept.—The contractor and each subcontractor shall keep, or cause to be kept, an accurate record showing the names and occupations of all laborers, workmen and mechanics employed by him, in connection with the said public work, and showing also the actual per diem wages paid to each of such workers, which record shall be open at all reasonable hours to the inspection of the public body awarding the contract, its officers and agents, and to the chief of the division of labor statistics and law enforcement of the State department of industrial relations, his deputies and agents.

SEC. 4. Definitions.—Construction work done for irrigation, utility, reclamation, improvement and other districts, or other public agency or agencies, public officer or body, as well as street, sewer and other improvement work done under the direction and supervision or by the authority of any officer or public body of the State, or of any political subdivision, district or municipality thereof, whether such political subdivision, district or municipality thereof

operates under a freeholders' charter heretofore or hereafter approved or not, also any construction or repair work done under contract, and paid for in whole or in part out of public funds, other than work done directly by any public utility company pursuant to order of the railroad commission or other public authority, whether or not done under public supervision or direction, or paid for wholly or in part out of public funds, shall be held to be "public works" within the meaning of this act. The term "locality in which the work is performed" shall be held to mean the city and county, county or counties in which the building, highway, road, excavation, or other structure, project, development or improvement is situated in all cases in which the contract is awarded by the State, or any public body thereof, and shall be held to mean the limits of the county, city and county, city, town, township, district, or other political subdivisions on whose behalf the contract is awarded in all other cases. The term "general prevailing rate of per diem wages" shall be the rate determined upon as such rate by the public body awarding the contract, or authorizing the work, whose decision in the matter shall be final. Nothing in this act, however, shall be construed to prohibit the payment to any laborer, workman or mechanic employed on any public work as aforesaid of more than the said general prevailing rate of wages, nor shall anything in this act be construed to permit any overtime work in violation of section 653c of the Penal Code.

SEC. 5. Violations.—Any officer, agent, or representative of the State of California, or of any political subdivision, district, or municipality thereof, who willfully shall violate, or omit to comply with, any of the provisions of this act, and any contractor or subcontractor, or agent or representative thereof, doing public work as aforesaid, who shall neglect to keep, or cause to be kept, an accurate record of the names, occupation, and actual wages paid to each laborer, workman, and mechanic employed by him in connection with the said public work or who shall refuse to allow access to same at any reasonable hour to any person authorized to inspect same under this act, shall be guilty of a misdemeanor, and upon conviction shall be punished by a fine of not exceeding \$500, or by imprisonment for not exceeding 6 months, or by both such fine and imprisonment, in the discretion of the court.

SEC. 6. Constitutionality.—If any section, sentence, clause or part of this act, is for any reason held to be unconstitutional, such decision shall not affect the remaining portions of this act. The legislature hereby declares that it would have passed this act, and each section, sentence, clause or part thereof, irrespective of the fact that one or more sections, sentences, clauses, or parts be declared unconstitutional.

Approved May 25, 1931.

CHAPTER 398.—*Employment of aliens on public works*

SECTION 1. Employment of aliens prohibited.—No person, firm, partnership, association, or corporation, or agent thereof, doing any work as a contractor or subcontractor, upon any public work being done for or under the authority of the State, or any officer or department thereof, or for or under the authority of any county, city and county, city, town, township, district, or any other political subdivision thereof, or any officer or department thereof, shall knowingly employ or cause or allow to be employed thereon any alien, except in cases of extraordinary emergency caused by fire, flood, or danger to life or property, or except to work upon public, military, or naval defenses or works in time of war: *Provided, however,* That within 30 days after any alien is permitted to work thereon due to such an extraordinary emergency, the contractor doing the work, or his duly authorized agent, shall file with the officer or public body awarding the contract a report, verified by his oath, setting forth the nature of the said emergency and containing the name of the said alien and each date he was permitted to work, and failure to file the said report within the said time shall be prima-facie evidence that no such extraordinary emergency existed. Such contractor and each subcontractor shall also keep, or cause to be kept, an accurate record showing the names and citizenship of all workers employed by him, in connection with the said public work, which record shall be open at all reasonable hours to the inspection of the officer or public body awarding the contract, his or its deputies and agents, and to the chief of the division of labor statistics and law enforcement of the State department of industrial relations, his deputies and agents.

SEC. 2. Violations by contractor.—The contractor to whom such contract for public work is awarded shall forfeit as a penalty to the State or county, city

and county, city, town, township, district, or other political subdivision on whose behalf the contract is made or awarded, \$10 for each alien knowingly employed in the execution of said contract, by him, or by any subcontractor under him, upon any of the public works, or upon any work herein mentioned, for each calendar day, or portion thereof, during which such alien is permitted or required to labor in violation of the provisions of this act, and the officer or public body awarding the contract shall cause to be inserted in the contract a provision to this effect. It shall be the duty of such officer or public body to take cognizance of all violations of the provisions of this act committed in the course of the execution of said contract, and when making payments to the contractor of moneys becoming due him under said contract, to withhold and retain therefrom all sums and amounts which shall have been forfeited pursuant to the herein said stipulation and the terms of this act: *Provided, however*, That no sum shall be so withheld, retained, or forfeited, except from the final payment, without a full investigation by either the division of labor statistics and law enforcement of the State department of industrial relations or by said awarding body: *And provided further*, That in all cases of contracts with assessment or improvement districts where the full payment is made in the form of a single warrant, or other evidence of full payment, after the completion and acceptance of the work, the awarding body shall accept from the contractor in cash a sum equal to, and in lieu of, any amount required to be withheld or retained under the provisions of this section, and said awarding body shall then release the final warrant or payment in full. It shall be lawful for any contractor to withhold from any subcontractor under him sufficient sums to cover any penalties withheld from him by the awarding body on account of the said subcontractor's failure to comply with the terms of this act, and if payment has already been made to him the contractor may recover from him the amount of the penalty or forfeiture in a suit at law.

SEC. 3. Definitions.—Work done for irrigation, utility, reclamation, improvement and other districts, or other public agency or agencies, public officer or body, as well as street, sewer, and other improvement work done under the direction and supervision or by the authority of any officer or public body of the State, or of any political subdivision or district thereof, whether such political subdivision or district operates under a freeholder's charter heretofore or hereafter approved or not, other than work done directly by any public utility company, pursuant to order of the railroad commission or other public authority, whether or not done under public supervision or direction, or paid for wholly or in part out of public funds, shall be held to be "public work" within the meaning of this act.

The term "alien" as used herein means any person who is not a born or fully naturalized citizen of the United States.

SEC. 4. Violations by public official.—Any officer, agent, or representative of the State of California or of any political subdivision or district thereof, who shall violate, or omit to comply with, any of the provisions of this act, and any contractor or subcontractor, or agent or representative thereof, doing public work as aforesaid, who shall neglect to keep, or cause to be kept, an accurate record of the names and citizenship of the workers employed by him, in connection with the said public work, or who shall refuse to allow access to the same at any reasonable hour to any person authorized to inspect same under this act, shall be guilty of a misdemeanor, and shall upon conviction be punished by a fine of not exceeding \$500, or by imprisonment for not exceeding 6 months, or by both such fine and imprisonment in the discretion of the court.

SEC. 5. Constitutionality.—If any section, sentence, clause, or part of this act is for any reason held to be unconstitutional, such decision shall not affect the remaining portions of this act. The legislature hereby declares that it would have passed this act, and each section, sentence, clause, or part thereof, irrespective of the fact that one or more sections, sentences, clauses, or parts be declared unconstitutional.

Approved May 25, 1931.

CHAPTER 424.—Factory, etc., regulations—Dyeing and cleaning establishments

[Act amends secs. 1-6, ch. 880, Acts of 1927, relating to fire hazards in clothes-cleaning establishments.]

Approved May 28, 1931.

CHAPTER 425.—Factory, etc., regulations—Dyeing and cleaning establishments

[This act provides for the construction, regulation, etc., of cleaning and dyeing shops. Act provides also for the registration and licensing of persons engaged in such business.]

Approved May 28, 1931.

CHAPTER 597.—Department of industrial relations

[This act amends sec. 364a, ch. 604, Acts of 1921 (as amended 1927, ch. 596) so as to read as follows:]

SECTION 364a. Agencies created.—For the purpose of administration, the department shall be forthwith organized by the director, subject to the approval of the governor, in such manner as he shall deem necessary properly to segregate and conduct the work of the department. The work of the department is hereby divided into at least five divisions, to be known respectively as the division of industrial accidents and safety, the division of immigration and housing, the division of State employment agencies, the division of labor statistics and law enforcement, and the division of industrial welfare. Each division, except as otherwise expressly provided by law, shall be in charge of a chief, who shall be appointed by, and hold office at the pleasure of the governor and shall receive such salary as may be fixed by the governor, not to exceed \$5,000 per annum. The chief of each division before entering upon the duties of his office shall execute an official bond to the State of California in the penal sum of \$10,000 conditioned upon the faithful performance of his duties.

Approved June 4, 1931.

CHAPTER 824.—Bureau of labor statistics

[This act amends sec. 7, Act No. 1828, Code of 1906 (as last amended by ch. 231, Acts of 1929), so as to read as follows:]

SECTION 7. Collection of wages; entry.—The commissioner and his representatives duly authorized by him in writing, shall have the power and authority to take assignments of wage claims and incidental expense accounts and advances, mechanics' and other liens of workers, claims based on "stop orders" for wages and on bonds for labor, claims for damages for misrepresentation of conditions of employment, claims against employment agencies or their bondsmen, claims for unreturned bond money of workers and claims for penalties for nonpayment of wages, without being bound by any of the technical rules with reference to the validity of such assignments, such as the rule requiring the consent of the husband or wife of a married claimant, the filing of a lien for record before it is assigned, or the assigning of a claim for penalty after the said claim has been incurred, and to prosecute actions for the collection of wages, penalties, and such other demands of persons who, in the judgment of the commissioner or his said representative, are financially unable to employ counsel, in cases in which, in the judgment of the commissioner, or his said representative such claims are valid and enforceable in the courts; to file preferred claims, mechanics' liens and other liens of workers in the name of the said commissioner, or his said representative, or in the names of the said workers, whenever the facts have been investigated by the commissioner or his said representative and found to support the claims which must be alleged in the preferred claim or lien filed in all cases where same is filed in the name of the commissioner or his said representative; to join various claimants in one preferred claim or lien as well as to list them with the data regarding their claims in an exhibit and join them, in case of suit, in one cause of action in all cases where no valid reason exists for making separate causes of action for each individual worker; to issue subpoenas, to compel the attendance of witnesses and parties and the production of books, papers and records, and to administer oaths and to examine witnesses under oath, and to take the verification or proof of instruments of writing and to take depositions and affidavits for the purpose of carrying out the provisions of this act and all other acts now or hereafter placed in the bureau for enforcement. When civil action is brought by the commissioner, or his duly authorized representative, no court costs of any nature shall be payable by the said commissioner, or his said representative, in connection with same and any sheriff or constable

requested by said commissioner, or his said representative, to serve the summons in the said action upon any person, firm, association, or corporation within his jurisdiction or levy an attachment, garnishment, or execution in the said action upon any money or property of any defendant within his jurisdiction, shall do so without costs to the said commissioner, or his said representative, except for keeper's fees, mileage fees, and storage charges: *Provided, however*, That he must specify when such summons or other process is returned, what costs he would ordinarily have been entitled to for such service, and such costs and the other regular court costs that would have accrued were the action not an official action shall be made a part of any judgment recovered by the said commissioner, or his said representative, and shall be paid by him if sufficient money is collected by him to cover same over and above the wages or other demands actually due the claimants on whose behalf he sued and not otherwise.

The commissioner shall have a seal inscribed "Department of Industrial Relations—State of California" and all courts shall take judicial notice of such seal. Obedience to subpoenas issued by the commissioner or his duly authorized representatives shall be enforced by the courts in any county or city and county and it shall be a misdemeanor offense to willfully ignore said subpoenas: *Provided*, That the said subpoenas do not call for an appearance at a distance greater than 25 miles.

The commissioner and his representatives shall have free access to all places and works of labor, and any principal, owner, operator, manager, superintendent, or lessee of any mine, mill, ranch, factory, hospital, office, laundry, place of amusement, restaurant, hotel, workshop, manufacturing, mechanical or mercantile establishment, construction camp or other place of labor, or any agent or employee of such principal, owner, operator, manager, superintendent, or lessee, who shall refuse to said commissioner, or his duly authorized representative, admission therein, or who shall, when requested by him, willfully neglect or refuse to furnish him any statistics or information pertaining to his lawful duties, which may be in his possession or under the control of said principal, owner, operator, lessee, superintendent, or manager, or agent thereof, shall be guilty of a misdemeanor and be punished by a fine of not more than \$200.

Approved June 12, 1931.

CHAPTER 827.—*Private employment agencies*

[This act amends sec. 4, ch. 282, Acts of 1913 (as last amended by ch. 333, Acts of 1927) so as to read as follows:]

SECTION 4. *Investigations, licenses, etc.*—Upon receipt of an application for a license the commissioner of labor may cause an investigation to be made as to the character and responsibility of the applicant and of the premises designated in such application as the place in which it is proposed to conduct such agency. The commissioner of labor or his deputies may administer oaths, subpoena witnesses, and take testimony in respect to matters contained in such application and in respect to complaints of any character against the applicant for such license and upon proper hearing may refuse to grant a license. Each application shall be granted or refused within 30 days from date of filing. No license shall be granted to a person to conduct the business of an employment agency in rooms used for living purposes, or where boarders or lodgers are kept, or where meals are served, or where persons sleep, or in connection with a building or premises where intoxicating liquors are sold or consumed, or in connection with pool halls or soft-drink parlors. No license shall be granted to a person whose license has been revoked within 3 years from the date of application. Each license shall run to and including the 31st day of March next following the date thereof and no longer, unless sooner revoked by the commissioner of labor, and may be renewed each year upon the filing of an application for renewal, renewed bond and the payment of the annual license fee, but the commissioner may, if he chooses, demand that a new application and bond be submitted.

The commissioner of labor shall have the power and authority to revoke or suspend any license when it is shown that the licensee or his agent has violated or failed to comply with any of the provisions of this act, or when such licensee has ceased to be of good moral character, or when the conditions under which the license was issued have changed or no longer exist or when the

licensee or his agent has violated or has willfully and knowingly aided or abetted any person, firm, company, or corporation in the violation of any provision or in the failure to comply with any requirement of section 3664aa of the Political Code or of section 50¼ of the public utilities act; nothing in this act contained, however, shall interfere with the right of employers to arrange with such licensees for the transportation of laborers to their prospective places of employment. Before revoking or suspending any license the commissioner shall notify in writing the holder of such license of the charges against him and afford an opportunity to be heard in person or by counsel in reference thereto. The commissioner or his deputies may administer oaths, subpoena witnesses and take testimony at the hearing and shall not be bound by the technical rules of evidence in conducting such a hearing. Obedience to the subpoenas issued by the commissioner of labor or his deputies shall be enforced by the courts in any county or city and county. The rulings of the commissioner shall be presumed to be prima facie reasonable, and his findings of fact shall, in the absence of fraud, be conclusive and shall be set aside by the courts only on the following grounds:

1. That the commissioner of labor acted without or in excess of his powers.
2. That the determination was procured by fraud.

The decision of the commissioner of labor either refusing, suspending, or revoking a license under this act shall be subject to review in accordance with the provisions of chapter 1 of title 1 of part 3 of the Code of Civil Procedure, pertaining to writs of review or certiorari, at any time within 30 days after notice of same is given to the party affected thereby.

Approved June 12, 1931.

CHAPTER 864.—*Stock for employees, etc., of corporations*

[This act repeals ch. 34, Acts of 1921, relative to the issuance of stock to employees of corporations.]

Approved June 12, 1931.

CHAPTER 878.—*Times of payment of wages*

[This act amends the title of ch. 202, Acts of 1919, and also secs. 7 and 8 of the same chapter. Secs. 7 and 8 are amended so as to read as follows:]

SECTION 7. Enforcement.—It shall be the duty of the commissioner of the bureau of labor statistics to inquire diligently for any violations of this act, and to institute the actions for penalties provided for in section 4 hereof, as well as actions for penalties under section 5 hereof in such cases as he may deem proper, and to enforce generally the provisions of this act.

SEC. 8. Prosecutions.—Nothing herein contained shall be construed to limit the authority of the district attorney of any county or city and county, or the prosecuting attorney of any city, to prosecute actions, both civil and criminal, for such violations of this act as may come to his knowledge, or to enforce the provisions hereof independently and without specific direction of the commissioner of the bureau of labor statistics or to limit the right of any wage claimant to sue directly or through an assignee for any wages or penalty due him or her under the provisions of this act.

Approved June 15, 1931.

CHAPTER 978.—*Department of industrial relations*

[This act amends sec. 364c of ch. 604, Acts of 1921 (as last amended by ch. 440, Acts of 1927) so as to read as follows:]

SECTION 364c. Division of industrial welfare.—In the division of industrial welfare there is hereby created a commission to be known as the industrial welfare commission to consist of five members, at least one of whom shall be a woman. The members of said commission shall be appointed by the governor. Except as herein provided, the term of office of such members shall be four years and they shall hold office until the appointment and qualification of their successors. The terms of the members of the commission in office when this amendment takes effect shall expire as follows: One member, September 15, 1931; one member, January 15, 1932; two members, January 15, 1933; one member, January 15, 1934. Such terms shall expire in the same relative order as to such members as the terms for which they hold office before this amendment takes effect, except that members whose terms would have expired on the

same day shall determine their relative order by lot. The terms commencing September 15, 1931, shall expire January 15, 1935. Vacancies occurring under the provisions of this section shall be filled by appointment for the unexpired term.

One of the members may be appointed chief of the division of industrial welfare. The members shall receive no compensation for their services as members but shall receive their actual necessary expenses incurred in the performance of their duties. The department of industrial relations shall succeed to and is hereby vested with all the duties, powers, purposes, responsibilities, and jurisdiction heretofore vested in the division of industrial welfare of the department of labor and industrial relations or in the industrial welfare commission which was established by an act entitled "An act regulating the employment of women and minors and establishing an industrial welfare commission to investigate and deal with such employment, including the minimum wage; providing for an appropriation therefor and fixing a penalty for violations of this act", approved May 26, 1913, insofar as such duties, powers, purposes, responsibilities, and jurisdiction pertain to the fixing of minimum wages or the maximum hours of work or the standard conditions of labor for women or minors, and such duties shall be administered through the division of industrial welfare.

Approved June 15, 1931.

CHAPTER 979.—*Department of industrial relations*

[This act amends sec. 364b of ch. 604, Acts of 1921 (as last amended by ch. 440, Acts of 1927) so as to read as follows:]

SECTION 364b. *Division of industrial accidents and safety.*—The division of industrial accidents and safety shall be under the control of a governing body composed of the industrial accident commission, which commission is hereby continued in existence. The members of the industrial accident commission shall be appointed by the governor. Except as herein provided, the term of office of such members shall be four years and they shall hold office until the appointment and qualification of their successors. The terms of the members of the commission in office when this amendment takes effect shall expire as follows: One member, September 15, 1931; one member, January 15, 1933; one member, January 15, 1934. Such terms shall expire in the same relative order as to such members as the terms for which they hold office before this amendment takes effect, except that members whose terms would have expired on the same day shall determine their relative order by lot. The term commencing September 15, 1931, shall expire January 15, 1935. Vacancies occurring under the provisions of this section shall be filled by appointment for the unexpired term. Each member shall receive a salary of \$5,000 per annum. The department of industrial relations shall succeed to and is hereby vested with all the duties, powers, purposes, responsibilities, and jurisdiction of the industrial accident commission and of the division of workmen's compensation, insurance, and safety of the department of labor and industrial relations and of the several members, officers, deputies, and employees of such commission and of such division which pertain to the administration or enforcement of the compensation provisions of the workmen's compensation, insurance, and safety act of 1917 and of all acts amendatory thereof or supplemental thereto, including the power, duty, and jurisdiction to ascertain, determine, award, adjudge, or disallow compensation under the workmen's compensation, insurance, and safety acts or any or either thereof, and all such thereof which pertain to the administration or enforcement of the safety provisions of the workmen's compensation, insurance, and safety act of 1917 and of all acts amendatory thereof or supplemental thereto, including the power, duty, and jurisdiction, at any time and from time to time, to adopt, amend, or repeal orders, rules, regulations, direction, requirements, or standards of safety, and such duties, powers, purposes, responsibilities, and jurisdiction shall be administered through the division of industrial accidents and safety.

Approved June 15, 1931.

CHAPTER 1047.—*Payment of wages*

[This act amends ch. 202, Acts of 1919, by adding a new section (5a) so as to read as follows:]

SECTION 5a. *Wage dispute.*—In case of a dispute over wages, the employer must pay, without condition, and within the time set by this act, all wages,

or parts of wages, conceded by him to be due, leaving to the worker all remedies he or she might otherwise be entitled to as to any balance he or she may claim.

Approved June 19, 1931.

CHAPTER 1090.—*Payment of wages*

[This act amends sec. 3, ch. 202, Acts of 1919, so as to read as follows:]

SECTION 3. *Scope of act.*—The wages or compensation subject to the provisions of this act shall include all amounts for labor or service performed by employees of every description, whether the amount is fixed or ascertained by the standard of time, task, piece, commission basis, or other method of calculating the same, or whether the labor or service is performed under contract, sub-contract, partnership, subpartnership, station plan, or other agreement for the performance of labor or service: *Provided*, That the labor or service to be paid for is performed personally by the person demanding payment. Nothing contained in this act shall in any way limit or prohibit the payment of wages or compensation at more frequent intervals, or in greater amounts, or in full when or before due, but no provision of this act can in any way be contravened or set aside by a private agreement, whether written, oral or implied.

Approved June 19, 1931.

CHAPTER 1144.—*Hours of labor on public works*

[This act amends sec. 653c, Penal Code (as last amended by ch. 793, Acts of 1929) so as to read as follows:]

SECTION 653c. *Limit of 8 hours a day.*—The time of service of any laborer, workman, or mechanic employed upon any of the public works of the State of California, or of any political subdivision or district thereof, or upon work done for or by the authority of said State, or any county, city and county, city, town, township, district, or any other political subdivision thereof, whether said work is done by contract or otherwise, is hereby limited and restricted to 8 hours during any one calendar day; and it shall be unlawful for any officer or agent of said State, or of any political subdivision or district thereof, or for any contractor or subcontractor doing work under contract upon any public works aforesaid, who employs, or who directs or controls the work of any laborer, workman, or mechanic employed as herein aforesaid, to require or permit such laborer, workman, or mechanic to labor more than 8 hours during any one calendar day, except in cases of extraordinary emergency, caused by fire, flood, or danger to life or property or except to work upon public military or naval defenses or works in time of war: *Provided, however*, That within 30 days after any employee is permitted to work over 8 hours in one calendar day due to such an extraordinary emergency, the contractor doing the work, or his duly authorized agent, shall file with the officer, board, or commission awarding the contract a report, verified by his oath, setting forth the nature of the said emergency, which report shall contain the name of the said worker, and the hours worked by him on the said day, and failure to file the said report within the said time shall be prima facie evidence that no extraordinary emergency existed. Such contractor and each subcontractor shall also keep an accurate record showing the names and actual hours worked of all workers employed by him, in connection with the said public work, which record shall be open at all reasonable hours to the inspection of the officer, board, or commission awarding the contract, or their deputies or agents, and to the chief of the division of labor statistics and law enforcement of the department of industrial relations, his deputies or agents.

Any officer or agent of the State of California, or of any political subdivision or district thereof, or awarding as such officer or agent any contract, the execution of which involves or may involve the employment of any laborer, workman, or mechanic upon any of the public works, or upon any work herein mentioned, shall cause to be inserted therein a stipulation which shall provide that the contractor to whom said contract is awarded shall forfeit as a penalty, to the State or political subdivision or district in whose behalf the contract is made and awarded, \$10 for each laborer, workman, or mechanic employed, in the execution of said contract, by him, or by any subcontractor under him, upon any of the public works, or upon any work herein mentioned, for each calendar day during which such laborer, workman, or mechanic is required or permitted to labor more than 8 hours in violation of the

provisions of this section, and it shall be the duty of such officer or agent to take cognizance of all violations of the provisions of this section committed in the course of the execution of said contract, and to report the same to the representative of the State or political subdivision or district, party to the contract, authorized to pay to the contractor moneys becoming due to him under said contract, and said representative, when making payments of moneys thus due, shall withhold and retain therefrom all sums and amounts which shall have been forfeited pursuant to the herein said stipulation and the terms of this act: *Provided, however,* That no sum shall be so withheld, retained, or forfeited, except from the final payment, without a full investigation by either the division of labor statistics and law enforcement of the State department of industrial relations or by said awarding body: *And provided, further,* That in all cases of contracts with assessment or improvement districts where the full payment is made in the form of a single warrant, or other evidence of full payment, after the completion and acceptance of the work the awarding body shall accept from the contractor in cash a sum equal to, and in lieu of, any amount required to be withheld or retained under the provisions of this section, and said awarding body shall then release the final warrant or payment in full. It shall be lawful for any contractor to withhold from any subcontractor under him sufficient sums to cover any penalties withheld from him by the awarding body on account of the said subcontractor's failure to comply with the terms of this act, and if payment has already been made to him the contractor may recover from him the amount of the penalty or forfeiture in a suit at law.

Any officer, agent, or representative of the State of California, or of any political subdivision or district thereof, who shall violate, or omit to comply with, any of the provisions of this section, and any contractor or subcontractor, or agent or representative thereof, doing public work as aforesaid, who shall neglect to keep an accurate record of the names and actual hours worked by the workers employed by him, in connection with the said public work, or who shall refuse to allow access to same at any reasonable hour to any person authorized to inspect same under this section, shall be guilty of a misdemeanor, and shall upon conviction be punished by a fine not exceeding \$500, or by imprisonment for not exceeding 6 months, or by both such fine and imprisonment, in the discretion of the court.

Work done for irrigation, utility, reclamation and improvement districts, and other districts of this type, as well as street, sewer, and other improvement work done under the direction and supervision of the State, or of any political subdivision or district thereof, whether such political subdivision or district operates under a freeholders' charter heretofore or hereafter approved or not, shall be held to come under the provisions of this section: *Provided, however,* That nothing in this section shall apply to the operation of the irrigation or drainage system of any irrigation or reclamation district.

Approved June 19, 1931.

COLORADO

ACTS OF 1931

CHAPTER 56.—*Inspection of steam boilers*

[This act amends secs. 5482 and 5485, Comp.L. 1921 (as amended by ch. 69, Acts of 1927) by fixing the fees for inspection of cast-iron heating boilers at \$2.50. For all other boilers 500 pounds pressure per square inch and under, \$5; and for more than 500 pounds pressure, \$10.]

Approved May 21, 1931.

CHAPTER 61.—*Mine regulations—Coal mines*

[This act amends secs. 3441, 3455 (as amended by ch. 134, sec. 7, Acts of 1925), 3465, 3466, 3478 (as amended by ch. 134, sec. 15, Acts of 1925), 3480, 3481, 3482 (as amended by ch. 129, Acts of 1927, and ch. 68, sec. 18, Acts of 1929), 3503 (as amended by ch. 68, sec. 5, Acts of 1929), 3558 (as amended by ch. 129, sec. 24, Acts of 1927), 3587 (as amended by ch. 68, sec. 15, Acts of 1929), 3589, 3592, 3605, par. b (as amended by ch. 134, sec. 27, Acts of 1925), Comp.L., 1921, relating to inspectors of coal mines, mine safety, ventilation, etc.]

Approved May 16, 1931.

CHAPTER 112.—*Antiunion contracts*

SECTION 1. *Restrictive rights of employers, etc.*—Every undertaking or promise hereafter made, whether written or oral, express or implied, constituting, or contained in, any contract or agreement of hiring or employment between any individual, firm, company, association, or corporation, and any employee, or prospective employee of the same whereby (a) either party to such contract or agreement undertakes or promises not to join, become, or remain a member of any labor organization or of any organization of employers, or (b) either party to such contract or agreement undertakes or promises that he will withdraw from the employment relation in the event that he joins, becomes, remains, a member of any labor organization or of any organization of employers, is hereby declared to be contrary to public policy and wholly void.

Approved April 21, 1931.

CHAPTER 115.—*Mine regulations—Metal mines*

[This act amends secs. 3390-3392, 3394, 3395, 3404, 3411, 3428, and 3429, Comp.L. 1921, relating to inspection of metal mines, and the safety of miners.]

Approved May 22, 1931.

CHAPTER 170.—*Wage-claims court*

SECTION 1.—*Wage-claims court established.*—There is hereby created and established in each of the several counties of this State, a court of inferior jurisdiction, to be known as the wage-claims court. The justices of the peace in their several counties and precincts shall sit as judges of said courts and exercise the jurisdiction hereby conferred, in all cases arising under the provisions of this act.

SEC. 2. *Jurisdiction.*—The wage-claims court shall have and exercise jurisdiction in all cases of claims of money due for wages or salary earned, or for work and labor performed, upon any contract of employment, express or implied, where the amount claimed, exclusive of interest and costs, does not exceed the sum of \$100. All actions arising under the provisions of this act shall be brought in the county where the defendant resides, or where the work or labor, or some part thereof, was performed: *Provided*, That no action shall be brought in said court by the assignee of any such claim, or upon an assigned claim.

SEC. 3. *Procedure.*—Actions shall be commenced in the wage-claims court, under the provisions of this act, by the claimant, or by the personal representative of a deceased claimant, who shall make an affidavit in substantially the following form:

STATE OF COLORADO,

County of _____ ss:

IN THE WAGE-CLAIMS COURT

Before _____, J. P.

A. B., plaintiff, v. C. D., defendant

AFFIDAVIT OF CLAIM

A. B. being first duly sworn, upon oath deposes and says: That C. D., whose post-office address is _____ street, _____, Colo., is justly indebted to him in the sum of _____ dollars and _____ cents (\$_____) for salary or wages earned or for work and labor performed at _____, between _____ 19____ and _____ 19____, and that there are no set-offs or counterclaims existing in favor of the defendant and against the plaintiff, except _____.

Subscribed and sworn to before me this _____ day of _____ A.D. 19____.

Justice of the Peace.

Upon the filing of such affidavit and the payment of a docket fee of \$1, which fee shall cover all costs and charges in said court, to and including the entry of judgment, the justice of the peace in whose court the action has been com-

menced shall docket said cause in a book to be kept by him for that purpose, and shall issue an order upon the defendant named in the affidavit to appear before him upon a day certain which shall not be less than 5 or more than 10 days from the date of filing the said affidavit, and show cause, if any he may have, why judgment should not be entered against him for the amount claimed in the affidavit. Such order shall be in substantially the following form:

STATE OF COLORADO,
County of _____ ss:

IN THE WAGE-CLAIMS COURT

Before _____, J. P.

A. B. plaintiff v. C. D., defendant

ORDER TO SHOW CAUSE

The people of the State of Colorado, to C. D., greetings:

You are hereby ordered to appear before _____, J. P., sitting as a judge of the wage-claims court in and for the county of _____, State of Colorado, at his office at _____ in the city of _____ county aforesaid, at _____ a.m., p.m. on the _____ day of _____ A.D. 19____, and show cause if any you may have, why judgment should not be entered against you and in favor of A. B. for the sum of _____ dollars and _____ cents (\$_____) for wages or salary or work and labor performed, as more fully appears from the affidavit of the said A. B. filed herein, a true copy of which is attached hereto and served herewith.

Dated at _____ this _____ day of _____ A.D. 19____.
_____, J. P.,
Judge.

Such affidavit and order may be printed upon a single sheet of paper, and so arranged that a carbon copy thereof may conveniently be made.

SEC. 4. *Service*.—A true copy of the affidavit and order mentioned in the preceding section may be served upon the defendant personally by the justice of the peace, by the plaintiff, or by any constable of the county, who shall make an affidavit of such service, stating the time and place thereof.

SEC. 5. *Hearing*.—Upon the day set for the hearing of the said claim, if the defendant fail to appear at the time and place stated in said order, he having been duly served therewith, as provided in the preceding section, the judge shall enter judgment for the amount proven to be due the plaintiff, together with interest at the rate of 8 percent per annum from the time said claim became due, and for costs. If both parties appear, the judge shall hear their testimony, and such other witnesses as they shall produce, together with such other evidence as may be offered in support of the respective claims of the parties, and shall enter such judgment as the justice of the case shall require: *Provided*, That interest and costs shall be allowed in all cases where the judgment is for the plaintiff. No continuance shall be granted or allowed in such court except for good cause shown. No formal pleading other than the affidavit and order herein provided for shall be necessary, and the hearings in such court shall be informal, with the sole object of dispensing speedy justice between the parties.

SEC. 6. *Appeal*.—If the judgment be against the defendant he shall pay the same forthwith, and in default of such payment, execution may issue as in the justice courts. If either party be dissatisfied, he shall be allowed an appeal to the county court of the proper county: *Provided*, That he shall upon the entry of judgment against him, then and there give notice of appeal to the county court, and pay to the justice of the peace the sum of \$1.50 to cover the cost of a transcript of such judgment, and shall within 5 days from the entry of such judgment, pay to the clerk of the county court in cash, an amount sufficient to pay said judgment in full, together with all costs in the county court, and shall within 5 days after docketing said cause in the county court, give notice to the plaintiff that he will within 48 hours from the service of such notice, appear in the county court and ask that the said cause be set for trial.

Upon the payment to the said justice of the peace of the cost of a transcript as aforesaid, the said justice shall forthwith make, certify, and transmit to the

county court of the proper county a complete transcript of all the proceedings before him.

SEC. 7. *Appeals disposed of immediately.*—It shall be the duty of the county court to dispose of all such appeals with all convenient speed, and if the defendant shall fail to docket said cause in the county court and to pay in the sums as provided in the preceding section within the time therein provided, the county court shall dismiss said appeal. If the judgment in the county court shall be for the plaintiff, the court shall order the clerk to pay the amount thereof to the plaintiff. If the judgment of the county court be for the defendant, he shall have judgment for his costs.

SEC. 8. *Fees.*—After judgment the justice of the peace shall issue such process and shall be entitled to collect such fees and charges as are allowed by law in justice courts for like services, and no others.

SEC. 9. *Supplies.*—The board of county commissioners of each of the several counties in this State shall furnish to the justices of the peace a reasonable supply of blanks and forms, docket book, and other supplies necessary for the use of such justice when sitting as a wage-claims court.

Approved April 21, 1931.

CONNECTICUT

ACTS OF 1931

CHAPTER 142 (p. 23).—*Group life insurance*

[This act merely permits any municipality to arrange for the purchase of group life insurance for its employees.]

CHAPTER 145 (p. 173).—*Reports of occupational diseases*

[This act amends sec. 2423, Gen. Stat. 1930, so as to read as follows:]

SECTION 2423. *Duty of physicians.*—Each physician having knowledge of any person whom he believes to be suffering from poisoning from lead, phosphorus, arsenic, brass, wood alcohol or mercury or their compounds, or from anthrax, or from compressed-air illness or any other disease, contracted as a result of the nature of the employment of such person, shall, within 48 hours, mail to the State department of health, a report, stating the name, address, and occupation of such patient, the name, address, and business of his employer, the nature of the disease and such other information as may reasonably be required by said department. The department shall prepare and furnish to the physicians of this State suitable blanks for the reports herein required. No report made pursuant to the provisions of this section shall be admissible as evidence of the facts therein stated in any action at law or in any action under the workmen's compensation act against any employer of such diseased person. Any physician who shall fail to send any report herein required or who shall fail to send the same within the time specified herein shall be liable to the State for a penalty of not more than \$10, recoverable by civil action in the name of the State by said department. For each such report the physician making the same shall receive a fee of 50 cents, to be paid by the State department of health as a part of its office expenses. The State department of health is authorized to investigate and to make recommendations for the elimination or prevention of occupational diseases which have been reported to it or which shall be reported to it in accordance with the provisions of this section. Said department is also authorized to study and provide advice in regard to conditions that may be suspected of causing occupational diseases: *Provided.* Information obtained upon investigations made in accordance with the provisions of this section shall not be admissible as evidence in any action at law or in any action under the workmen's compensation act.

DELAWARE

ACTS OF 1931

CHAPTER 238.—*Employment of children—General provisions*

[This act amends ch. 90, 3171, sec. 71, Rev. Code (as amended by ch. 232, Acts of 1917), so as to read as follows:]

3171, SEC. 71. *Canneries.*—The provisions of this act shall not apply to any child over the age of 14 years who may be employed, permitted or suffered to

work in any establishment used for the purpose of canning or preserving or preparation for canning or preserving perishable fruits and vegetables. The burden of proving said child's age to be 14 years and over shall be on the parent, who shall be required, by the labor commission, to present documentary proof of same to its satisfaction.

Approved March 16, 1931.

GEORGIA

ACTS OF 1931

ACT No. 298 (art. 13, p. 42).—*Department of industrial relations*

[This act affects a reorganization of the State government. Article 13 provides for the creation of a department of industrial relations as follows:]

SECTION 101. *Department created.*—There is hereby created a department of industrial relations under the control and management of three directors, of whom the chairman shall be the commissioner of commerce and labor, which office is hereby specifically retained. The remaining members of said department shall be appointed by the governor by and with the advice and consent of the senate.

SEC. 102. *Term of office.*—The terms of office of the present industrial commissioners heretofore appointed by the governor shall terminate with the effective date of this act. The two present industrial commissioners serving under appointment shall be directors of the said department of industrial relations and shall serve as such until the time when their present respective appointments as industrial commissioners would expire under said appointments, at which time their terms of office as such directors shall expire. The governor shall appoint their successors for terms of 4 years each, which shall be the term of office of such directors thereafter.

SEC. 103. *Chairman.*—The chairman of said department, to wit: the commissioner of commerce and labor, shall be elected as now provided by law.

SEC. 104. *Qualifications.*—No more than one of the directors appointed by the governor shall be a person who on account of his previous vocation, employment, or affiliation shall be classified as a representative of employers, and not more than one of such appointees shall be a person who on account of his present vocation, employment, or affiliation, shall be classed as a representative of employees. Each of the appointees by the governor as directors of said department shall devote his entire time to the duties of his office, and shall not hold any position of trust or profit, or be engaged in any occupation or business interfering or inconsistent with his duties as such director.

SEC. 105. *Salary.*—The two directors appointed under the terms of this act shall each receive a salary of \$4,000 per annum, payable monthly. The chairman shall receive as salary per annum the amount of his present compensation, to be in full of fees, perquisites, or other emoluments.

SEC. 106. *Offices abolished, etc.*—The department of commerce and labor, established by an act approved August 21, 1911 (see Acts of 1911, p. 133), is hereby abolished with the respective offices therein provided, except that of commissioner of commerce and labor, whose powers, duties, and functions are hereby transferred to the department of industrial relations.

SEC. 107. *Same.*—The office of factory inspector, provided in an act approved August 19, 1916 (see Acts of 1916, p. 113), is hereby abolished.

SEC. 108. *Same.*—So much of the Georgia workmen's compensation act approved August 17, 1920, creating an industrial commission (see Acts of 1920, p. 193 et seq.), is hereby abolished, and all the powers, duties, and functions thereof are hereby transferred to and vested in the directors of the department of industrial relations.

SEC. 109. *Employment of assistants.*—The chairman of the department of industrial relations is hereby empowered to employ such assistants and clerical help to aid in the discharge of the powers, duties, and functions hereby imposed on the department as may be necessary: *Provided*, That the expense thereof shall have been provided in the appropriation enacted for the support of said department.

Approved August 28, 1931.

ACT No. 246 (p. 182).—*Exemption of pension from garnishment*

SECTION 1. *Amount exempt.*—The sum of \$15 per week shall be exempt from process of garnishment out of all pensions paid by former employers to retired and pensioned employees, when such employees are not actually in the service

of their former employers, but receiving a bona fide pension from such former employers by a reason of previous employment, predicated upon length of service, old age, disability, or other like causes.

Approved August 27, 1931.

ACT No. 243 (p. 190).—*Hours of labor—Bus drivers*

[This act provides for the regulation of motor common carriers. The hours of duty for drivers is limited as follows:]

SECTION 25. *Hours of duty.*—It shall be unlawful for any motor common carrier, its officers or agents, subject to this act to require or permit any driver to be or remain on duty for a longer period than 10 consecutive hours; and whenever any such driver shall have been continuously on duty for 10 hours, he shall be relieved and not required or permitted to go on duty until he has had at least 10 consecutive hours off duty, except that in cases of unforeseen emergency a driver may remain on duty not in excess of 12 hours or for such time as will enable him to complete his regular run.

Approved August 27, 1931.

HAWAII

ACTS OF 1931

No. 68.—*Garnishment of wages*

[This act amends sec. 2826, Rev.L. 1925 (as last amended by Act No. 96, Acts of 1927) relating to the process when garnishee has places of business in more than one judicial district.]

Approved April 13, 1931.

No. 97.—*Department of immigration, labor, and statistics*

[This act abolished the former department of immigration, labor, and statistics, and all powers and duties heretofore exercised by such department are transferred to the secretary of the Territory. Ch. 58, Rev.L. 1925, inconsistent with this law, is thereby repealed.]

Approved April 18, 1931.

ILLINOIS

ACTS OF 1931¹

Free public employment offices

(Page 569)

[This act amends sec. 53, ch. 48, Rev. Stat. 1917, p. 1424 (as amended 1921, p. 443), so as to read as follows:]

SECTION 53 [173]. *Number of offices.*—The department of labor is authorized to establish and maintain free employment offices, for the purpose of receiving applications of persons seeking employment and applications of persons seeking to employ labor, as follows: One in each city, village, or incorporated town of not less than 25,000 population; one in two or more contiguous cities, villages, or incorporated towns having an aggregate or combined population of not less than 25,000; and in each city containing a population of 1,000,000 or over, one central office with as many departments as would be practical to handle the various classes of labor, and such branch offices not to exceed 5 at any one time, the location of branch offices to be approved by the governor. Such offices shall be designated and known as Illinois free employment offices.

Approved July 7, 1931.

Private employment offices

(Page 569)

[This act amends secs. 67a, 67c, 67d, and 67g, ch. 48, Rev. Stat. 1917, p. 1429, so as to read as follows:]

¹These acts have been incorporated in the Illinois Revised Statutes, 1931. Section numbers in the new code are shown here in brackets.

SECTION 67a [187]. Licenses, etc.—It shall be the duty of the department of labor, and it shall have power, jurisdiction and authority to issue licenses to employment agents, except non-fee-charging employment agents or agencies and to refuse to issue such licenses whenever, after due investigation, the department of labor finds that the character of the applicant makes him unfit to be an employment agent, or when the premises proposed to be used for conducting the business of an employment agency is found upon investigation to be unfit for such use. Any such license granted by the department of labor may also be revoked by it upon due notice to the holder of said license, and upon due cause shown and hearing thereon. Failure to comply with the duties, terms, conditions, or provisions required by any law of this State with reference to employment agencies, or with any lawful order of the department of labor, shall be deemed due cause to revoke such license.

The department of labor shall have power, jurisdiction, and authority to fix and order such reasonable rules for the conduct of the business of employment agencies as may be necessary adequately to carry out the laws relating to employment agencies.

No person shall open, keep, or carry on any employment agency in the State of Illinois unless every such person shall procure a license therefor from the department of labor. Any person who shall open or conduct any such agency without first procuring such license shall be guilty of a misdemeanor and shall be punishable by a fine of not less than \$50 and not exceeding \$200, or on failure to pay such fine, by imprisonment for a period not exceeding 6 months, or both, at the discretion of the court. The fee for said licenses in cities having a population of 50,000 or over shall be \$50 annually, and a fee of \$25 annually in all cities containing less than 50,000 population.

Every license shall contain the name of the person licensed, a designation of the city, street, and number of the house in which the person licensed is authorized to carry on the said employment agency, and the number and date of such license. Such license shall not be valid to protect any place other than that designated in the license unless consent is first obtained from the department of labor, and until the written consent of the surety or sureties on the bond required to be filed by section 2 of this act to such transfer, be filed with the original bond. No such agency shall be located on premises where intoxicating liquors are sold. The application for such license shall be filed with the department of labor not less than one week prior to the granting of said license and the department of labor shall act upon such application within 30 days from the time of application. The license shall run for 1 year from the date thereof and no longer, unless sooner revoked by the department of labor. Such application shall be posted in the office of the department of labor, from the date of filing thereof, and until such application is acted upon; and before any license shall be granted, notice of such application shall be published on 3 distinct days by the department of labor in some daily newspaper of general circulation throughout the county within which the applicant desires to locate such agency.

SEC. 67c [189]. Registers, etc.—It shall be the duty of every such licensed person to keep a register in which shall be entered in the English language the date of every accepted application for employment, name, and address of the applicant to whom employment is offered or promised, written name and address of the person to whom applicant is sent for employment and amount of the fee received. Such licensed person shall also enter in a separate register, in the English language, the name and address of every accepted applicant for help, the date of such application, the kind of help requested, the names of the persons sent, with the designation of the one employed, the amount of the fee received and the rates of wages agreed upon. The aforesaid register of applicants for employment and for help shall be open during office hours to inspection by the department of labor, and its duly qualified agents.

No such licensed person, or his employees shall knowingly make any false entries in such register. It shall be the duty of such licensed persons who employ agents or solicitors to provide each of said employees with a suitable badge, containing said licensed person's name, and address of such agency and number of such license, and shall file with the department of labor the name of each such employee.

SEC. 67d [190]. Fees.—A registration fee not to exceed \$2 may be charged by such licensed agency when such agency shall be at actual expense in advertising such individual applicant, or in looking up the references of said appli-

cant. In all such cases a complete record of such references and all registrations shall be kept on file, which record shall, during all business hours, be open for the inspection of the department of labor. For such registration fee a receipt shall be given to said applicant for help or employment, giving name of such applicant, date of payment and character of position or help applied for. Said registration fee shall be returned to the said applicants on demand, after 30 days and within 60 days from the date of the receipt, less the amount that has been actually expended by said licensed agency for said applicant, and an itemized account of such expenditures shall be presented to said applicant on request at the time of returning the unused portion of such registration fee, provided no position has been furnished by said licensed agency to said applicant.

No licensed person or persons shall, as a condition to registering or obtaining employment for such applicant, require such applicant to subscribe to any publication, or (except in case of applicants for positions paying salaries of \$2,400 or more per annum) to any postal card service, letter service, or advertisement, or exact any other fees, compensation, or reward other than the registration fee aforesaid and a further fee, the amount of which shall be agreed upon between such applicant and such licensed person, to be payable at such time as may be agreed upon in writing, but the further fee aforesaid shall not be received by such licensed person before the applicant has been tendered a position by such licensed person. In the event the position so tendered is not accepted by or given such applicant, said licensed person shall refund all fees paid by said applicant, other than the registration fees aforesaid, within 3 days after demand is made therefor. No such licensed person shall send out any applicant for employment without having obtained a bona fide order therefor, and if it shall appear that no employment of the kind applied for existed at the place where the said applicant was directed, said licensed person shall refund to such applicant on demand any sum paid or deposited by said applicant for transportation in going to and returning from said place and all fees paid by said applicant.

In addition to the receipts herein provided to be given for registration fees, it shall be the duty of such licensed person to give to every applicant for employment from whom other fee or fees shall be received, an additional receipt in which shall be stated the name of such applicant, the date, and amount of such other fees; and to every applicant for help from whom other fee or fees shall be received, an additional receipt stating the name and address of said applicant, the date and amount of such other fee or fees, and the kind of help to be provided. All receipts shall have printed on the back thereof in the English language the address of the principal and nearest branch offices of the department of labor and such other reasonable information as the department may deem proper.

Every such licensed person shall give to every applicant for employment a card or printed paper containing the name of the applicant, the name and address of such employment agency, and the written name and address of the person to whom the applicant is sent for employment. If an employee furnished fails to remain 1 week in a situation, through no fault of the employer, a new employee shall be furnished to the applicant for help, if he so elects, or three fifths of all fees paid returned within 4 days after demand: *Provided*, Said applicant for help notifies said licensed person within 3 days of the failure of the applicant to accept the position [or] the applicant's discharge for cause. If the employee is discharged within 1 week without said employee's fault, another position shall be furnished or three fifths of all fees returned to the applicant for employment. No licensed person shall require any person who has applied for and/or obtained a position through such licensed person to sign any note authorizing a confession of judgment.

Every such licensed person shall post in a conspicuous place in each room of such agency sections 3 [189], 4 [190], and 5 [191] of this act, which shall be printed in the English language. Such printed matter shall also contain the address of the principal and nearest branch offices of the department of labor and such other reasonable information as the department may deem proper, and shall be furnished by department of labor.

Every such licensed person shall furnish the department of labor, under rules to be prescribed by such department, monthly statements showing the number and character of placements made.

SEC. 67g [193]. *Definitions.*—Any person, firm, or corporation, who for hire or with a view to profit, shall undertake to secure employment or help, or through the medium of card, circular, pamphlet, or any medium whatsoever, or through the display of a sign or bulletin, offer to secure employment or help or give information as to where employment or help may be secured, shall be deemed a private employment agent and be subject to the provisions of this act: *Provided*, That charitable institutions are not included. The term "fee" as used in this act, means money or a promise to pay money. The term "fee" also means and includes the excess of money received by any such licensed person over what he has paid for transportation, transfer of baggage, or lodging for any applicant for employment. The term "fee", as used in this act, also means and includes the difference between the amount of money received by any person who furnishes employees or performers for any entertainment, exhibition, or performance, and the amount paid by the said person to the employees or performers whom he hires to give such entertainments, exhibition, or performance. The term "privilege", as used in this act, means and includes the furnishing of food, supplies, tools, or shelter to contract laborers, commonly known as "commissary privileges."

Approved July 8, 1931.

Employment on public works—Prevailing wage rate

(Page 573)

[This act was declared unconstitutional by the Illinois Supreme Court in the case of *Mayhew v. Nelson* (178 N.E. 921). For complete law see Monthly Labor Review, February 1932, pp. 312, 313. (See also ch. 48, secs. 39a-39f, Rev. Stat. 1931.)]

Factory, etc., regulations—Washrooms

(Page 575)

[This act amends sec. 184, ch. 48, Rev. Stat. 1917, p. 1474, so as to provide as follows:]

SECTION 184 [98]. *Who to provide washrooms.*—Every owner or operator of a coal mine, steel mill, foundry, machine shop, railroad, or other like business in which employees become covered with grease, smoke, dust, grime, and perspiration to such extent that to remain in such condition after leaving their work without washing and cleansing their bodies and changing their clothing, will endanger their health or make their condition offensive to the public, shall provide and maintain a suitable and sanitary washroom at a convenient place where employees are required to report for duty or are relieved from duty, in or adjacent to such mine, mill, foundry, shop, railroad, or other place of employment for the use of such employees.

Approved July 7, 1931.

Exemption of wages from garnishment

(Page 615)

[This act amends sec. 12, ch. 62, Rev. Stat. 1917, p. 1616, so as to read as follows:]

SECTION 12 [12]. *Adverse claim.*—If such claimant appears, he may be admitted as a party to the suit, so far as respects his title to the property in question, and may upon 10 days' notice of the claim of such claimant to such property, stating the amount and character thereof, being served upon the garnishee allege and prove any facts showing the right of such claimant to the possession of such property and such allegations shall be tried and determined in the manner hereinbefore provided. In case it appears that all or any part of such goods, chattels, choses in action, credits, or effects are the property of such claimant, and such claimant is then entitled to the possession thereof, the court shall order the delivery thereof to such claimant. If such person shall fail to appear after having been served with notice in the manner directed, he shall nevertheless be concluded by the judgment in regard to his claim.

Approved June 27, 1931.

179571°—38—5

Exemption of wages from garnishment

(Page 616)

[This act amends sec. 14, ch. 67, Rev. Stat. 1917 (as amended 1923, p. 413), by exempting \$20 from garnishment instead of \$15. (See also ch. 62, sec. 14, Rev. Stat. 1931.)]

Approved July 9, 1931.

Exemption of wages from garnishment

(Page 617)

[This act amends sec. 34a, ch. 62, p. 1619, Rev. Stat. 1917, so as to provide as follows:]

SECTION 34a [32]. *Outside earnings*.—The wages or salary for services of an employee earned out of this State and payable out of this State shall be exempt from attachment or garnishment in all cases where the cause of action arose out of this State unless the principal defendant in the attachment or garnishment suit is personally served with process; and if the writ of attachment or garnishment is not personally served on the principal defendant the court, justice of the peace, or police magistrate issuing the writ of attachment or garnishment shall not entertain jurisdiction of the cause but shall dismiss the suit at the cost of the plaintiff.

Approved July 2, 1931.

Department of labor, etc.

(Page 878)

[This act amends sec. 6, ch. 24½, p. 597, Rev. Stat. 1917, so as to provide as follows:]

SECTION 6 [6] (as amended 1921, p. 340). *Boards*.—Advisory and nonexecutive boards in the respective departments are created as follows: * * *

In the department of labor:

A board of Illinois free employment office advisors, composed of five persons.
A board of local Illinois free employment office advisors for each free employment office, composed of five persons on each local board. * * *

Approved June 29, 1931.

(Page 880)

[This act amends sec. 43, ch. 24½, p. 608, Rev. Stat. 1917, so as to provide as follows:]

SECTION 43 [43]. *Powers of department of labor*.—The department of labor shall have power:

1. To exercise the rights, powers, and duties vested by law in the commissioners of labor, the secretary, other officers and employees of said commissioners of labor.
2. To exercise the rights, powers, and duties vested by law in the superintendents and assistant superintendents of free employment offices, general advisory board of free employment offices, local advisory boards of free employment offices, and other officers and employees of free employment offices.
3. To exercise the rights, powers, and duties vested by law in the chief inspector of private employment agencies, inspectors of private employment agencies, their subordinate officers and employees.
4. To exercise the rights, powers, and duties vested by law in the chief factory inspector, assistant chief factory inspector, deputy factory inspector, and all other officers and employees of the State factory inspection service.
5. To exercise the rights, powers, and duties vested by law in the State board of arbitration and conciliation, its officers and employees.
6. To exercise the rights, powers, and duties vested by law in the industrial board, its officers and employees.
7. To foster, promote, and develop the welfare of wage earners.
8. To improve working conditions.
9. To advance opportunities for profitable employment.
10. To collect, collate, assort, systematize, and report statistical details relating to all departments of labor, especially in its relation to commercial,

industrial, social, educational and sanitary conditions, and to the permanent prosperity of the manufacturing and productive industries.

11. To collect, collate, assort, systematize, and report statistical details of the manufacturing industries and commerce of the State.

12. To acquire and diffuse useful information on subjects connected with labor in the most general and comprehensive sense of that word.

13. To acquire and diffuse among the people useful information concerning the means of promoting the material, social, intellectual, and moral prosperity of laboring men and women.

14. To acquire information and report upon the general conditions so far as production is concerned, of the leading industries of the State.

15. To acquire and diffuse information as to the conditions of employment, and such other facts as may be deemed of value to the industrial interests of the State.

16. To acquire and diffuse information in relation to the prevention of accidents, occupational diseases, and other related subjects.

For the exercise of the powers vested in the department of labor by paragraphs numbered 10 to 16, inclusive, of this section, there shall be a division of statistics and research, which, in the performance of such duties, shall supervise, direct, set up, and approve methods and standards of collecting, preparing, compiling, and reporting all material for statistical use in all divisions of the department of labor.

In the performance of such duties the division of statistics and research shall have free and unhindered access to all records of all divisions of the department of labor, for the purpose of collecting, collating, assorting, tabulating, classifying, systematizing, reporting, and diffusing statistical and other information as provided by paragraphs numbered 10 to 16, inclusive, of this section.

Approved May 26, 1931.

IOWA

ACTS OF 1931

CHAPTER 122.—Hours of labor—Bus drivers

SECTION 1. Limitation of hours.—No person shall operate a commercial motor vehicle for hire for more than a period of 16 hours out of any period of 24 hours upon the public highways of this State.

Sec. 2. Same.—No person, firm, partnership, association, or corporation shall require or permit any employee or person to drive or operate any commercial motor vehicle upon the public highways of this State for a period in excess of 16 hours out of any period of 24 hours.

Sec. 3. Violations.—Any person, firm, partnership, association, or corporation violating any of the provisions of this act shall be guilty of a misdemeanor and, upon conviction, may be fined not less than \$25 nor more than \$100.

Approved April 25, 1931.

KANSAS

ACTS OF 1931

CHAPTER 214.—Hours of labor on public works—Wages

[This act amends sec. 44-201, Rev. Stat. 1923, so as to read as follows:]

SECTION 44-201. Current rate of wages; 8-hour day.—“The current rate of per diem wages” for the intents and purposes of this act shall be the rate of wage paid in the locality as hereinafter defined to the greater number of workmen, laborers, or mechanics in the same trade, occupation, or work of a similar nature. In the event that it be determined that there is not a greater number in the same trade, occupation, or on similar work paid at the same rate, then the average rate paid to such laborers, workmen, or mechanics in the same trade, occupation, or work shall be the current rate. The “locality” for the purpose of this act shall be the county wherein the physical work is being performed: *Provided*, That where cities of the first or second class are located in said counties, each such city shall be considered a locality. Eight hours shall constitute a day’s work for all laborers or other persons employed

by or on behalf of the State of Kansas or any municipality of said State, except in cases of extraordinary emergency which may arise, in time of war, or in cases where it may be necessary to work more than 8 hours per calendar day for the protection of property or human life. Laborers or other persons so employed, working to exceed 8 hours per calendar day, shall be paid on the basis of 8 hours constituting a day's work. Not less than the current rate of per diem wages in the locality where the work is performed shall be paid to laborers or other persons so employed. And laborers and other persons employed by contractors or subcontractors in the execution of any contract or contracts with the State of Kansas or any municipality thereof shall be deemed to be employed by or on behalf of the State or such municipality so far as the hours of work and compensation herein provided are concerned. That the contracts hereafter made by or on behalf of the State of Kansas or by or on behalf of any county, city, township, or other municipality of said State with any corporation, person, or persons which may involve the employment of laborers, workmen, or mechanics shall contain a stipulation that no laborer, workman, or mechanic in the employ of the contractor, subcontractor, or other person doing or contracting to do the whole or a part of the work contemplated by the contract shall be permitted or required to work more than 8 hours in any one calendar day except in cases of extraordinary emergency (as defined in this act); such contracts shall contain a provision that each laborer, workman, or mechanic employed by such contractor, subcontractor, or other person about or upon such public work shall be paid the wages herein provided.

Approved March 16, 1931.

CHAPTER 215.—*Payment of wages—Semimonthly pay day*

[This act amends secs. 44-301, 44-304, and repeals sec. 44-303, Rev. Stat. 1923, so as to read as follows:]

SECTION 44-301. *Duty of corporation.*—All corporations doing business in this State shall pay to their employees the wages earned by such employees, and all such wages shall be due and payable and shall be paid by such corporations as often as semimonthly: *Provided*, That this act shall not apply to any State or municipal corporations.

SEC. 44-303. [Repealed.]

SEC. 44-304. *Recovery by employee.*—Any employee may recover all such penalties that may, by violations of section 44-302 of the Revised Statutes for 1923, accrue to him at any time within 6 months succeeding such default or delay in the payment of such wages.

Approved March 16, 1931.

CHAPTER 216.—*Private employment offices*

[This act amends sec. 44-407, Rev. Stat. 1923, so as to read as follows:]

SECTION 44-407. *Fees.*—Where a registration fee is charged for receiving or filing applications for employment or help, said fee shall in no case exceed the sum of \$1, unless the salary or wages shall be more than \$3 per day, in which case a fee of not more than \$2 may be charged, for which a duplicate receipt shall be given (one copy to be kept by the employee and the other for the employer), in which shall be stated the name and address of the applicant, the date of such application, the amount of the fee, and the nature of the work to be done or the situation to be procured. In case the said applicant shall not obtain a situation or employment through such licensed agency within 3 days after registration as aforesaid, then said licensed agency shall forthwith repay and return to such applicant, upon demand being made therefor, the full amount of the fee paid or delivered by said applicant to such licensed agency: *Provided*, That said employment agency shall make no additional charge for their service rendered other than the fees set out above.

Approved March 17, 1931.

CHAPTER 282.—*Mine regulations—Mine examining board*

[This act amends sec. 74-2101, Rev. Stat. 1923, so as to read as follows:]

SECTION 74-2101. *Board.*—Immediately after the passage of this act there shall be appointed by the governor, a board of three examiners to serve until July 1, 1935, and thereafter such board of examiners shall be appointed for a

term of 4 years. One of said board shall be a practical coal miner, who has had at least 5 years' experience as miner in the coal mines of Kansas. One shall be an operator of coal mines in the State of Kansas, or representative thereof. The third shall be a citizen of good standing in the State of Kansas. The members of the examining board shall be paid out of the coal mine examiner's fund, upon vouchers to be approved by the president of said board, the sum of \$5 per day for each day of actual service, and their necessary expenses.

Approved March 16, 1931.

KENTUCKY

ACTS OF 1932

CHAPTER 31.—*Free public employment offices*

SECTION 1. *Establishment of employment service.*—In order to provide an employment service for men, women, and minors seeking employment; for employers seeking employees; to stabilize employment; to cooperate with counties, municipalities, school, and the United States Employment Service; for the extension of vocational guidance to minors and aid to the physically handicapped, there is hereby established in the department of labor a "Kentucky Employment Service"; and

SEC. 2. *Duties.*—It shall be the duty of the chief officer of the department of labor, and he is hereby empowered, subject to the advice and consent to the commissioner of agriculture, labor, and statistics:

(a) To establish and conduct employment offices in the State where such offices are deemed advisable.

(b) To ascertain and make known the opportunities for employment.

(c) To create and maintain such divisions of the employment service as will best serve the public welfare.

(d) To cooperate with existing State and Federal agencies in extending vocational guidance to minors seeking employment.

(e) To render especial assistance to physically handicapped persons seeking employment, to help them become self-supporting and aid in the support of their dependents.

(f) To cooperate with county agricultural agents and farmers' agencies to ascertain needs of labor and mobilization and distribution of labor among the agricultural classes.

(g) To devise and adopt the most efficient means to avoid unemployment.

(h) To establish relations with employers and organizations for the purpose of supplying demands for labor, for the stabilizing and prevention of unemployment.

(i) To make public through newspapers and other media information as to employment available.

(j) To investigate economic developments, the extent and causes of unemployment and remedial projects advanced by agencies, private or governmental for the purpose of preparing for the general assembly facts which may make further legislation desirable.

(k) To collect, collate, and publish statistical and other information from all sources considered pertinent to the work within the employment service jurisdiction and shall use this data in the publication and dissemination of changing social and economic conditions that might adversely affect employers, employees, and the general public.

(l) To correlate the functions of the employment service with private and public agencies such as the United States Employment Service, the United States Bureau of Labor Statistics, the Red Cross, the Rehabilitation Service, war veteran organizations, county and municipal welfare agencies and such other organizations of similar function and intent in order that the Kentucky Employment Service shall be utilized as a central base or focal point as a survey agency, alleviation and distribution point for the relief of distress among workers and the public in times of economic depression or an emergency.

(m) To enter into agreement with the governing authorities of any county or municipality in the State for such period of time as may be deemed advisable for the purpose of establishing and maintaining local employment offices.

(n) To enter into agreement with the governing authorities of any school or school district for the extension of vocational guidance to minors.

(o) To enter into agreement with the United States Employment Service, or such bureau of the United States Department of Labor designated or may hereafter be authorized by the United States Congress for the purpose of securing financial and other aid from the United States Government for the establishment and maintenance of a public employment service in Kentucky.

(p) To appoint advisory committees to assist in conducting an efficient employment service.

(q) To accept and solicit moneys for the Kentucky Employment Service from private sources not incompatible to the welfare and efficiency of the provisions of this act and the Kentucky Employment Service, and all such moneys collected shall be accounted for to the State auditor and credited to the account and use of said employment service.

SEC. 3. *Fees prohibited.*—No fee, charge, or other perquisite shall be accepted or exacted for any service rendered applicant-worker or employer by said employment service.

CHAPTER 44.—*Payment of wages in scrip, etc.*

SECTION 1. *Issuance of scrip, etc.*—Any person, firm, or corporation engaged in any trade or business, either directly or indirectly, may issue, sell, give, or deliver, upon the request of any employee of such person, firm, or corporation, to such employee as a medium of credit, in payment for labor performed or for labor to be performed, nontransferable scrip, tokens, drafts, orders, or coupons, payable and redeemable in merchandise only by the employee to whom issued: *Provided*, That the issuance of any such nontransferable scrip, tokens, drafts, orders, or coupons by any such person, firm, or corporation shall be construed, taken, and held in all courts and places to be a promise to pay by the person, firm, or corporation issuing same to the employee to whom issued, in lawful money of the United States or check, upon demand and surrender by said employee of such scrip or any unused portion thereof, at such regular settlement day or pay day when the same would have been due in cash had not the said order, scrip, or token been issued.

Any person, firm, or corporation failing and refusing to pay the employee to whom is issued such nontransferable scrip, tokens, drafts, orders, or coupons or any unused portion of the same, for which labor has been performed on their regular settlement day or pay day, shall be deemed guilty of a misdemeanor and upon conviction shall be punished by a fine of not less than \$20 nor more than \$50, and for a second or a subsequent offense shall be fined not less than \$25 nor more than \$100.

All acts or parts of acts inconsistent with this act are hereby repealed.

CHAPTER 98.—*Bureau of mines*

[This act provides for the safe development and operation of certain minerals. The duties of the department of mines are specified in relation to the location, etc., of oil and gas wells, and also the operation of coal mines in the vicinity of such wells.]

LOUISIANA

ACTS OF 1932

No. 167.—*Employment of women and children*

[This act amends the title and secs. 1, 2, and 23 of Act 301, Acts of 1908 (as amended 1912, Act 61; 1914, Act 133; 1926, Act 176; and Act 238; respectively) so as to read as follows:]

SECTION 1. *Age limit.*—From and after the passage of this act it shall be unlawful for a person, agent, firm, company, copartnership, or corporation to require or permit, or suffer or employ any child under the age of 14 years to labor or work in any mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dressmaking stores or mercantile establishments, or hotel, or restaurants or in any theater or concert hall or in or about any place of amusement where intoxicating liquors are made or sold, or in any bowling alley, bootblacking establishment, freight or passenger elevators or in the transmission or distribution of messages, whether telegraph or telephone or any other messages, or merchandise or in any other occupation

whatsoever: *Provided*, That the provisions of this act shall not affect Act 176 of 1908.

The provisions of this act shall not apply to agricultural pursuits. Any violation of this act shall be punishable by a fine of not less than \$25 or more than \$50 or by imprisonment in the parish jail (parish prison in New Orleans) for not less than 10 days or more than 6 months, or both, at the discretion of the court.

SEC. 2. *Certificates.*—The superintendent of public schools in the various parishes of the State of Louisiana (with the exception of the Parish of Orleans) and in the Parish of Orleans the factory inspector appointed by the mayor of the city of New Orleans with the consent of the commission council acting in conjunction with the board of health and school board of the parish, shall have full power to issue age and employment certificates to minors over 14 years and under 16 years of age, seeking employment in any of the occupations enumerated in section 1 of this act in any part of this State: *Provided, however*, That the superintendent of public schools in any parish, wherein a city of more than 30,000 inhabitants is situated, may designate a representative in such city to act for said superintendent of public schools and may vest in said representative full powers to issue age and employment certificates within such city.

Such age and employment certificate shall be issued by such officers upon application duly made in person by such minor, accompanied by his or her parent or guardian, or a person standing in parental relation to such minor, and after having received, filed and approved the following papers duly executed, to wit:

(a) A written statement duly signed by the person, firm, or corporation into whose service the child is about to enter, setting forth that it is the intention of the signer to employ the child, and stating the nature of the occupation in which the child is to be employed.

(b) One of the following proofs of age, showing the child to be above 14 years:

1. A duly attested transcript of the birth record of said child filed according to law with any officer charged with the duty of recording births. Or if such proof of age cannot be produced,

2. A duly attested transcript of certificate of baptism, showing the date of birth and place of baptism of such child. Or if neither of the above proofs of age can be produced,

3. A bona fide contemporaneous Bible record of the birth of such child. Or if none of the above proofs of age can be produced.

4. A passport of [or] certificate of arrival in the United States showing the age of such child. Of if none of the above proofs of age can be produced,

5. A life insurance policy covering the life of such child and showing the age thereof, dated at least 2 years prior to the date of application for such age and employment certificate. Or if none of the above proofs of age can be produced,

6. An affidavit duly executed by the parent, guardian, or custodian of the child, setting forth the age of such child.

(c) A written statement of the parish health officer or public-school physician that the child is physically qualified to perform the work at which he or she is about to be employed: *Provided, however*, That where any physical defect exists, temporary work permits may be issued for a period not exceeding 1 month, during which period if such defect be corrected, such child shall be re-examined and if his or her condition then be found to be suitable a permanent work certificate may be issued.

(d) A certificate from the superintendent of public schools or the principal of a duly constituted private, denominational, or parochial school, indicating that the child has completed the sixth grade as established by the curriculum of the public school or has had 8 years of schooling: *Provided, however*, That where such child has been instructed at home in the common-school branches, proof that such instruction is the equivalent of the education hereinabove required shall be established by the presentation of a certificate from the parish superintendent of schools, or his duly constituted representative: *Provided further*, That in all parishes other than the Parish of Orleans, the years of schooling certified to under the terms of this paragraph shall be the same as the minimum years of schooling fixed by the laws regulating the compulsory education of children in such parishes.

SEC. 23. *Appointment of inspectors, etc.*—In the city of New Orleans the mayor of the city of New Orleans, with the consent of the commission council,

shall appoint a factory inspector, a vocational counselor, and a safety engineer, any or all of whom may be male or female persons, whose duties shall be to see that the regulations of this act are observed, and also to prosecute all persons who violate the same.

The salaries or compensation of the factory inspector, vocational counselor, and safety engineer shall be fixed by the commission council and paid by the city of New Orleans.

The factory inspector provided for by this law shall have general supervision and authority to enforce all the provisions of this law, with the added authority to supervise and direct the work of any and all subordinates or assisting official named or employed to enforce the provisions of this law.

The vocational counselor provided for herein shall possess those qualifications which are required to be possessed by a vocational guidance counselor as established in the department of vocational guidance in the public-school system in the city of New Orleans. It shall be the duty of the vocational counselor provided for herein:

(a) To interview all children who may apply for work certificates, with a view to ascertaining the reasons why said child or children are discontinuing attendance at school and seeking employment instead, and to endeavor to dissuade such child or children from discontinuing attendance at school where the conditions surrounding the home life of said child or children do not warrant their seeking employment.

(b) To advise all applicants applying for work certificates concerning the employment that they should enter in view of their individual training, aptitudes, and physical fitness in respect to the character of work for which they are best suited.

(c) To advise all applicants for work certificates respecting the continuance of their further education or vocational training, in order to enable them to progress more efficiently in the occupation in which they contemplate engaging.

The safety engineer shall be a person who shall possess the necessary technical education, coupled with a practical experience of at least 5 years, in order to be thoroughly familiar with the structural arrangements in buildings and places, and the manner of operation of mechanical and electrical equipment contained herein which may prove unsafe or dangerous to persons who operate same, or who by reason of their employment may come in close contact with such mechanical or electrical equipment while same is being operated.

It shall be the duty of the safety engineer to inspect all places and buildings wherein persons are employed where employment is regulated by the provisions of this law to see to it that the provisions of this law regarding the means of safety and comfort for the employees are followed out, and that due precautions are taken in order that such mechanical or electrical equipment is so arranged, guarded, or protected as to reduce to the minimum the hazard or injury to the persons employed in or about such mechanical or electrical equipment, to the end of preventing the injury or death to such persons who may operate same or who by reason of their employment may come in close contact with such mechanical or electrical equipment.

That whenever the safety engineer shall find any condition in such places or buildings where persons are employed, whose employment is regulated by the provisions of this law, or where the conditions surrounding any mechanical or electrical equipment shall constitute a hazardous condition to the person or persons who may operate the same, or to persons who, by reason of their employment, may come in close contact with such mechanical or electric equipment he shall report same at once in writing to the factory inspector and it shall be the duty of the factory inspector to at once notify in writing the person, firm, or corporation owning or operating such mechanical or electrical equipment to correct or remove the condition which renders such mechanical or electrical equipment hazardous and give such person, firm, or corporation, 10 days in which to comply with such order and upon the failure to do so the factory inspector is authorized to prefer an affidavit against the owner or operator of such defective, dangerous or unsafe mechanical or electrical equipment and upon conviction, such owner or operator shall be punished by a fine of not less than \$25 nor more than \$50 or by imprisonment in the parish jail (or in the parish prison in the city of New Orleans) for not less than 10 days nor more than 6 months, or both, at the discretion of the court.

Approved July 13, 1932.

No. 181.—*Garnishment of wages*

[This act relates merely to the procedure for the garnishment of wages, salaries, etc.]

Approved July 14, 1932.

No. 183.—*Exemption of wages from garnishment*

[This act amends sec. 1, Act 79, Acts of 1876 (as amended 1918, Act 184) so as to read as follows:]

SECTION 1. *Wages, etc., exempt when.*—* * * In the case of all other laborers, wage earners, artisans, mechanics, engineers, firemen, carpenters, bricklayers, secretaries, bookkeepers, clerks, employees on a commission basis, or employees of any nature or kind whatever, whether skilled or unskilled, 80 percent of the wage, salary, commission, or other compensation thereof cannot be seized or garnisheed, but only 20 percent of such compensation shall be subject to such seizure or garnishment, and in no case shall the seizure or garnishment infringe upon a minimum of \$60 per month of such salary, wage, commission, or other compensation, which said \$60 per month shall always be exempt.

Approved July 14, 1932.

MAINE

ACTS OF 1931

CHAPTER 144.—*Employment of women and children*

[This act amends secs. 21 and 23, ch. 54, Rev. Stat. 1930, so as to read as follows:]

SECTION 21. *Work time.*—No female shall be employed in any workshop, factory, manufacturing, or mechanical establishment more than 9 hours in any one day; except when a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed 54 in a week. And no minor under 16 years of age shall be employed in any of the said establishments or occupations more than 8 hours in any one day.

SEC. 23. *Hours of labor in mercantile establishments, offices, etc.*—No male minor under 16 years of age and no female shall be employed in any telephone exchange employing more than three operators or in any mercantile establishment, store, restaurant, laundry, telegraph office, or by any express or transportation company in the State of Maine more than 54 hours in any one week. The provisions of this section shall not apply between the seventeenth day of December and the 24th day of December, both inclusive, and shall not apply during the 8 days prior to Easter Sunday to persons employed in millinery shops or stores. In cases of emergency in which there is danger to property, life, public safety, or public health and in cases of extraordinary public requirement the provisions of sections 21 to 27, inclusive, shall not apply to employers engaged in public service.

Approved April 1, 1931.

CHAPTER 158.—*Inspection of steam boilers*

[This act amends ch. 54, Rev. Stat. 1930, by adding secs. 50, 51, 52, and 53, so as to read as follows:]

SECTION 50. *Use of condemned boilers.*—No steam boiler or unfired steam-pressure vessel that has been condemned for further use in this or any other State by an authorized boiler inspector employed by an insurance company or by an inspector authorized to inspect boilers by a State or the Federal Government shall be operated in this State.

Whoever operates a boiler in violation of this section shall be punished by a fine of not less than \$100.

SEC. 51. *Same, to be stamped.*—Every steam boiler or unfired steam-pressure vessel so condemned in this State shall be stamped in the following manner, "XXX Me.", and the department of labor and industry shall immediately be notified of such condemnation.

The stamp "XXX Me.", placed on condemned boilers shall be made across the registration mark or number of the boiler, or if the boiler has no registration mark or number, a stamp shall be placed in the location of this mark as determined by the rules of the American Society of Mechanical Engineers boiler code.

The stamping shall be done with individual letters, driven into the plate so far as to thoroughly cancel any previous registration and shall be made with letters at least three eighths of an inch high.

Any person who obliterates such condemnation mark shall be punished by a fine of not less than \$100.

The laws and regulations of the American Society of Mechanical Engineers boiler code shall be used in all mathematical computations necessary to determine the safety of a boiler.

SEC. 52. Registration of boilers.—On and after September 1, 1931, no steam boiler or unfired steam-pressure vessel subjected to a pressure of over 15 pounds to the square inch shall be operated in this State unless such boiler or unfired steam-pressure vessel shall have been registered in the office of the State department of labor and industry, upon blanks to be furnished by said department upon request, such blanks to contain information regarding maker's name, type of construction, date of construction, age, location, and when last inspected, and such other information as may be required by said department.

Whoever fails to so register any steam boiler or unfired steam-pressure vessel shall be punished by a fine of \$10.

In case a boiler or unfired steam-pressure vessel, subject to the provisions of this section, is moved from one location to another, notice shall be given the department of labor of such removal and of the new location in which the boiler is to be set up.

The provisions of this section shall not apply to boilers subject to Federal inspection and control, or to boilers used in steamboats, or those under the control of the public utilities commission, or boilers used in automotive vehicles.

SEC. 53. Inspection reports.—In case a boiler is insured and inspected by a duly accredited insurance company licensed to do business in this State, a copy of the record of each internal inspection of such boiler shall be filed with the department of labor and industry.

Approved April 2, 1931.

CHAPTER 164.—*Work in compressed air*

[This act regulates work in compressed-air employment. The complete law was reproduced in the Monthly Labor Review, June 1931, p. 92.]

Approved April 2, 1931.

CHAPTER 165.—*Employment of children*

[This act amends secs. 18 and 19 of ch. 54, Rev. Stat. 1930, so as to read as follows:]

SECTION 18. Age.—No child under 14 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any manufacturing or mechanical establishment, bowling alley, or pool room. Except as hereinafter provided, no child under 15 years of age shall be employed, permitted, or suffered to work at any business or service for hire whatever during the hours that the public schools of the town or city in which he resides are in session. No minor under 16 years of age shall be employed in any theater or moving-picture house as usher or attendant nor in or about a projection booth.

SEC. 19. Work permits.—No minor between the ages of 14 and 16 years shall be employed, permitted, or suffered to work in any of the aforementioned occupations unless the person, firm, or corporation employing such child procures and keeps on file accessible to any attendance officer, factory inspector, or other authorized officer charged with the enforcement of sections 18 to 36, both inclusive, of this chapter, a work permit issued to said child by the superintendent of schools of the city or town in which the child resides, or by some person authorized by him in writing. The person authorized to issue a work permit shall not issue such permit until such child has furnished such issuing officer a certificate signed by the principal of the school last attended showing

that the child can read and write correctly simple sentences in the English language and that he has satisfactorily completed the studies covered in the grades of the elementary public schools, or their equivalent; in case such certificate cannot be obtained, then the officer issuing the work permit shall examine such child to determine whether he can meet the educational standard specified and shall file in his office a statement setting forth the result of such examination; nor until he has received, examined, approved, and filed satisfactory evidence of age showing that the child is 14 years old or upwards; such evidence shall consist of a certified copy of the town clerk's record of the birth of said child, or a certified copy of his baptismal record, showing the date of his birth and place of baptism, or a passport showing the date of birth. In the event of the minor being unable to produce the evidence heretofore mentioned, and the person authorized to issue the work permit being satisfied of that fact, the said work permit may be issued on other documentary evidence of age satisfactory to the person authorized to issue the work permit, provided said documentary evidence has been approved by the State commissioner of labor. The superintendent of schools, or the person authorized to issue such work permit, may require, in doubtful cases, a certificate signed by a physician appointed by the school board, or, in case there is no school physician, from the medical officer of the board of health, stating that such child has been examined by him, and, in his opinion, has reached the normal development of a child of its age, and is in sufficiently sound health and physically able to perform the work which he intends to do. A child between the ages of 14 and 16 who, because of subnormal mental capacity, is unable to successfully pass the tests necessary to allow a regular work permit to be issued, may under conditions deemed proper receive a work permit issued jointly by the commissioner of education and the commissioner of labor and industry, such persons to be employed in nonhazardous occupations. The State factory inspector, his deputy, or agent may require a similar certificate in doubtful cases of the minors employed under a work permit. A work permit when duly issued shall excuse such child from attendance at public schools; but no person shall issue such permit to any minor then in or about to enter his employment or the employment of the firm or corporation of which he is a member, stockholder, officer, or employee.

Approved April 2, 1931.

MARYLAND

ACTS OF 1931

CHAPTER 35.—*Payment of wages*

[This act amends sec. 440, Code of Public Local Laws (1930) of Maryland relating to the payment of wages in Allegany County, so as to read as follows:]

SECTION 440. *Wages to be paid, how.*—Every corporation engaged in mining or manufacturing or operating a railroad in Allegany County, and employing 10 or more hands, shall pay its employees the full amount of their wages in legal tender money of the United States, or by check payable at par at the bank upon which drawn, and any contract by or on behalf of any such corporation for the payment of the whole or of any part of said wages, in any other manner than provided shall be and is hereby declared illegal, null and void; and every such employee shall be entitled to recover from any such corporation employing him, the whole or so much of the wages earned by him as shall not have been actually paid to him in legal tender money of the United States, or by check payable at par at the bank upon which drawn without set-off or deduction of his demand for or in respect of any account or claim whatever, nor shall such employees make any contract with its employers by which such employees shall be compelled to purchase their supplies, merchandise, or goods from any private or company stores owned and operated by the said employers; nor shall said employers by means of such employment exercise any influence whatever on said hands by promises or threats to compel their employees to deal with any particular merchant or storekeeper.

Approved April 6, 1931.

CHAPTER 158.—*Employment of children—School attendance*

[This act repeals and reenacts sec. 221, art. 77, Annot. Code, 1924, subt. ch. 21. Children required to attend school till 14 years of age instead of 13.

Unless regularly employed a child (14 to 16 years of age) must attend day school regularly.]

Approved April 6, 1931.

CHAPTER 182.—*Employment of children—School attendance*

[This act merely amends sec. 221, art. 77, Annot. Code, 1924, sub. ch. 21, so as to correct a doubt existing as to the meaning of a sentence applying to Baltimore.]

Approved April 6, 1931.

MASSACHUSETTS

ACTS OF 1931

CHAPTER 304.—*Payment of wages*

[This act amends sec. 158, ch. 149, Gen.L. 1921, by adding a new sec. (158-a), so as to read as follows:]

SECTION 158-a. *Work without compensation.*—Whoever requires or permits a woman or a minor, as a condition of securing employment, to work in any factory, workshop, manufacturing, mechanical or mercantile establishment without monetary compensation shall be punished by a fine of not more than \$50.

Approved May 12, 1931.

CHAPTER 372.—*Rate of wages—Scrub women*

[This act amends sec. 5, ch. 8, Gen.L., 1921 (as amended by sec. 53, ch. 301, Acts of 1931), so as to provide as follows:]

SECTION 5. *Wage rate.*—The pay of scrub women employed by the Commonwealth shall be based upon a regular weekly rate of \$18 for 33 hours' work. When time is lost or a greater number of hours are worked by them than the aforesaid 33 hours, the resulting reductions or additions shall be based upon an hourly rate of 55 cents, and they shall be allowed for time off on legal holidays at the regular weekly rate. Scrub women or cleaners regularly employed by the superintendent of buildings shall be paid weekly, and when so employed for a period of at least 6 months shall be entitled to a vacation each year of 2 weeks' duration with pay. Such pay shall be based upon the average weekly compensation received by them for the preceding 6-month's period of employment.

Approved May 28, 1931.

CHAPTER 394 (secs. 154-158).—*Employment of children*

[This act makes certain changes in terminology in the general laws to conform with existing substantive law. Sections 154 to 158, inclusive, of the act amends the law relating to employment of minors in street trades, by substituting the name "supervisors of attendance" for "attendance officers," to whom employment certificate must be made accessible. The act therefore amends secs. 86, 90, 92-94, ch. 149, Gen.L., 1921.]

Approved June 4, 1931.

ACTS OF 1932

CHAPTER 27.—*Employment of women and children*

[This act amends sec. 104, ch. 140, Gen.L. 1921, so as to read as follows:]

SECTION 104. *Acrobatic, mendicant, etc., occupations.*—No person shall employ, exhibit or sell, apprentice or give away, a child under 15 for the purpose of employing or exhibiting him in dancing on the stage, playing on musical instruments, singing, walking on a wire or rope, or riding or performing as a gymnast, contortionist or acrobat in a circus, theatrical exhibition or in any public place, or cause, procure or encourage such child to engage therein; but this section shall not prevent the education of children in vocal and instrumental music or dancing or their participation in any exhibition of dancing conducted

as a part of its graduation exercises by a school furnishing them instruction in dancing or their employment as musicians in a church, chapel, school or school exhibition, or prevent their taking part in any festival, concert or musical exhibition upon the special written permission of the alderman or selectmen. Whoever violates this section shall be punished by a fine of not more than \$200 or by imprisonment for not more than six months.

Approved February 23, 1932.

CHAPTER 101.—*Payment of wages—Weekly pay day*

[This act amends secs. 148 (as last amended by ch. 117, Acts of 1929) and 150, ch. 149, Gen.L. 1921, so as to read as follows:]

SECTION 148. *Who to pay wages weekly.*—Every person engaged in carrying on in a city a hotel or club, and every person engaged in carrying on within the Commonwealth, a theater, moving-picture house, dance hall, factory, workshop, manufacturing, mechanical, or mercantile establishment, mine, quarry, railroad or street railway, or telephone, telegraph, express, transportation or water company, or in the erection, alteration, repair or removal of any building or structure, or the construction or repair of any railroad, street railway, road, bridge, sewer, gas, water or electric light works, pipes or lines, and every contractor engaged in the business of grading, laying out or caring for the grounds surrounding any building or structure, shall pay weekly each employee engaged in his business, and every person employing musicians, janitors, porters or watchmen shall pay weekly each such employee, the wages earned by him to within 6 days of the date of said payment if employed for 6 days in a week or to within 7 days of the date of said payment if employed 7 days in the week, or in the case of an employee who has worked for a period of less than 6 days, hereinafter called a casual employee, shall, within 7 days after the termination of such period, pay the wages earned by such casual employee during such period; but any employee leaving his employment shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge, or in Boston as soon as the laws requiring pay rolls, bills and accounts to be certified shall have been complied with; and the Commonwealth, its departments, officers, boards and commissions shall so pay every mechanic, workman and laborer employed by it or them, and every person employed by it or them in any penal or charitable institution, and every county and city shall so pay every employee engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. This section shall not apply to an employee of a cooperative corporation or association if he is a stockholder therein unless he requests such corporation to pay him weekly, nor to casual employees as hereinbefore defined employed by the Commonwealth or by a county, city or town. The department of public utilities, after hearing, may exempt any railroad corporation from paying weekly any of its employees if it appears that such employees prefer less frequent payments, and that their interests and the interests of the public will not suffer thereby. No person shall by a special contract with an employee or by any other means exempt himself from this section or section 150. Whoever violates this section shall be punished by a fine of not less than \$10 nor more than \$50, or by imprisonment in the house of correction for not more than 2 months, or both, and in case a corporation violates this section any officer thereof responsible for such violation shall be punished as aforesaid.

SEC. 150. *Complaint for violation.*—The department may make complaint against any person for a violation of section 148 within 3 months after the date thereof. On the trial no defense for failure to pay as required, other than the attachment of such wages by trustee process or a valid assignment thereof or a valid set-off against the same, or the absence of the employee from his regular place of labor at the time of payment, or an actual tender to such employee at the time of payment of the wages so earned by him, shall be valid. The defendant shall not set up as a defense a payment of wages after the bringing of the complaint. An assignment of future wages payable weekly under section 148 shall not be valid if made to the person from whom such wages are to become due or to any person on his behalf, or if made or pro-

cured to be made to another person for the purpose of relieving the employer from the obligation to pay weekly. A loan made by an employee to his employer or wages which are payable weekly under section 148, whether made directly to the employer or to another person or persons on his behalf, shall not be valid as a defense on the trial of a complaint for failure to pay such wages weekly, unless such loan shall have been made with the approval of the department.

Approved March 23, 1932.

CHAPTER 110.—*Employment of women and children.*

[This act amends sec. 56, ch. 149, Gen.L. 1921 (as amended by ch. 280, Acts of 1921), and also sec. 57 of the same chapter, by requiring that notices relative to hours of labor must be kept posted in a manner as required by the commissioner and providing penalties for any such violations.]

Approved March 23, 1932.

CHAPTER 234.—*Manufactures in tenements*

[This act amends ch. 149, Gen.L. 1921, by adding a new section (147A) so as to read as follows:]

SECTION 147A. *Furnishing of certain information.*—Every person, hiring, employing or contracting with a member of a family to make, alter, repair, ornament, finish or adapt for sale by labor to be performed in a room or apartment in a tenement or dwelling house, any article except wearing apparel, or any part thereof, from material supplied by said person, shall, at such times as the commissioner may require, furnish to the department the names and addresses of the workers so hired, employed or contracted with and of all women and minors dwelling in said room or apartment, and also, in the case of girls under 21 and boys under 18, their ages.

Approved May 18, 1932.

MICHIGAN

ACTS OF 1931

Act No. 206.—*Private employment offices*

[This act amends sec. 6, Act No. 321, Acts of 1929 (sec. 8589, Comp.L. 1929) so as to read as follows:]

SECTION 6. *Application, investigation, etc.*—Every applicant for a permit shall file with the State superintendent of private employment bureaus a written application in the form required by him. Upon filing of an application for a permit, provided for in section 3, the State superintendent of private employment bureaus shall cause an investigation to be made. He shall refuse to grant a permit for any good and sufficient reason within the meaning of this act. If an application for a permit is issued to the applicant it shall state the name and address of the institution, organization, firm, person, corporation or association to which such permit is issued, the name of the person who is to have immediate charge, the name under which the bureau or department is to be carried on and the address and the date and number of the permit. Every such permit unless previously revoked shall remain in force until December 31 next after its issue. Every application for a permit shall be granted or refused within 30 days from the date of filing. Application forms for renewal of permits shall be furnished by the State superintendent of private employment bureaus to each applicant on or before November 15 of each year.

(a) A charge of \$5 shall be made for the issuance of such permit. Such permit fees shall be turned over by the State superintendent of private employment bureaus to the State treasury. Every permit shall be hung in a conspicuous place in the main office where the bureau or department conducted under such permit is carried on.

(b) Every holder of a permit shall keep or cause to be kept a record of the name and address of every employee directed to or placed in employment together with the kind of employment to which the employee was directed, or which he accepted, a record of the names and addresses of all employers to

whom an employee is directed or with whom employment is accepted. Such records shall also contain the date of every transaction. All such records shall be kept for at least 1 year and shall be open at all reasonable times to the inspection of the State superintendent of private employment bureaus at the place where said bureau or department is conducted for the purpose only of satisfying said State superintendent of private employment bureaus that the records are being kept in conformity with this act.

(c) *Provided*, That this act and all sections thereof shall not apply to any person, who maintains an employment office for his own intraorganization purposes exclusively, nor to associations of employers or labor organizations whether voluntarily associated or incorporated which are furnishing help or employment for their own members exclusively.

Approved May 28, 1931.

ACT No. 203.—*Free public employment offices*

[This act amends sec. 35, Act No. 285, Acts of 1909 (as last amended by Act No. 20, Acts of 1927 (sec. 8350, Comp.L. 1929) so as to read as follows:]

SECTION 35. The commission is hereby authorized to organize and establish in this State such free employment bureaus as it deems advisable for the purpose of receiving applications of persons seeking employment and applications of persons seeking to employ labor. Such bureaus shall be designated and known as Michigan public employment bureaus. The commission shall control the public employment bureaus authorized by this act, and it shall be the duty of said commission to use all diligence in securing the cooperation of employers of labor with the purpose and objects of said employment bureau. To this end it shall be competent for said commission to advertise in the columns of newspapers or to use other mediums for such situations as it or its agents have applicants to fill, and for such help as may be called for by employers. Said commission may also advertise in a general way for the cooperation of large contractors and employers, in such trade journals or special publications as reach such employers, whether such trade journals are published in the State of Michigan or not, and it may pursue such other methods as in its judgment will best tend to accomplish the purpose of this act: *Provided*, That all managers or superintendents in charge of State public employment bureaus shall devote their entire time to the work of their office while receiving salary or wages from the State.

[This act also repeals sec. 35-a (sec. 8351, Comp.L. 1929).]

Approved May 28, 1931.

ACT No. 213.—*Factory, etc., regulations—Dyeing and cleaning establishments*

[This act regulates the operation of dry-cleaning, etc., establishments.]

Approved May 28, 1931.

ACT No. 241.—*Employment of aliens*³

[This act prohibits the employment of persons illegally resident in the State of Michigan. Such illegally resident person is prohibited from having employment or engaging in business within the State, or to associate in business and the law makes it unlawful for any person, etc., to have in its employ any person of foreign birth who is disqualified from establishing or maintaining a legal residence in the State.]

Approved May 29, 1931.

ACT No. 306.—*Free public employment offices*

SECTION 1. *Creation of local employment bureaus.*—The legislative body of any city or village in this State is hereby authorized to create, acquire, control, and operate free employment bureaus within the limits of said cities and villages, and may use for such purpose any property suitable therefor that is now or may at any time hereafter be owned, leased or controlled by such city or village.

³This law was declared unconstitutional in the case of *Arrowsmith v. Voorhies* (55 Fed. (2d) 310).

SEC. 2. *Purposes.*—Such employment bureaus shall be established for the purpose of receiving applications of persons seeking employment and applications of persons seeking to employ labor. Such bureaus shall be designated and known as municipal or village public employment bureaus as the case may be. The cities and villages creating public employment bureaus authorized by this act may require the payment by all persons seeking employment a registration fee of not more than \$1 for the period of 1 year. For each fee there shall be issued a receipt which shall be in triplicate; one copy to be given to the applicant, one copy to be filed in the local office, and one copy to be filed in the office of the department of labor and industry at Lansing. Every person paying such registration fee shall be entitled without further charge for the period of 1 year to the service, of any municipal or village public employment bureau within the city or village wherein the applicant registered. It shall be the duty of such bureaus to use all diligence in securing the cooperation of employers of labor with the purpose and objects of said employment bureau. To this end it shall be competent for the legislative bodies of such cities and villages to advertise in the columns of newspapers or to use other mediums for such situations as it or its employees and agents have applicants to fill, and for such help as may be called for by employers. Said legislative bodies of the cities and villages may also advertise in a general way for the cooperation of large contractors and employers, in such trade journals or special publications as reach such employers, whether such trade journals are published within the city or village or not, and it may pursue such other methods as in their judgment will best tend to accomplish the purpose of this act: *Provided*, That all persons in charge of such public employment bureaus shall devote their entire time to the work of their office while receiving salary or wages from the city or village.

SEC. 3. *Registration fund.*—All moneys received by the cities or villages under the provisions of section 2 of this act shall be set aside and shall be known as the public employment bureau registration fund and shall be used and disbursed under the direction of the legislative body of such city or village for the purpose of conducting, maintaining, and improving such employment bureaus.

SEC. 4. *Acquisition of property.*—Any property acquired, owned, leased, controlled, or occupied by such cities and villages for the purposes enumerated herein shall and is hereby declared to be acquired, owned, controlled, or occupied for a public purpose and as a matter of public necessity, and such cities and villages shall have the right to acquire property for such purpose or purposes under the power of eminent domain as and for a public necessity and in accordance with the procedure as outlined in their charter or in the statutes of this State.

SEC. 5. *Delegation of powers.*—The powers herein enumerated may be delegated by the said legislative body of the city or village to any department, commission, or agency of such city or village as may be designated or created by such legislative body.

Approved June 8, 1931.

Act No. 328 (p. 734).—*No discrimination in payment of wages on account of sex*

SECTION 556. *Discrimination prohibited.*—Any employer of labor in this State, employing both males and females in the manufacture or production of any article, who shall discriminate in any way in the payment of wages as between sexes or who shall pay any female engaged in the manufacture or production of any article of like value, workmanship, and production a less wage, by time or piece work, than is being paid to males similarly employed in such manufacture, production or in any employment formerly performed by males, shall be guilty of a misdemeanor: *Provided, however*, That no female shall be given any task, disproportionate to her strength, nor shall she be employed in any place detrimental to her morals, her health, or her potential capacity for motherhood.

Approved June 16, 1931.

MINNESOTA
ACTS OF 1931

CHAPTER 64.—*Railroads—Removal of terminals, etc.*

SECTION 1. *Removal.*—No company operating any line of railway in the State of Minnesota shall abandon any shop or terminal located within this State or move any shop or change the location of any terminal except as provided in this act. Any company violating any provision of this act shall forfeit to the State not less than \$200 nor more than \$1,000 for each day such violation continues.

SEC. 2. *Definition.*—The word "terminal" here used is defined to be any city or village in which 12 or more men employed in railroad train and engine service have established a legal residence.

The word "shop" is defined as a place in which 12 or more men are employed by a railroad as mechanics in the repairing of railroad equipment and is located in a city or village in which such men have established a legal residence.

SEC. 3. *Application for removal.*—Any such company desiring to abandon any shop or terminal, or move any shop or change the location of any terminal in this State shall first make application to the railroad and warehouse commission in writing. Before passing upon such application the railroad and warehouse commission shall order a public hearing and fix a time and place thereof and require such notice thereof to be given as it deems reasonable.

SEC. 4. *Hearing.*—In the hearing on the abandonment or removal of a shop or terminal if it shall be made to appear to such commission that the abandonment of any shop or terminal or the change of any shop or terminal will result in efficiency in railroad operation and will not substantially injure the public or be detrimental to the public welfare, such petition may be granted, otherwise the same shall be denied.

Approved March 18, 1931.

CHAPTER 121.—*Labor on public works—Wages*

SECTION 1. *Establishment of wage scale, etc.*—That in all cities of the second class in the State of Minnesota the city council shall by ordinances duly enacted with appropriate penalty provisions for the enforcement thereof, have power and authority as follows:

(a) To establish residence requirements and require that in all construction or repair work on any roads, bridges, sewers, streets, alleys, parks, parkways, buildings, utilities, or any other public work involving the improvement of public property, including schools, all labor, either skilled or unskilled shall meet those requirements.

(b) To adopt a scale of wages to be paid in all public works and to require that it be a part of the specifications in contracts or be effective in all construction or repair work on any roads, bridges, sewers, streets, alleys, parks, parkways, buildings, utilities, or any other public work involving the improvement of public property, including schools, on which work public moneys are to be expended.

Approved April 9, 1931.

CHAPTER 268.—*Factory, etc., regulations—Dyeing and cleaning establishments*

[This act amends sec. 18, ch. 459, Acts of 1921 (as amended by ch. 402, Acts of 1929).]

Approved April 20, 1931.

CHAPTER 276.—*Provision of labor, wages, etc.*

[This act permits local school authorities in cities of the second class to regulate and enforce residence requirements, wage scales, and other regulations pertaining to labor on public works and to require the incorporation of such provisions in contracts.]

Approved April 20, 1931.

CHAPTER 282.—*Payment of wages*

SECTION 1. *Issuance of labor check without funds.*—Every person, firm, or corporation who shall issue any check, draft, or order upon a bank or other depository for the payment of money in payment of wages to any laborer or employee without having sufficient funds in, or credit in, such bank or other depository for the payment of such check, draft, or order in full upon its presentation shall be guilty of a misdemeanor.

Approved April 21, 1931.

MISSISSIPPI

ACTS OF 1932

CHAPTER 138.—*Exemption of wages from garnishment*

[This act amends sec. 1755, Code of 1930 (sec. 2139, Code of 1906), by exempting income from disability insurance from garnishment. Amended act also provides that no homestead shall be subject to sale under an execution for a period of 18 months.]

Approved April 11, 1932.

CHAPTER 332.—*Hours of labor—Motor bus, etc., drivers*

SECTION 7. *Limitation of hours.*—It shall be unlawful for any person or for the owner or lessee of a motor bus or truck to require any employee to operate same continually for more than 12 hours out of each 24 hours, on any State highway without relief, or rest; or for any person to operate, or any owner or lessee to require an employee to operate a truck or bus more than 16 hours out of 24 without relief or rest.

Approved May 18, 1932.

MISSOURI

ACTS OF 1931

Employment of children—General provisions

(Page 169)

[This act repeals an act of March 26, 1923 (pp. 130, 181) relating to the employment of children.]

Approved April 23, 1931.

Free public employment offices

(Page 258)

[This act amends sec. 13187, art. 2, ch. 95, Rev. Stat. 1929 (Rev. Stat. 1919, sec. 6748), so as to read as follows:]

SECTION 13187. *Free public offices to be established.*—The commissioner of labor and industrial inspection shall organize and establish in all cities in Missouri, now containing or which may contain hereafter, according to the last preceding national census, 50,000 inhabitants or more, a free public employment bureau for the purpose of receiving applications of persons seeking employment and applications of persons seeking to employ labor. No compensation or fee shall be charged or received, directly or indirectly, from persons applying for employment through any such bureau. Such commissioner shall appoint for each bureau one superintendent and may appoint for each one clerk, and may remove the same for good and sufficient cause. The salary of the superintendents shall not exceed \$100 per month, and the salary of the clerks shall not exceed \$75 per month. Such salaries and expenses of such bureaus shall be paid in the same manner as other expenses of the department of labor and industrial inspection.

Approved May 5, 1931.

Department of labor

(Page 260)

[This act repeals an act of March 25, 1921 (pp. 417-425), relative to the creation of department of labor, etc.]

Approved April 23, 1931.

MONTANA

ACTS OF 1931

CHAPTER 102.—*Labor on public works, wages, etc.*

SECTION 1. Contract provisions.—In all contracts hereafter let for State, county, municipal, and school construction, repair and maintenance work under any of the laws of this State there shall be inserted in each of said contracts a provision by which the contractor must give preference to the employment of bona fide Montana residents in the performance of said work, and that the said contractor must further pay the standard prevailing rate of wages in effect as paid in the county seat of the county in which the work is being performed and no contract shall be let to any person, firm, association, or corporation refusing to execute an agreement with the above-mentioned provisions in it: *Provided*, That in contracts involving the expenditure of Federal aid funds this act shall not be enforced in such a manner as to conflict with or be contrary to the Federal statutes prescribing a labor preference to honorably discharged soldiers, sailors, and marines, and prohibiting as unlawful any other preference or discrimination among citizens of the United States.

SEC. 2. Definitions.—Labor is hereby defined to be all services performed in the construction, repair, or maintenance of all State, county, municipal, and school work, and does not include engineering, superintendence, management, or office or clerical work.

A bona fide resident of Montana is hereby declared to be a person, who at the time of his said employment and immediately prior thereto, has lived in this State in such a manner and for such time as is sufficient to clearly justify the conclusion that his past habitation in this State has been coupled with intention to make it his home. Sojourners, or persons who come to Montana solely in pursuance of any contract or agreement to perform such labor, shall under no circumstance be deemed to be bona fide residents of Montana within the meaning and for the purpose of this act.

SEC. 3. Violations.—If any person, firm, or corporation shall fail to comply with the provisions of this act, the State, county, municipal, or school officers who have executed the contract shall retain \$500 of the contract price as liquidated damages for the violation of the terms of the contract and said money shall be credited to the proper funds of the State, county, municipal, or school districts. In all contracts entered into under the provisions of this act at least \$500 of the contract price shall be withheld at all times until the termination of the contract.

Approved March 9, 1931.

CHAPTER 143.—*Factory, etc., regulations—Safety provisions*

SECTION 1. Furnishing of gas masks.—From and after the passage of this act, it shall be unlawful for all oil and gas companies, or refineries or any person or persons, or corporations, or associations, storing or dealing in crude oil or gas or any highly volatile derivatives of the same, where there is danger of suffocation to an employee, to require such employee to undertake such duty, or perform such work, without being provided with a standard gas mask; and where such duty or work is required of an employee, the employer shall further provide such a standard gas mask in good working condition for immediate use.

SEC. 2. Violations.—Any person, firm, or corporation failing to provide said safety appliances for the protection of their employees shall be guilty of a misdemeanor and, upon conviction thereof, shall be punished by a fine of not less than \$100 nor more than \$500 or by imprisonment in the county jail for not less than 30 days nor more than 6 months, or by both such fine and imprisonment.

Approved March 9, 1931.

NEBRASKA

ACTS OF 1931

CHAPTER 96.—*Time for meals to be allowed employees*

SECTION 1. *Time allowed.*—Any person, firm, or corporation owning or operating an assembling plant, workshop and/or mechanical establishment employing one or more persons shall allow all of their employees not less than 30 consecutive minutes between the hours of 12 o'clock noon and 1 o'clock p.m. in each day for lunch, or 30 consecutive minutes during any other suitable hour for lunch, and during such time, it shall be unlawful for any such employer to require said employee or employees to remain in buildings or on premises where their labor is performed.

SEC. 2. *Violations.*—Any person, firm, or corporation violating any of the provisions of the preceding section shall be deemed guilty of a misdemeanor and, upon conviction thereof, shall be fined in any sum not less than \$25 nor more than \$100 or be imprisoned in the county jail not to exceed 30 days, or by both such fine and imprisonment.

Approved April 4, 1931.

CHAPTER 97.—*Employment of women*

[This act amends sec. 48-205, Comp. Stat. 1929, so as to read as follows:]

SECTION 48-205. *Work time.*—In metropolitan cities and cities of the first class no female shall be employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, office, or by any public service corporation in this State more than 9 hours during any 1 day or more than 54 hours in 1 week. The hours of each day may be so arranged as to permit the employment of such female at any time from 6 o'clock a.m. to 12:30 o'clock a.m. of the following day, but in no case shall such employment exceed 9 hours in any 1 day, nor shall such female be employed except by public service corporations, between the hours of 12:30 a.m. and 6 a.m.

Approved April 6, 1931.

CHAPTER 102.—*Hours of labor—Bus drivers*

SECTION 1. *Limitation of hours.*—It shall be unlawful for any motor carrier of passengers and/or freight for hire, its officers or agents, to require or permit any driver of a bus or truck operated by them, or either of them, to remain on duty for a longer period than 12 consecutive hours, and whenever any such driver of such motor carrier shall have been continuously on duty for 12 hours, he shall be relieved and not be permitted or required to again go on duty without having at least 8 consecutive hours rest off duty, and no such driver who has been on duty 16 hours in the aggregate in any 24-hour period shall be required or permitted to continue or again go on duty without having had at least 8 consecutive hours off duty.

SEC. 2. *Violations.*—Any such motor carrier, as defined in the preceding section, or any officer or agent thereof, requiring or permitting any bus or truck to go, be, or remain on duty in violation of the next preceding section, shall be liable to a penalty of not to exceed \$500 for each and every violation thereof to be recovered in any suit or suits to be brought by the county attorney of the county in the State having jurisdiction in the locality where the violation has been committed; and it shall be the duty of such county attorney to bring such suits upon satisfactory information being lodged with him, but no such suit shall be brought after the expiration of 1 year from the date of such violation as may come to his knowledge. In all prosecutions under the preceding section the motor carrier shall be deemed to have had knowledge of all acts of its officers and agents: *Provided*, The provisions of the preceding section shall not apply in any case of casualty or unavoidable accident or the act of God; nor where the delay was the result of a cause not known to the motor carrier, or its officers and agents in charge of such bus or truck drivers at the time said drivers, or any of them, left a terminal, and which could not have been foreseen.

Approved March 28, 1931.

NEVADA

ACTS OF 1931

CHAPTER 45.—*Private employment offices*

[This act amends sec. 4, ch. 167, Acts of 1919 (sec. 2838, Comp.L. 1929), so as to read as follows:]

SECTION 4. *Contents.*—Every license shall contain the name of the person licensed, a designation of the city, street, number of the house in which the person licensed is authorized to carry on said employment agency, and the number and date of such license. Such license shall not be valid to protect any other than the person to whom it is issued or place other than designated in the license. When, in the opinion of the labor commissioner, a community is being adequately served by a free employment service, he shall have the authority to deny the establishment therein of any other employment agency.

Approved March 3, 1931.

CHAPTER 46.—*Labor commissioner*

[This act amends sec. 4, ch. 203, Acts of 1915 (sec. 2751, Comp.L. 1929), so as to read as follows:]

SECTION 4. *Duties of commissioner.*—Said commissioner shall inform himself of all laws of the State for the protection of life and limb in any of the industries of the State, all laws regulating the hours of labor, the employment of minors, the payment of wages, and all other laws enacted for the protection and benefit of employees, and shall have the power and authority, when in his judgment he deems it necessary, to take assignment of wage claims, including all statutory penalties provided by law incident to the payment and collection of wages under any of the Nevada labor laws of the State of Nevada, and prosecute actions for collection of wages and other demands of persons who are financially unable to employ a counsel in cases in which, in the judgment of the commissioner, the claims for wages are valid and enforceable in the courts; and it shall be the duty of said labor commissioner to enforce all labor laws of the State of Nevada, the enforcement of which is not specifically and exclusively vested in any other officer, board, or commission, and to appoint a deputy at Las Vegas, Nevada, and whenever after due inquiry he shall be satisfied that any such law has been violated, or that persons financially unable to employ a counsel have a valid and enforceable claim for wages or other demand, he shall present the facts to the district attorney of the county in which such violation occurred or wage claim accrued, and it shall be the duty of such district attorney to prosecute the same. No court costs shall be required from the labor commissioner in the prosecution of any claims or actions provided for under the labor laws of this State.

Approved March 3, 1931.

CHAPTER 152.—*Payment of wages*

[This act amends sec. 6, ch. 71, Acts of 1919 (sec. 2789, Comp.L. 1929), so as to read as follows:]

SECTION 6. *Violations, forfeiture.*—Any person, firm, association, or corporation, or agent, manager, superintendent, or officer thereof, who shall willfully refuse or neglect to pay the wages due and payable when demanded as herein provided; or shall falsely deny the amount or validity thereof, or that the same is due with intent to secure for himself, his employer, or any other person any discount upon such indebtedness, or with intent to annoy, harass, or oppress, or hinder, or delay, or defraud, the person to whom such indebtedness is due, shall, in addition to any other penalty imposed upon him by this act, be guilty of a misdemeanor.

Any employer who fails or refuses to pay any of the wages or compensation of an employee, in whole or in part, as in this act provided, or violates any of the remaining provisions of this act, shall also forfeit to the State of Nevada a sum not less than \$50 and not more than \$300, in the discretion

of the court trying the same, to be recovered from the said employer in a civil action, prosecuted in the proper court by the district attorney of the county at the instance of the labor commissioner.

The property of the defendant shall be subject to attachment to secure, and execution to satisfy, any judgment that may be rendered under the provisions of this section the same as in other civil actions.

Approved March 25, 1931.

CHAPTER 167.—*Mine regulations, inspector, etc.*

[This act extends the powers and provisions of the mine inspector's act of March 24, 1909 (secs. 4208-4228, Comp.L. 1929), to the examination and inspection of tunnels, drifts, and other underground excavations.]

Approved March 25, 1931.

CHAPTER 185.—*Mine regulations, inspector, etc.*

[This act amends sec. 9, ch. 218, Acts of 1909 (sec. 4216, Comp.L. 1929), by increasing the salary of the deputy mine inspectors from \$200 to \$225 per month.]

Approved March 25, 1931.

CHAPTER 208.—*Liability of original contractor for obligations of subcontractor*

SECTION 1. *Contractor's liability.*—From and after the passage and approval of this act every original contractor making or taking any contract in this State for the erection, construction, alteration, or repair of any building or structure, or other work, shall assume and be held liable for the indebtedness for labor incurred by any subcontractor or any contractors acting under, by, or for said original contractor in performing any labor, construction, or other work included in the subject of the original contract, for labor, and for the requirements imposed by the Nevada industrial insurance act.

Sec. 2. *Violations.*—It shall be unlawful for any contractor or any other person to fail to comply with the provisions of section 1 of this act, or to attempt to evade the responsibility imposed thereby, or do any other act or thing tending to render nugatory the provisions of this act. Every person violating any of the provisions of this act shall be deemed guilty of a misdemeanor and upon conviction thereof shall be subject to a fine of not less than \$25 nor more than \$250 for each act, and in addition thereto the district attorney of any county in this State wherein the defendant may reside or be found shall institute civil proceedings against any such original contractor failing to comply with the provisions of this act, in a civil action for the amount of all wages and damage that may be owing or have accrued as a result of the failure of any subcontractor acting under said original contractor, and any property of said original contractor, not exempt by law, shall be subject to attachment and execution for the payment of any judgment that may be recovered in any action under the provisions of this act.

Approved March 27, 1931.

NEW JERSEY

ACTS OF 1931

CHAPTER 50.—*Accident prevention—Instruction of children*

[This act supplements a school act of 1903, and requires the State commissioner of education to prepare and publish manuals on the prevention of accidents for the use in the public schools of the State. Programs of study also must be prepared, and educational boards having control of other schools must provide for instruction in accident prevention.]

Approved April 6, 1931.

CHAPTER 242.—*Employment on public works—Prevailing wage rate*

SECTION 1. *Rate of wages.*—Every contract in excess of \$5,000 in amount to which the State or any political subdivision thereof is a party, which requires

or involves the employment of laborers or mechanics in the construction, alteration, and/or repair of any public buildings of the State or any political subdivision thereof within the geographical limits of the State shall contain a provision to the effect that the rate of wage for all laborers and mechanics employed by the contractor or any subcontractor on the public buildings covered by the contract shall be not less than the prevailing rate of wages for work of a similar nature in the city, town, village, or other civil division of the State in which the public buildings are located, and a further provision that in case any dispute arises as to what are the prevailing rates of wages for work of a similar nature applicable to the contract which cannot be adjusted by the contracting officer, the matter shall be referred to the commissioner of labor for determination and his decision thereon shall be conclusive on all parties to the contract: *Provided*, That in case of national emergency the governor is authorized to suspend the provisions of this act.

SEC. 2. *Effective date*.—This act shall take effect 30 days after its passage but shall not affect any contract then existing, or any contract that may thereafter be entered into pursuant to invitations for bids that are outstanding at the time of the passage of this act.

Approved April 27, 1931.

CHAPTER 278.—*Reports of accidents, etc.*

[This act amends sec. 6, ch. 187, Acts of 1924, so as to provide as follows:]
SECTION 6. *Violations*.—Any corporation, firm, person, or insurance company failing to comply with the terms of this act, shall for each offense be liable to a fine of not less than \$10 nor more than \$50, the amount thereof to be determined by and paid to the commissioner of labor upon demand. Upon refusal to pay said fine, it shall be recovered in an action of debt, brought by the commissioner of labor in the name of the State of New Jersey.

Approved April 27, 1931.

CHAPTER 305.—*Employment of labor—Age not ground for discrimination*

[This act amends sec. 2, ch. 104, Acts of 1930, by providing that the act shall not apply to teachers nor to any person eligible to membership in the teachers' pension and annuity fund.]

Approved April 27, 1931.

ACTS OF 1932

CHAPTER 55.—*Employment of children—Hazardous employments*

[This act amends sec. 7 of ch. 64, Acts of 1904 (as amended by ch. 80, Acts of 1923) (sec. 107–22, Cum. Supp. 1911–1924), so as to read as follows:]

SECTION 7. *Employments forbidden*.—No minor under the age of 16 years shall be employed, permitted or suffered to work at any of the following occupations or in any of the following positions: Adjusting any belt to any machinery; sewing or lacing machine belts in any workshop or factory; oiling, wiping or cleaning machinery or assisting therein; operating or assisting in operating any of the following machines: Circular or band saws; wood choppers, wood jointers, planers; sand paper or wood polishing machinery; wood turning or boring machinery; picker machines or machines used in picking wool, cotton, hair, fur or any other material; carding machines; paper-lace machines; job or cylinder printing presses operated by power other than foot power; boring or drill presses; stamping machines used in sheet metal and tinware or in paper and letter manufacturing, or in washer and nut factories; metal or paper cutting machines; corner-staying machines in paper-box factories; corrugating rolls, such as are used in corrugated paper, roofing or washboard factories; steam boilers, dough brakes or cracker machinery of any description; wire or iron straightening or drawing machinery; rolling-mill machinery; power punches or shears; washing, grinding or mixing machinery; collender rolls and mixing rolls in paper and rubber manufacturing; laundering machinery; or in proximity to any hazardous or unguarded belting, machinery or gearing, which, in the judgment of the commissioner of labor is a menace to the safety of such minor. No minor under the age of 16 years shall be employed, permitted or suffered to work in any capacity in, about, or in connection with any processes in which dangerous or poisonous acids are

used; or in the manufacture or packing of paints, colors, white or red lead; or in any process in which lead or its compounds are employed; or in soldering; or in occupations causing mineral, animal or vegetable dust in injurious quantities, including flint, clay, metal and talc dust; tobacco, rubber and cotton dust; silk, fur, wool and leather dust; or in the manufacture or use of dangerous or poisonous dyes; or in the manufacture or preparation of compositions with dangerous or poisonous gases or fumes; or in the manufacture or use of compositions of dye in which the quantity thereof is injurious to health; or in any trade process which shall offer such exposure to excessive heat, cold, muscular exertion or other physical risk as shall, in the judgment of the commissioner of labor, be harmful to the health and future working efficiency of such minor. No minor under the age of 18 years shall be employed in any occupation or trade process which shall in the judgment of the commissioner of labor, be a menace to the physical safety or harmful to the health and future working efficiency of such minor.

Approved April 11, 1932.

CHAPTER 176.—*Hours of labor on public works*

[This act amends sec. 1, ch. 253, Acts of 1913 (sec. 107-48d, Cum. Supp., 1911-1924). Chapter 253, Acts of 1913, was subsequently amended in 1932 by chapter 230, and therefore the provisions of sec. 1, ch. 176, Acts of 1932, are not reproduced here. For amended act see ch. 230, Acts of 1932.]

Approved June 10, 1932.

CHAPTER 192.—*Employee representation—Ownership of stock, profit sharing, etc., by employees*

[This act amends secs. 1, 2, and 4, ch. 175, Acts of 1920 (secs. 47-183 to 47-186, Cum. Supp. 1911-1924), so as to read as follows:]

SECTION 1. *Purposes authorized.*—Any stock corporation formed under any law of this State may, upon such terms and conditions as may be determined in the manner hereinafter designated, provide and carry out a plan or plans for any or all of the following purposes;

(a) The issue or the purchase and sale of its capital stock to any or all of its employees and those actively engaged in the conduct of its business or to trustees on their behalf, and the payment for such stock in installments or at one time with or without the right to vote thereon pending payment therefor in full, and for aiding any such employees and said other persons in paying for such stock by contributions, compensation for services or otherwise.

(b) The participation by all or any of its employees and those actively engaged in the conduct of its business in the profits of the corporate enterprise or any branch or division thereof. The participation may be based upon length or nature of service, amount of compensation paid or shares owned, or upon such other basis as may be selected for the purpose and may be in cash or by the delivery of shares of its capital stock held by it, or issued or purchased by it for the purpose. Any such share in the profits shall be regarded as part of the legitimate expenses of the corporation.

(c) The furnishing to its employees wholly or in part at the expense of such corporation of medical services, insurance against accident, sickness or death, pensions during old age, disability or unemployment, education, housing, social services, recreation, or other similar aids for their relief or general welfare.

(d) The nomination and election by its employees of one or more thereof as a member or members of its board of directors, such member or members to have the same rights and authority and be subject to the same duties and responsibilities as the directors to be elected by the stockholders. Every such corporation may determine and provide the manner of making any such nominations and calling and conducting any such election, the time or times, the place or places where it shall be held, what number of years of service or other qualifications shall entitle its employees to one or more votes, whether said votes shall be cast personally or by proxy, what number of votes shall be required to elect, and such other restrictions and conditions as may be deemed expedient and proper: *Provided, however,* That the voting at all such elections shall be by secret ballot, and that if less than a majority of employees

entitled to vote participate in the election such election shall be inoperative and void. Any vacancy occurring in any such office by reason of a failure to elect or otherwise shall be filled in the manner provided for in the plan, and in the absence of such provisions such vacancy shall be filled from among the employees or stockholders by the board of directors.

SEC. 2. Exercise of powers.—Any of the privileges and powers hereinbefore granted may be exercised in the manner following:

(a) By including appropriate clauses therefor in the original articles of incorporation or bylaws at the time of organizing the corporation.

(b) Where the corporation has been formed without the said charter or bylaw provisions the board of directors shall first formulate such plan or plans and pass a resolution declaring that in its opinion the adoption thereof is advisable, and shall call a meeting of the stockholders to take action thereon. The stockholders' meeting shall be held upon such notice as the bylaws provide and in the absence of such provisions upon 10 days' notice given personally or by mail. If two thirds in interest of each class of stockholders present at said meeting and voting shall vote in favor of any such plan or any modification thereof, the said plan shall thereupon become operative.

(c) In case any corporation shall hereafter adopt a plan providing for the issue of new stock under subdivisions (a) and (b) of section 1 of this act, or any plan provided for in subdivision (d) of such section 1, any stockholder holding stock issued by such corporation before the enactment of this law not voting in favor of such plan may, within 30 days after the adoption thereof, file with the secretary of the company a dissent in writing therefrom. The person so dissenting shall, within 10 days after the filing of such dissent, and upon 5 days' notice to the corporation, apply by petition to the circuit court of the county in which the corporation has its principal office for the appointment of three disinterested appraisers to appraise the fair value of the stock by such stockholder in said corporation and issued prior to the enactment of this law without regard to any depreciation or appreciation thereof in consequence of the adoption of such plan, whose award (or that of a majority of them) when confirmed by the said court shall be final and conclusive on all parties, and said corporation shall pay to such stockholder the value of such stock as aforesaid. On receiving such payment or on a tender thereof, or in case of any legal disability or absence from the State, on the payment of such award into said court, said stock shall be transferred to the said corporation, to be disposed of by the directors thereof or to be retained for the benefit of the remaining stockholders; and in case the said award is not paid within 30 days from the filing of said award and confirmation by said court and notice thereof to be given in the manner aforesaid unto such corporation, the amount of the award shall be a judgment against said corporation, and may be collected as other judgments in said court are by law collected. Such court may fill any vacancy in the board of appraisers occurring by refusal or neglect to serve or otherwise. The charges and expenses of the appraisers and appraisal as approved by the court shall be paid by the corporation: *Provided, however,* That the corporation may at any time before the proceedings hereinbefore mentioned are instituted or completed elect to permit such dissenting stockholder to subscribe for his proportionate share of such new stock issued under section 1, subdivisions (a) and (b), in which event the said proceedings shall not be instituted, or if instituted, shall be terminated upon the payment of the appraisal expenses as aforesaid by the corporation.

SECTION 4. Additional powers.—The privileges and powers conferred by this act shall be deemed to be in addition to and independent of any and all powers and authority conferred by any other law or laws, and not in restriction or limitation of any of the powers now permitted to corporations of this State. A resolution or bylaw heretofore adopted or approved by a majority vote of the stockholders of a corporation entitled to vote thereon shall be valid from the time of such adoption or approval to the extent it contains terms which might be embodied in a plan or plans authorized by this act, as amended.

Approved June 13, 1932.

CHAPTER 230.—Hours of labor on public works

[This act amends ch. 253, Acts of 1913 (secs. 107-78d and 107-78e, Cum. Supp. 1911-1924) so as to read as follows:]

SECTION 1. Eight hours a day's work.—All contracts hereafter made by or on behalf of the State of New Jersey or by or on behalf of any county, city,

township, or other municipality of said State, with any corporation, person, or persons, for the performance of any kind of work or the furnishing of any material shall contain a provision that the laborers, workers, and mechanics engaged in said work shall work not more than 8 hours in any one day while so engaged, and it shall be unlawful for any officer or officers of the State of New Jersey or of any county, city, township, or other municipality of said State to make any such contract without such provision; and it shall be unlawful for any person, firm, association or corporation, or agent, manager, superintendent, or officer thereof to require or permit any laborer or workman and mechanic to work more than 8 hours per calendar day in doing such work or furnishing or manufacturing said material: *Provided*, That in cases where it may be necessary to work more than 8 hours per calendar day for the protection of property or human life such laborer or workman and mechanic may be employed for longer periods per calendar day if paid on the basis of 8 hours constituting a day's work: *And provided further*, That not less than the prevailing rate of per diem wages in the locality where the work is performed shall be paid to such laborers or workmen and mechanics so employed by such contractors or subcontractors by or on behalf of the State of New Jersey or by or on behalf of any county, city, township, or other municipality of said State: *And provided further*, That the prevailing rate of wage is understood to be the rate paid by the contractors and employers, employing a majority of the workers of any craft in the county, city, township, or other municipality in which the work is being done: *And provided further*, That in case of a dispute as to the prevailing rate of wage the matter shall be referred to the commissioner of labor for determination, and his decision thereon shall be conclusive as to the prevailing rate of wage.

SEC. 2. Violations.—Any officer of the State of New Jersey or of any county, city, township, or other municipality of said State, or any person acting under or for such officer, or any contractor with the State of New Jersey, or any county, city, township, or other municipality thereof, or any subcontractor under any such contractor, or the agent, manager or superintendent of any contractor or subcontractor violating any of the provisions of this act shall be deemed and adjudged a disorderly person, and shall for each offense be punished by a fine of not less than \$50 nor more than \$175 or by imprisonment not more than 6 months, or both fine and imprisonment in the discretion of the court: *Provided*, Complaint of violation of this act be made to a court of competent jurisdiction within 6 months from the date such violation occurred: *And provided further*, That complaint of violation of this act shall be made by the commissioner of labor or his representative within the department of labor, authorized by him to act in this matter.

Approved June 14, 1932.

CHAPTER 244.—*Antiunion contracts*

SECTION 1. Interpretation of act.—In the interpretation of this act and in determining the jurisdiction and authority of the courts of the State of New Jersey, as such jurisdiction and authority are herein defined and limited, the public policy of the State of New Jersey is hereby declared as follows:

Whereas every human being has under the thirteenth amendment to the Constitution of the United States an inalienable right to the disposal of his labor free from interference, restraint, or coercion by or in behalf of employers of labor, including the right to associate with other human beings for the protection and advancement of their common interests as workers, and in such association to negotiate through representatives of their own choosing concerning the terms of employment and conditions of labor, and to take concerted action for their own protection in labor disputes; and

Whereas under prevailing economic conditions, developed with the aid of governmental authority it is possible for owners of property to organize in the corporate and other forms of ownership association, and the unorganized workers are generally helpless to exercise actual liberty of contract and to protect their freedom of labor, and thereby to obtain acceptable terms of employment and conditions of labor, wherefore it is necessary that they have full freedom of trade-union organization association, and the designation of their representatives to negotiate terms of employment and conditions of labor, and that they be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in organization or in

other concerted activities for the purpose of collective bargaining or other mutual aid or protection; therefore, the following definitions of, and limitations upon, the jurisdiction and authority of the courts of the State of New Jersey are hereby enacted.

SEC. 2. *Contracts which are void.*—Every contract, agreement, promise, or undertaking, whether written or oral, express or implied, between any individual, firm, company, partnership, association, or corporation, and any employee or employees or prospective employee or employees of such individual, firm, company, partnership, association, or corporation, whereby

(a) Either party or parties to such contract, agreement, promise, or undertaking, promises, undertakes, or agrees not to join, become, or remain a member of any labor organization or combination of employees or of any organization or combination of employers; or

(b) Either party or parties to such contract, agreement, promise, or undertaking, promises, undertakes, or agrees that he, it, or they will withdraw from an employment relation or relation of master and servant or of employer and employee in the event that he, it, or they join, become, or remain a member of any labor organization or combination of employees or of any organization or combination of employers,

Is hereby declared to be contrary to the public policy of the State of New Jersey and wholly void and unenforceable and shall not provide or afford any basis for the granting of any legal or equitable relief by any court of the State of New Jersey.

Approved June 14, 1932.

CHAPTER 249.—*Payment of wages, modes and times of*

[This amends sec. 1 of an act approved March 16, 1899 (Comp. Stat. 1910, p. 3050), as last amended 1929, ch. 235 (sec. 107-123, Cum. Supp. 1925-1930), so as to read as follows:]

SECTION 1. *Biweekly pay day.*—Every person, firm, association, or partnership doing business in this State, and every corporation organized under or acting by virtue of or governed by the provisions of an act entitled "An act concerning corporations" (revision of 1898) in this State, shall pay at least every 2 weeks in lawful money of the United States, to each and every employee engaged in his, their, or its business, or to the duly authorized representative of such employee, the full amount of wages earned and unpaid in lawful money to such employee, up to within 12 days of such payment: *Provided, however,* That if at any time or payment, any employee shall be absent from his or her regular place of labor and shall not receive his or her wages through a duly authorized representative, he or she shall be entitled to said payment at any time thereafter upon demand: *Provided, further,* That any person, firm, partnership, association, or corporation that can reasonably satisfy the commissioner of labor that he, they, or it have a paid-up cash capital invested in this State of not less than \$200,000 and that arrangements have been made with a banking institution for the payment in full of any negotiable check issued for the payment of wages, may, with the written consent of the commissioner of labor, pay any such wages by negotiable check instead of in lawful money; any employer or employers as aforesaid who shall violate any of the provisions of this section shall, for the first offense, be liable to a penalty of \$50 and for the second and each subsequent offense to a penalty of \$100, to be recovered by and in the name of the department of labor of this State. Every district court, justice of the peace, and police magistrate, is hereby empowered, upon filing of a complaint in writing by any person authorized by the commissioner of labor of New Jersey, alleging that a violation of this act has occurred, which complaint may be made upon information and belief, to issue process at the suit of the department of labor of New Jersey as plaintiff; such process shall be either in the nature of a summons or warrant, which warrant may issue without any order of the court first being obtained against the person or persons so charged, which process, when in the nature of a warrant, shall be returnable forthwith, and when in the nature of a summons shall be returnable in not less than 5 or more than 15 entire days; such process shall state what provision of the law is alleged to have been violated by the defendant or defendants, and on the return of such process or at any time to which the trial shall be adjourned, the said court shall proceed in a summary manner, without a jury to hear testimony and to determine and give judgment in the matter without filing of any

pleadings for the plaintiff for the recovery of such penalty, with costs or for the defendant and the said court shall, if judgment be rendered for the plaintiff, cause any such defendant, who may refuse or neglect to forthwith pay the amount of the judgment rendered against him and all the costs and charges incident thereto, to be committed to the county jail for any period not exceeding 100 days, that the officers to serve and execute all process under this act shall be the officers authorized to serve and execute process in said court; that said district court, justice of the peace, or police magistrate shall have power to adjourn the hearing or trial in any case from time to time, but in such case, except in cases in which the first process was a summons, it shall be the duty of the judge of the district court, justice of the peace, or police magistrate to detain the defendant in safe custody unless he shall enter into bond to the said department of labor with at least one sufficient surety in double the amount of the penalty claimed, conditioned for his appearance on the day to which the hearing shall be adjourned, and thence from day to day until the case is disposed of, and then to abide by the judgment of the said court, and such bond, if forfeited, may be prosecuted by the said board * * *.

[The subsequent paragraphs contain the form of conviction and commitment, penalties for violations, the signing of process by the clerk of the court, corrections in form made by the court, employees engaged in agricultural work or as watermen are exempt.]

Approved June 14, 1932.

NEW MEXICO

ACTS OF 1931

CHAPTER 9.—*Department of labor*

SECTION 1. Commission created.—There is hereby created a board of three members which shall be known as the "Labor and Industrial Commission of New Mexico." Within 30 days after the passage of this act, the governor shall nominate and by and with the consent and advice of the Senate appoint two members of said board, whose term of office expires 2 years from the date of appointment. One of said appointees shall be a person who, on account of his previous vocation, employment, or affiliation can be classed as a representative of employers; the other of said appointees shall be a person who, on account of his previous vocation, employment, or affiliation can be classed as a representative of employees. The third of said commission shall be chosen by the other two members thereof and shall be a person who, on account of his previous vocation, employment, or affiliation, can not be classed as a representative of the employers or employees.

SEC. 2. Office created.—There is hereby created the office of labor commissioner, who shall be appointed by the commission for a term of 2 years, or until his successor shall be appointed and qualified.

SEC. 3. Adoption of seal.—The office of the labor commissioner shall be provided with a seal upon which shall be inscribed the words, "Labor Commissioner, State of New Mexico, Seal." The seal shall be affixed to all orders, awards, proceedings, and copies thereof and to such other instruments as the commissioner shall direct. All courts shall take judicial notice of said seal and any copy of any records or proceedings of the commissioner certified under said seal shall be received in all courts as evidence as if it were the original thereof.

SEC. 4. Salary.—The board of labor and industrial commission shall receive the same compensation and expenses as provided for the State board of education. The labor commissioner shall receive a salary of \$3,000 per year, said salary shall be paid out of the salary fund the same as other State officials are paid, and he shall also be entitled to receive his actual necessary expenses while traveling on business of his office.

SEC. 5. Oath, bonds.—The members of the labor and industrial commission and the labor commissioner shall before entering upon the duties of their respective offices take an oath for the faithful discharge of the duties thereof the same as other State boards.

The labor commissioner shall furnish a surety bond in the sum of \$2,000 subject to the approval of the governor for the faithful performance of the duties of his office.

SEC. 6. Duties.—It shall be the duty of the labor and industrial commission to meet quarterly, or at the call of the chairman, who shall be selected from their number by the commission:

Said board shall receive reports from the labor commissioner, hear appeals from decisions of said commissioner, and act thereupon, and act in an advisory capacity to the governor of the State of New Mexico in the enforcement of labor legislation.

From any decision or order of the labor and industrial commission, any party affected thereby shall have the right to appeal to the district court of the county in which occurred the employment out of which the controversy arose, within 20 days from the date of such order or judgment: *Provided*, That no appeal bond shall be required. That when an appeal is taken as hereinabove provided, the commissioner shall within 15 days thereafter, file with the clerk of the district court, all records of the proceedings had before him in the matter in which such appeal was taken, and the district court shall thereafter proceed to try, hear, and determine such matter de novo, under the same rules of practice, pleading and procedure which govern other civil suits pending in the district court.

SEC. 7. *Location of office.*—(a) The labor commissioner shall keep his office at the capitol and shall be provided by the capitol custodian board or their successors with suitable rooms. The commissioner is authorized to procure all necessary office furniture, stationery, books, periodicals, maps, instruments, apparatus, and appliances and other necessary supplies and incur such other expenses as may be actual and necessary, and the same shall be paid for as hereinafter provided.

(b) The office of the commissioner shall be open for business from 9 a.m. to 5 p.m. every day, except Sundays, and the holidays observed by the other State offices.

SEC. 8. *Powers of commissioner, hearings, etc.*—Said labor commissioner shall have the power to hold hearings upon, and therein examine witnesses, administer oaths, and take testimony in, all matters specified in any complaint with him filed and relating to his duties and the requirements of this act, which said hearings shall be held in some suitable place in the vicinity in which the testimony to be taken thereat is applicable, and may issue subpoena for, and compel the attendance of witnesses at, such hearings: *Provided, however*, That said labor commissioner shall serve upon the employer and such employees as he shall deem necessary a written notice of the time, place, purpose, and scope of such hearing at least 10 days prior to the date thereof. At such hearing said employer and any employees to be affected by any of the matters and things mentioned in such notice, shall have the right to appear in person, or by counsel, to cross-examine witnesses and to introduce such testimony as shall be competent, relevant, and material to the subject, purpose, and scope of said hearing as stated in such notice: *Provided, however*, That no witness fees shall be paid to any witness unless he is required to testify at a place more than 5 miles from his place of residence, in which event the witness shall be paid the same fees as a witness before a district court. Any person duly subpoenaed under the provisions of this section, who shall willfully refuse or neglect to testify at the time and place named in the subpoena, shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than \$50 nor more than \$500, or by imprisonment in the county jail not less than 10 days nor more than 30 days, or by both such fine and imprisonment.

SEC. 9. *Same, regulations, etc.*—Said commissioner shall inform himself of all laws of the State for the protection of life and limb in any of the industries of the State, all laws regulating the hours of labor, the employment of minors, the payment of wages, and all other laws enacted for the protection, health, and benefit of employees, and thereunder foster, promote, and develop the welfare of wage earners, advance opportunities for profitable employment; require, acquire, and disseminate useful information on all subjects connected with labor, and assist in the enforcement of the workmen's compensation laws and the employers' liability acts of the State. He shall have the power and authority, when in his judgment he deems it necessary, to take assignment of wage claims and prosecute actions for collection of wages or other claims or demands of employees or exemployees, who are financially unable to employ counsel in cases in which in the judgment of the commissioner such claims and demands are valid and enforceable in the courts. It shall be the duty of said labor commissioner to enforce all labor laws in the State of New Mexico, the enforcement of which is not specifically and exclusively vested in any other officer, board, or commission, State or Federal, and whenever, after due

inquiry, he shall be satisfied that any such law has been violated or that any employee or exemployee financially unable to employ counsel, has a just, valid, and enforceable claim for wages or other claims or demands, he shall present the facts to the district attorney of the county in which such violation occurred or wage claim accrued, and it shall be the duty of such district attorney to prosecute the same. Said labor commissioner shall also prosecute claims arising as between employment agencies and those seeking employment when in his judgment they are valid and enforceable in the courts.

Sec. 10. Same, reports.—The commissioner shall collect, systematize, and present in annual reports to the governor statistical details, relating to his office and especially as bearing upon the commercial, social, and sanitary conditions of the employees, the means of escape from dangers incident to their employment; the protection of life and health in factory or other places of employment; the labor of women and children and the hours of labor exacted from them and in general all matters which tend to affect the prosperity of the mechanical, manufacturing, and productive industries of this State and of the persons employed therein.

Sec. 11. Same, entry into workshops, etc.—Said labor commissioner shall have the power to enter any store, factory, foundry, mill, office, workshop, mine, or public or private works at any time during working hours and remain as long as necessary for the purpose of gathering facts and statistics contemplated by this act, and to examine safeguards and methods of protection from danger to employees, the sanitary conditions of the buildings and surroundings, and make a record thereof; and any owner, corporation, occupant, or officer who shall refuse such entry to said labor commissioner, his officers, or agents, shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than \$50 nor more than \$500 or by imprisonment in the county jail not less than 10 days nor more than 30 days, or by both such fine and imprisonment.

Provided, That said labor commissioner or his agent or agents shall, upon entering any store, factory, foundry, mill, office, workshop, mine, or any other public or private works, notify the owner, manager, superintendent, or anyone in charge of such place of labor of his intention to make such visit of inspection, and such owner, manager, superintendent, or party in charge shall have the right, either by himself or agent, to accompany such commissioner, or his agent or agents, during the entire time he spends upon such premises.

And provided further, That it shall be unlawful for any such labor commissioner, his agent or agents, during the term of office to which such commissioner shall have been appointed, to either directly or indirectly, verbally or by written or printed matter advocate the organization, or changes in organization, or the attempt at disorganization of labor organization or labor unions, or to officially do any act either for or against any political party in the State of New Mexico. Any commissioner or his agent or agents who fail to give such notice of such visit, or refuses such owner, manager, superintendent, or party in charge, or his agent, the right to accompany him at all times on visits of inspection provided for herein, or who participates in the organization, changing, or disorganization of the labor union or labor association, contrary to the provisions hereof, or who officially does any act for or against any political party in the State of New Mexico during his term of office shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined any sum not less than \$50 nor more than \$500 or by imprisonment in the county jail of [for] not less than 10 days nor more than 30 days, or by both such fine and imprisonment.

Sec. 12. Same, establish free employment agency.—The labor commissioner may, if deemed necessary, maintain and operate a free employment agency for the purpose of supplying labor to all branches of industry.

Sec. 13. Same, report of violations.—It shall be the duty of the labor commissioner to report to the district attorney of the district in which such violations occur any violation of labor and industrial laws of the State of New Mexico, except violation of the State child labor law, which shall be reported to the bureau of child welfare, and it shall be the duty of the district attorneys of the several districts upon the complaint of the labor commissioner to prosecute all violation of law which may be reported to said district attorney by the labor commissioner.

Sec. 14. Annual reports.—Said labor and industrial commissioner shall, on or before the 1st day of December each year, transmit to the governor a full and complete report of the doings of his office, together with a detailed and itemized account of the expenses thereof.

In the report made by the commission to the governor, the names of persons, firms, or corporations supplying information under any provision of this chapter shall not be disclosed, nor shall any such names be communicated to any person not employed in the office of the commissioner. Any officer or employee violating any provision of this article shall be fined not less than \$50 or more than \$200 or be imprisoned in jail not less than 10 days or more than 60 days, or both fine and imprisonment, as the court may direct.

SEC. 15. *Exceptions.*—None of the provisions of this act shall apply to the industries of agriculture or stock raising, or to any labor employed in connection therewith, or to labor exclusively employed in domestic service.

SEC. 16. *Appropriation.*—There is hereby appropriated out of the State treasury the sum of \$1,000 from funds not otherwise appropriated for the purchase of office equipment and furnishings of the office of the labor commissioner.

There is hereby appropriated out of the State treasury the sum of \$6,000 annually from funds not otherwise appropriated for the per diem of the commission, the salary of the labor commissioner, and such expenses as may be incurred as herein provided for.

Approved February 27, 1931.

CHAPTER 78.—*Retirement of employees, etc.*

[This act merely authorizes frigation districts, organized for the purpose of cooperating with the Federal Government, to establish civil service systems, old-age pension plans, group life insurance, or employers' liability insurance.]

Approved March 18, 1931.

CHAPTER 109.—*Seats for female employees*

SECTION 1. *Seats to be provided.*—That every employer owning or operating any factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or rooming house, theater or moving-picture show, barber shop, telegraph or telephone or other office, express or transportation company, the superintendent of any State institution or any other establishment, institution or enterprise where females are employed, shall provide and furnish suitable seats, to be used by such employees when not engaged in the active duties of their employment, and shall give notice to all such female employees by posting in a conspicuous place, on the premises of such employment in letters not less than 1 inch in height, that all such female employees will be permitted to use seats when not so engaged.

SEC. 2. *Violation.*—Any employer who shall violate section 1 of this act shall be guilty of a misdemeanor and shall be punishable by a fine of not less than \$50 nor more than \$200, each day constituting a separate offense.

SEC. 3. *Duty of commissioner.*—It shall be the duty of the labor commissioner to see that the provisions of this act are enforced.

Approved March 17, 1931.

NEW YORK

ACTS OF 1931

CHAPTER 335.—*Inspection and regulation of factories*

[This act amends ch. 50, Acts of 1921 (ch. 32, Cahill's Consol.L. 1930), by adding a new section (284), so as to read as follows:]

SECTION 284. *Reports on fires.*—The fire chief or other person in charge of fire extinguishment in each city, village, or town to which the provisions of this chapter and the rules of the industrial board apply shall file a report with the commissioner of all fires in any of the classes of buildings or structures to which this chapter applies. This report shall be in such form as the commissioner may require. Forms for reporting shall be furnished by the commissioner.

Where a fire is accompanied with explosion, panic, or loss of life, in any of the classes of buildings or structures to which this chapter applies, the commissioner shall be notified immediately.

Approved April 9, 1931.

CHAPTER 497.—*Inspection and regulation of factories and workshops*

[This act amends ch. 50, Acts of 1921 (ch. 32, Cahill's Consol.L. 1930), as added by sec. 203-a, ch. 604, Acts of 1930, so as to read as follows:]

SECTION 203-a. *Seats for elevator operators.*—Every passenger elevator operated and maintained for use by the public shall be equipped or furnished with a seat, collapsible or otherwise, for the use of the operator when the elevator is not being operated: *Provided*, The operator thereof is not allowed a continuous recess period of at least 15 minutes in every 3 hours in addition to and apart from a lunch period of at least 45 minutes. Every passenger elevator operated in a building owned and maintained by the State shall be equipped or furnished with such a seat for the use of the operator when the elevator is not being operated, notwithstanding the operator is allowed the recess and lunch period herein specified. The provisions of this section shall not apply to elevators in factory buildings or any other building having only one passenger elevator.

Approved April 20, 1931.

CHAPTER 509.—*Hours of labor—Women*

[This act amends sec. 181, ch. 50, Acts of 1921 (ch. 32, Cahill's Consol.L. 1930), as last amended by ch. 867, Acts of 1930, so as to read as follows:]

SECTION 181. *Females over 16.*—Except from the 18th day of December to the following 24th of December, inclusive, and, further, except for two periods each year for the purpose of taking inventory, each period to be of not more than 1 week duration, and each period not to exceed a total of 6 hours under subdivision 1 and 5 hours under paragraph *b* of subdivision 2, in addition to the hours permitted therein, and in no case later than 10 o'clock in the evening, no female over 16 years of age shall be employed in or in connection with any mercantile establishment:

1. More than 8 hours in any day, or more than 48 hours in any week, or more than 6 days in any week, except as otherwise provided in subdivisions 2 and 3 of this section.

2. Such female may be employed as follows:

a. Ten hours on any one day of the week for the purpose of making 1 or more shorter workdays in that week; or

b. Forty-nine and one half hours in any week, provided that upon 1 day of such week she work not more than 4½ hours; but on the remaining 5 days of the week she shall not be permitted to work more than 9 hours a day, and in no case shall she be permitted to work more than 49½ hours a week, except as provided in paragraph *c* of this subdivision.

c. Notwithstanding the provisions of subdivision 1 and paragraph *b* of subdivision 2, and in addition to the daily or weekly hours therein specified, a female may be employed overtime (1) not to exceed a total of 10 hours in any calendar year if working under the provisions of subdivision 1: *Provided*, The weekly hours shall not exceed 54 in any week and the daily hours shall not exceed 10 in any day: *And provided further*, That when she so works overtime she shall be allowed an equal amount of time off from employment during the same week or within 7 days before or 7 days after the week in which she is so employed; or (2) not to exceed a total of 25 hours in any calendar year if working under the provisions of paragraph *b* of this subdivision: *Provided*, The weekly hours shall not exceed 54 in any week and the daily hours shall not exceed 10 in any day and that in no case shall she be permitted to work overtime on the short day provided for by paragraph *b* of this subdivision.

Before the commencement of such overtime employment, the employer shall post a notice on a form furnished by the commissioner stating the amount of overtime which shall be required, in each room where the employees are employed or report for duty, and in cases where less than all the employees are to be employed on overtime the names of the employees to work during such overtime shall be posted also.

No such overtime employment shall be permitted until at least 4 hours after a copy of such notice has been delivered to the commissioner.

Every employer who employs females shall annually notify the commissioner that he will employ them either on the basis of subdivision 1 or paragraph *b* of subdivision 2 and shall not change such election more than twice in any calendar year.

d. No female shall be employed between the hours of 10 o'clock in the evening and 7 o'clock in the morning.

The provisions of this section prohibiting employment more than 6 days a week and between the hours of 10 o'clock in the evening and 7 o'clock in the morning shall not apply to female writers or reporters employed in newspaper offices or to duly licensed pharmacists.

Approved April 20, 1931.

CHAPTER 785 (special session).—*Hours of labor, etc., public works*

[This act amends subd. 2., sec. 220, ch. 50, Acts of 1921 (ch. 32, Cahill's Consol.L. 1930) so as to read as follows:]

2. Each contract to which the State or a municipal corporation or a commission appointed pursuant to law is a party and which may involve the employment of laborers, workmen, or mechanics shall contain a stipulation that no laborer, workman, or mechanic in the employ of the contractor, subcontractor, or other person doing or contracting to do the whole or a part of the work contemplated by the contract shall be permitted or required to work more than 8 hours in any one calendar day or more than 5 days in any one week, except in cases of extraordinary emergency caused by fire, flood, or danger to life or property. No such person shall be employed more than 8 hours in any day or more than 5 days in any one week except in such emergency.

Approved September 2, 1931.

CHAPTER 786 (special session).—*Hours of labor—Prevailing wage rate*

[This act amends subd. 4, sec. 220, ch. 50, Acts of 1921 (ch. 32, Cahill's Consol. L. 1930), as last amended by ch. 166, Acts of 1927, so as to read as follows:]

4. This section shall not apply to:

- a. Stationary firemen in State hospitals;
- b. Other persons regularly employed in the State institutions, except mechanics;
- c. Engineers, electricians, and elevator men in the division of public buildings of the department of public works during the annual session of the legislature;
- d. Employees engaged in the construction, maintenance, and repair of highways, and in waterworks construction outside the limits of cities and villages. The provisions of this subdivision shall not be operative or effective upon any work described therein performed by employees, other than employees engaged in supervisory labor, under a contract hereafter executed for which requests for bids are advertised after this act takes effect and prior to December 1, 1932.

Approved September 22, 1931.

ACTS OF 1932

CHAPTER 194.—*Inspection and regulation of factories*

[This act amends sec. 261, ch. 50, Acts of 1921 (ch. 32, sec. 261, Cahill's Consol.L. 1930) by permitting the use of an approved type of electric contacts or interlocks in lieu of self-closing devices on fire doors at each entrance to elevator or dumbwaiter hoistways.]

Approved March 15, 1932.

CHAPTER 240.—*Tenement manufactures*

[This act amends sec. 351, ch. 50, Acts of 1921 (ch. 32, sec. 351, Cahill's Consol.L. 1930) as last amended by ch. 642, Acts of 1921, so as to read as follows:]

SECTION 351. *Exceptions.*—This article shall not apply to: (1) A cellar bakery having a certificate of exemption issued pursuant to section 338 of this chapter; (2) a tenement house the only manufacture in which is carried on in a shop, on the main or ground floor which has direct entrance from the street, no openings into living rooms and is not used for sleeping or cooking; (3) manufacture of an article by a family for the exclusive use of one of its members; (4) manufacture of cotton or linen collars, cuffs, shirts, or shirt waists that are to be laundered before being offered for sale.

Approved March 17, 1932.

179571°—33—7

CHAPTER 470.—*Protection of employees on buildings*

[This act amends sec. 241, ch. 50, Acts of 1921 (ch. 32, sec. 241, Cahill's Consol.L. 1930) as last amended by ch. 603, Acts of 1930, by enlarging the provisions of the act for the protection of employees on building construction, to cover contractors doing any excavating work.]

Approved March 28, 1932.

CHAPTER 471.—*Hours of labor—Operators of motor buses, etc.*

[This act amends ch. 50, Acts of 1921 (ch. 32, sec. 167, Cahill's Consol.L. 1930), by adding a new section (167) so as to read as follows:]

SECTION 167. *Hours regulated.*—When any person shall have driven a motor truck or motor bus 10 hours, including time for meals, he shall not drive any motor truck or bus again without having had at least 8 hours off duty. The term "motor truck" as used in this section, shall be deemed to mean and include a motor vehicle equipped or used for the transportation of goods, wares, and merchandise, commonly known as an auto truck or light delivery car. The term "motor bus" as used in this section, shall be deemed to mean and include an omnibus held and used for the transportation of passengers for hire. Any person violating the provisions of this section shall be guilty of a misdemeanor punishable by a fine not exceeding \$50 or by imprisonment not exceeding 6 months, or both. The provisions of this section shall not apply to the operation of a motor truck or motor bus while being operated exclusively in a city or incorporated village.

Approved March 28, 1932.

CHAPTER 618.—*Employment of children—school attendance*

[This act amends secs. 641 and 642, ch. 21, Acts of 1909 (ch. 15, Cahill's Consol.L. 1930), as added by ch. 646, Acts of 1928. Act provides a general penalty for all violations, except those relative to certificates, work permits, etc. Children's courts in New York City are given exclusive original jurisdiction in all proceedings.]

Approved April 4, 1932.

NORTH CAROLINA

ACTS OF 1931

CHAPTER 112.—*Employment of children—Nightwork*

SECTION 1. *Nightwork prohibited.*—That no female person between 16 and 18 years of age shall be employed, permitted, or suffered to work in any mill, factory, cannery, or manufacturing establishment after 9 o'clock in the evening, or before 6 o'clock in the morning. Any person, firm, or corporation violating any of the provisions of this act shall be guilty of a misdemeanor, and upon conviction shall be punished by a fine or imprisonment, or both, in the discretion of the court.

SEC. 2. *Enforcement.*—This act shall be enforced in the same manner and by the same officers as laws regulating the employment of persons under 16 years of age.

Ratified March 14, 1931.

CHAPTER 125.—*Employment of children*

[This act amends sec. 5033, Consol. Stat. 1919 (as amended 1927, ch. 251), by adding the following:]

SECTION 1. *Exceptions.*—Nothing in said section shall be construed to prevent male persons under 16 years of age and over 14 years of age from distributing newspapers, magazines, and periodicals on fixed routes: *Provided*, That such persons shall not be employed nor suffered to work after 8 o'clock p.m. and before 5 o'clock a.m., and that the hours of work and the hours in school do not exceed 8 hours in any one day: *And provided further*, That such person shall not be suffered to work nor be employed more than 4 hours per day nor more than 24 hours per week.

Ratified March 17, 1931.

CHAPTER 289.—*Hours of labor of women*

[This act amends sec. 6554, Consol. Stat. 1919, by striking out all of the section and inserting the following:]

SEC. 6554. *Working hours.*—Not more than 55 hours shall constitute a week's work for women over 16 in any factory, manufacturing establishment, mill, of the State, and no woman over 16 employed in any of the above-named places shall be worked exceeding 11 hours in any one day or over 55 hours in any one week. Any employer of labor violating the provisions of this section shall be guilty of a misdemeanor, and upon conviction shall be fined not exceeding \$50 or imprisonment not exceeding 30 days, and each day's work exceeding the said hours shall constitute a separate offense.

Provided further, That this act shall not apply to those employed in the operation of seasonal industries in their process of conditioning and of preserving perishable or semiperishable commodities, or to those engaged in agricultural work.

Ratified April 17, 1931.

CHAPTER 312.—*Department of labor*

[This act creates a new department of labor by providing the following:]

SECTION 1. (7309) *Department created.*—A department of labor is hereby created and established. The duties of said department shall be exercised and discharged under the supervision and direction of a commissioner, to be known as the commissioner of labor.

SEC. 2. (7310) *Commissioner.*—The commissioner of labor shall be elected by the people in the same manner as is provided for the election of the secretary of state. His term of office shall be four years, and he shall receive a salary of \$4,500 per annum. Any vacancy in the office shall be filled by the governor, until the next general election. The office of the department of labor shall be kept in the city of Raleigh and shall be provided for as are other public offices of the State.

SEC. 3. *Present commissioner unaffected.*—Nothing in section 2 of this act shall be construed as affecting or in any way interfering with the term of office of the present commissioner of labor and printing, who shall hereafter be known as the commissioner of labor and who shall hold office until the expiration of his present term, to which he was elected, and until his successor has been elected and qualified under the provisions of section 2 of this act.

SEC. 4. *Divisions of department.*—The department of labor shall consist of the following officers, divisions, and sections:

A commissioner of labor.

A division of workmen's compensation, as a separate and distinct unit, the officers of the industrial commission or the division of workmen's compensation acting separately and independently of the other officers, divisions, and sections herein provided for.

A division of standards and inspections.

A division of statistics.

Each division, except the division of workmen's compensation, shall be in charge of a chief administrative officer and shall be organized under such rules and regulations as the commissioner of labor, the head of the division concerned, and with the approval of the governor, shall prescribe and promulgate. The commissioner of labor, with the approval of the governor, may make provision for one person to act as chief administrative officer of two or more divisions when such is deemed advisable. The chief administrative officers of the several divisions, except the industrial commission, shall be appointed by the commissioner of labor with the approval of the governor, and he shall fix their compensation, subject to the approval of the salary and wage commission, or such other agency of the government as shall succeed to the powers and duties of the salary and wage commission. The commissioner of labor, with the approval of the governor may combine or consolidate the activities of two or more of the divisions of the departments except the division of workmen's compensation, or provide for the setting up of other divisions when such action shall be deemed advisable for the more efficient and economical administration of the work and duties of the department.

SEC. 5. *Duties and powers.*—The commissioner of labor shall be the executive and administrative head of the department of labor. He shall be vested with

all of the authority and powers and charged with the performance of all the duties vested in and imposed upon the commissioner of labor and printing and the assistant commissioner under article 3, chapter 120, of the Consolidated Statutes, being sections 7312 (a) to 7312 (i), inclusive, of the Consolidated Statutes, volume 3, and under article 4 of chapter 120 of the Consolidated Statutes, being sections 7312 (j) to 7312 (m) of the Consolidated Statutes, volume 3, and all amendments thereto; and also under chapter 178, Public Laws of 1929, and under chapter 288, Public Laws of 1925.

SEC. 6. *Same.*—In addition to the other powers and duties conferred upon the commissioner of labor by this act, the said commissioner shall have authority and be charged with the duty:

(a) To appoint and assign to duty such clerks, stenographers, and other employees in the various divisions of the department, with approval of said director of division as may be necessary to perform the work of the department, and fix their compensation, subject to the approval of the salary and wage commission or such other agency of government as shall succeed to the powers and duties of the salary and wage commission. The commissioner of labor may assign or transfer stenographers, or clerks, from one division to another, or inspectors from one division to another, or combine the clerical force of two or more divisions, or require from one division assistance in the work of another division, as he may consider necessary and advisable: *Provided, however,* The provisions of this subsection shall not apply to the industrial commission, or the division of workmen's compensation.

(b) To make such rules and regulations with reference to the work of the department and of the several divisions thereof as shall be necessary to properly carry out the duties imposed upon the said commissioner and the work of the department; such rules and regulations to be made subject to the approval of the governor.

SEC. 7. *Reports and recommendations.*—The commissioner of labor shall annually, on or before the first day of January, file with the governor a report covering the activities of the department, and the report so made on or before January first of the years in which the general assembly shall be in session shall be accompanied by recommendations of the commissioner with reference to such changes in the law applying to or affecting industrial and labor conditions as the commissioner may deem advisable. The report of the commissioner of labor shall be printed and distributed in such manner and form as the director of the budget shall authorize.

SEC. 8. *Statistical reports.*—It shall be the duty of the commissioner of labor to collect in the manner herein provided for, and to assort, systematize, and present to the governor as a part of the report provided for in section 7 hereof, statistical details relating to all divisions of labor in the State, and particularly concerning the following: The extent of unemployment, the hours of labor, the number of employees and sex thereof, and the daily wages earned; the conditions with respect to labor in all manufacturing establishments, hotels, stores, and workshops; and the industrial, social, educational, moral, and sanitary conditions of the labor classes, in the productive industries of the State. Such statistical details shall include the names of firms, companies, or corporations, where the same are located, the kind of goods produced or manufactured, the period of operation of each year, the number of employees, male or female, the number engaged in clerical work and the number engaged in manual labor, with the classification of the number of each sex engaged in such occupation and the average daily wage paid each: *Provided,* That the commissioner shall not, nor shall anyone connected with his office, publish or give or permit to be published or given to any person the individual statistics obtained from any employer, and all such statistics, when published, shall be published in connection with other similar statistics and be set forth in aggregates and averages.

SEC. 9. *Information compulsory.*—The commissioner of labor, or his authorized representative, for the purpose of securing the statistical details referred to in section 8 hereof, shall have power to examine witnesses on oath, to compel the attendance of witnesses, and the giving of such testimony and production of such papers as shall be necessary to enable him to gain the necessary information. Upon refusal of any witness to comply with the requirements of the commissioner of labor or his representative in this respect, it shall be the duty of any judge of the superior court, upon the application of the commissioner of labor, or his representative, to order the witness to show cause why he should not comply with the requirements of the said commissioner, or

his representative, if in the discretion of the judge such requirement is reasonable and proper. Refusal to comply with the order of the judge of the superior court shall be dealt with as for contempt of court.

Sec. 10. Duty of employers.—It shall be the duty of every owner, operator, or manager of every factory, workshop, mill, mine, or other establishment, where labor is employed, to make to the department, upon blanks furnished by said department, such reports and returns as the said department may require, for the purpose of compiling such labor statistics as are authorized by this act, and the owner or business manager shall make such reports and returns within the time prescribed therefor by said commissioner, and shall certify to the correctness of the same. Upon the refusal of any person, firm, or corporation to comply with the provisions of this section, it shall be the duty of any judge of the superior court, upon application by the commissioner or by any representative of the department authorized by him, to order the person, firm, or corporation to show cause why he or it should not comply with the provisions of this section. Refusal to comply with the order of the judge of the superior court shall be dealt with as for contempt of court.

Sec. 11. Division of workmen's compensation.—The North Carolina Industrial Commission, created under the provisions of the workmen's compensation act, chapter 120, Public Laws of 1929, is hereby transferred to the department of labor as one of its integral units. The powers, duties, and personnel of the said industrial commission shall continue as provided for in the workmen's compensation act, except and: *Provided, however,* That such adjustments shall be made in connection with the statistical work and the work of inspection of said industrial commission and the statistical work and work of inspection of other divisions of the department of labor as the commissioner of labor, with the advice of the industrial commission and of the heads of the divisions directly concerned, may, with the approval of the governor, prescribe, for the purpose of facilitating, expediting, and improving the work of the department as a whole.

Sec. 12. Division of standards and inspection.—(a) The division of standards and inspection shall succeed to and is hereby vested with all the duties, powers, purposes, responsibilities, and jurisdiction heretofore vested in the North Carolina Child Welfare Commission under article 1, chapter 90, of the Consolidated Statutes, and said article and the several sections of the Consolidated Statutes included in said article are hereby amended to the extent necessary to make said transfer of duties, power, purposes, responsibilities, and jurisdiction effective and to carry out the provisions, purposes, and intent of this act. The organization and personnel of the child welfare commission shall be continued, subject to such changes therein as shall be made by the commissioner of labor, and the director of said division, with the approval of the governor. Transfer of duties and power shall not, however, in any degree affect the validity of the rules and regulations heretofore adopted by said child welfare commission, but the same shall remain in force and effect and be administered by said division of standards and inspections. The director of said division, together with the commissioner of labor, with approval of the governor, shall have authority to amend or abolish old rules and make such new rules and regulations as they may deem necessary not inconsistent with this act or existing law.

(b) To make studies and investigations of special problems connected with the labor of women and children, and to create the necessary organization and to appoint an adequate number of investigators, with the consent of the commissioner of labor and the approval of the governor; and the director of said division, under the supervision and direction of the commissioner of labor and under such rules and regulations as shall be prescribed by said commissioner, with the approval of the governor, shall perform all duties devolving upon the department of labor, or the commissioner of labor, with relation to the enforcement of laws, rules, and regulations governing the employment of women and children.

(c) To report annually to the commissioner of labor the activities of the division, with such recommendation as may be considered advisable for the improvement of the working conditions for women and children.

(d) Shall also collect and collate information and statistics concerning the location, estimated and actual horsepower and condition of valuable water powers, developed and undeveloped, in this State; also concerning farm lands and farming, the kinds, character, and quantity of the annual farm products in this State; also of timber lands and timbers, truck gardening, dairying, and such other information and statistics concerning the agricultural

and industrial welfare of the citizens of this State as he may deem to be of interest and benefit to the public, and shall also perform the duties of mine inspector as prescribed in the chapter entitled "Mines."

(e) (As amended by ch. 426, Acts of 1931.) The chief administrative officer of the division of standards and inspection shall be known as the director of division. It shall be his duty, under the direction and supervision of the commissioner of labor, under rules and regulations to be adopted by the department as herein provided, to make or cause to be made all necessary inspections to see that all laws, rules, and regulations concerning the safety and well-being of labor are promptly and effectively carried out.

(f) It shall further be the duty of the division of standards and inspection to conduct such research and carry out such studies as will contribute to the health, safety, and general well-being of the working classes of the State. The findings of such investigations, with the approval of the commissioner of labor, and the governor and the cooperation of the chief administrative officer of the division or divisions directly concerned, shall be promulgated as rules and regulations governing work places and working conditions. All recommendations and suggestions pertaining to health, safety, and well-being of employees shall be transmitted to the commissioner of labor in an annual report which shall cover the work of the division of standards and inspection.

SEC. 13. *Division of statistics.*—The division of statistics shall be in charge of a chief statistician. It shall be his duty, under the direction and supervision of the commissioner of labor, to collect, assort, systematize, and print all statistical details relating to all divisions of labor in this State as is provided in section 8 of this act.

SEC. 14. *Printing commission abolished.*—The printing commission, established under section 7286, Consolidated Statutes, 1919, and the State child welfare commission, established under section 5031 of the Consolidated Statutes, 1919, are hereby abolished.

SEC. 15. *Transfer of powers.*—All powers, authority, and duties vested in and imposed upon the printing commission, the commissioner of labor and printing, the governor and council of state, and the attorney general under and by virtue of article 1, chapter 120, Consolidated Statutes, 1919, as amended, be and the same are hereby transferred to, vested in, and imposed upon the division of purchase and contract and the director of purchase and contract subject to the provisions of the act of the general assembly creating said division of purchase and contract, and the said articles of the Consolidated Statutes and the several sections of the Consolidated Statutes included in said articles are hereby amended so as to affect said transfer of authorities and duties.

Ratified April 22, 1931.

CHAPTER 328.—*Insurance of employees—Group insurance*

[This act amends sec. 1, ch. 58, Acts of 1925, by providing for the inclusion of employees of subsidiary or affiliated corporations in group life insurance policies.]

Ratified April 29, 1931.

CHAPTER 391.—*Employment of children—Hazardous employments*

[This act amends sec. 5033, Consol. Stat. 1919 (as amended 1927, ch. 251), by adding after the word "mine" as it first appears the following:]

Or oiling or cleaning hazardous machinery in motion, or in running elevators, or around exposed electric wires, or in the manufacture, preparation, or use of any poisonous substance or gas, or explosive: *Provided*, The child welfare commission shall designate and define hazardous machinery in the purview of this act: *Provided further*, No machinery except such as is specifically mentioned herein shall be deemed hazardous until so determined by the child welfare commission: *Provided further*, The 8-hour day limitation in this act shall not apply to any boy between 14 and 16 years of age who is the sole support of himself and/or a widowed mother, to be determined by the local county child welfare officer, and for whom the agent of the State child welfare commission states that an 8-hour day job cannot be found.

Ratified May 13, 1931.

CHAPTER 426.—*Department of labor*

[This act amends ch. 312, Acts of 1931, by striking out the words "chief inspector" in lines 2 and 3 of section 12 (e) and inserting the words "director of division."]

Ratified May 27, 1931.

OHIO

ACTS OF 1931

Factory, etc., regulations—Dyeing and cleaning establishments

Page 97 (H.B. No. 115)

[This act repeals secs. 843-19 to 843-53, Gen. Code, 1910, and enacts a detailed safety code, etc., for dry-cleaning establishments.]

Approved April 22, 1931.

Factory, etc., regulations—Manufacture of fireworks

Page 229 (H.B. No. 45)

[This act enacts secs. 5904 to 5904-18, Gen. Code, 1910, providing for detailed regulation of the manufacture, etc., of fireworks.]

Approved April 29, 1931.

Employment on public works—Prevailing wage rate

Page 116 (H.B. No. 3)

SECTION 1. Definition.—The term "public authority" as used in this act, shall mean any officer, board, or commission of the State of Ohio, or any political subdivision thereof, authorized by law to enter into a contract for the construction of a public improvement. The term construction, as used in this act shall mean any construction, reconstruction, improvement, enlargement, or repair of any public improvement. The term "public improvement" as used in this act, shall include all buildings, roads, streets, alleys, sewers, ditches, sewage-disposal plants, waterworks, and all other structures or works constructed by the State of Ohio or any political subdivision thereof. The term "locality" as used in this act, shall mean the county wherein the physical work upon any public improvement is being performed.

Sec. 2. Wage rate.—Any public authority authorized to contract for a public improvement may, before advertising for bids for the construction thereof, fix and determine a fair rate of wages to be paid by the successful bidder to the employees in the various branches or classes of the work, which shall not be less than the prevailing rate of wages paid for each such branch or class in the locality wherein the physical work upon such improvement is to be performed. The rate of wages so fixed shall be printed on the bidding blanks.

Sec. 3. Provision in contract.—In all cases where any public authority shall fix a fair rate or rates of wages as herein provided, the contract executed between the public authority and the successful bidder shall contain a provision requiring the successful bidder and all his subcontractors to pay a rate or rates of wages which shall not be less than the rate or rates of wages so fixed. It shall be the duty of the successful bidder and all his subcontractors to strictly comply with such provisions of the contract.

Sec. 4. Violations.—Any contractor or subcontractor who shall violate the wage provisions of such contract, or who shall suffer, permit, or require any employee to work for less than the rate of wages so fixed, shall be fined not less than \$50 or more than \$500. Any employee upon any public improvement who is paid less than the fixed rate of wages applicable thereto may recover from the contractor or subcontractor the difference between the fixed rate of wages and the amount paid to him and in addition thereto a penalty equal in amount to such difference.

Approved April 23, 1931.

Antiunion contracts

Page 562 (S.B. No. 108)

[This act adds a new section (6241-1) to Code of 1910, so as to read as follows:]

SECTION 1. *Certain contracts void.*—Every undertaking or promise hereafter made, whether written or oral, express or implied, constituting, or contained in any contract or agreement of hiring or employment between any individual, firm, company, association, or corporation and any employee or prospective employee of the same whereby (a) either party to such contract or agreement undertakes or promises not to join, become, or remain a member of any labor organization or of any organization of employers, or (b) either party to such contract or agreement undertakes or promises that he will withdraw from the employment relation in the event that he joins, becomes, remains a member of any labor organization or of any organization of employers, is hereby declared to be contrary to public policy and wholly void.

Approved May 2, 1931.

Mine regulations

Page 603 (S.B. No. 321)

[This act provides for a new and enlarged mining law of 305 sections relating to detailed regulations for safety and inspection of all mines, etc., in the State.]

Approved June 27, 1931.

OREGON

ACTS OF 1931

CHAPTER 247.—*Antiunion contracts*

SECTION 1. *Certain contracts void.*—Every undertaking or promise hereafter made, whether written or oral, express or implied, constituting or contained in any contract or agreement of hiring or employment between any individual, firm, company, association, or corporation, and any employee or prospective employee of the same whereby (a) either party to such contract or agreement undertakes or promises not to join, become, or remain a member of any labor organization or of any employer organization, or (b) either party to such contract or agreement undertakes or promises that he will withdraw from an employment relation in the event that he joins, becomes, or remains a member of any labor organization or of any employer organization, hereby is declared to be contrary to public policy and wholly void and shall not afford any basis for the granting of legal or equitable relief by any court.

Approved March 6, 1931.

CHAPTER 287.—*Payment of wages*

SECTION 1. *Definition, employer.*—The term "employer" shall mean any person, firm, or corporation owning or operating any mine, smelter, mining mill, sawmill, logging concern, mercantile establishment, or manufactory, or doing a contracting business. The term shall include any successor to the business of any employer, or any lessee or purchaser of any employer's business property for the continuance of the same business, so far as such employer shall not have paid employees in full. The term shall exclude the United States and any State, county, municipal corporation, town, or other governmental division. The term shall also exclude trustees and assignees in bankruptcy or insolvency and receivers, whether appointed by Federal or State courts, and persons otherwise falling under the definition of employers so far as the times or amounts of their payments to employees are regulated by laws of the United States or regulations or orders made in pursuance thereof.

SEC. 2. *Same, employee.*—The term "employee" shall mean any individual who otherwise than as copartner of the employer or as an independent contractor renders personal services wholly or partly in this State to an employer who pays or agrees to pay such individual at a fixed rate, based on the time spent in the performance of such services or on the number of operations accomplished, or quantity produced or handled: *Provided*, That where services

are rendered only partly in this State an individual shall not be an employee under the meaning of this paragraph unless his contract of employment has been entered into, or payments thereunder are ordinarily made or to be made within this State.

SEC. 3. *Same, pay.*—The term "pay" shall mean to deliver or tender compensation at a previously designated and reasonably convenient place in this State during working hours, in legal tender or by order or negotiable instrument payable and paid in legal tender without discount on demand in this State. The term "rate of payment" shall mean the rate at which payment is made or is to be made in the manner described in this paragraph, and the term payment shall mean the delivery or tender of compensation in the medium of payment described in this paragraph. Such delivery or tender shall be made to the employee concerned or to any person having due authority to act in said employee's behalf.

SEC. 4. *Same, wage claim.*—The term "wage claim" shall mean an employee's claim against his employer for compensation for his own personal services.

SEC. 5. *Same, commissioner.*—The term "commissioner" shall mean the commissioner of the bureau of labor. The term "court" shall mean a court of competent jurisdiction and proper venue to entertain the proceeding referred to in this act.

SEC. 6. *Duties of commissioner.*—It shall be the duty of the commissioner to enforce the provisions of this act, and to that end he shall have the following authority.

(a) He may investigate and attempt equitably to adjust controversies between employers and employees in respect of wage claims or alleged wage claims.

(b) He may take assignments of wage claims in trust for the assigning employees. All such assignments shall run to the commissioner and his successors in office. The commissioner may sue employers on wage claims thus assigned with the benefits and subject to the provisions of existing law applying to actions by employees for collection of wages, and he shall be entitled to recover, in addition to other costs, such sum as the court or judge may adjudge reasonable as attorney's fees.

(c) He may make complaint in a criminal court for any violation of the provisions of any law providing for payment of wages and imposing a penalty for its violation as for a crime. All moneys collected on such judgments, including fines and costs, shall be paid to the commissioner and by him turned over to the State treasurer monthly and become a part of the fund created by this act. Justice courts and district courts shall have concurrent jurisdiction with circuit courts over all cases mentioned in this section.

(d) If upon investigation by the commissioner, after entry of a final judgment against an employer in any proceeding under the provisions of this act, it shall appear to the commissioner that said employer is representing to his employees that he is able to pay wages for their services, that said employees are not being paid for their services, that said employer in the conduct and operation of his business is defrauding his employees and, unless restrained, will continue to defraud them, said commissioner may require said employer to give a bond in such sum as the commissioner may deem reasonable and adequate in the circumstances, with sufficient surety, conditioned that he will for a definite future period not exceeding 6 months conduct his business and pay his employees in accordance with the laws of Oregon.

If within 10 days after demand for such bond said employer shall fail to provide the same, the commissioner may commence a suit against such employer in the circuit court of appropriate jurisdiction to compel such employer to furnish such bond or cease doing business until he has done so, and shall plead and prove the facts showing the necessity or justification for such requirement. If the court finds that there is just cause for requiring such bond and that the same is reasonably necessary or appropriate to secure the prompt payment of the wages of the employees of such employer and his compliance with the provisions of this act, the court shall enjoin such employer from doing business in this State until the requirement is met, or shall make other, and may make further, orders appropriate to compel compliance with the requirement.

The commissioner shall prosecute all legal proceedings under his official title.

SEC. 7. *Remedies not exclusive.*—The remedies provided by this act shall be additional to and not in substitution for and in no manner impair other

remedies now or hereafter existing or provided, and may be enforced simultaneously or consecutively so far as not inconsistent with each other. No payment or tender after the filing of a criminal complaint or commencement of any proceeding by the commissioner shall affect the liability therein of an employer for expenses, or prevent such employer from being subject to fine or forfeitures, or to the giving of bond for the performance of the provisions of this act.

SEC. 8. Creation of contingent fund.—For the purpose of paying expenses and costs of the commissioner's proceedings under this act there hereby is created a fund to be known as the contingent fund of the commissioner, and to be payable at any time on approval of the commissioner. This fund shall be self-sustaining. All sums collected for costs, expenses, and fines pursuant to this act shall be paid in to the State treasurer and become part of this fund. For the establishment of said contingent fund the sum of \$500 hereby is appropriated to be placed to the credit of said contingent fund as a temporary loan and paid out on approval of the commissioner. This loan so far as availed of shall be repaid to the State treasurer by applying any accumulations above \$1,000 in said fund on the 31st day of December 1932 and annually thereafter until repayment without interest is completed.

SEC. 9. Constitutionality of act.—Despite any determination that any provisions, or any application of any provisions, or any particular method of enforcing any provision of this act is unconstitutional, the remaining provisions and applications and method of enforcement shall be unaffected and shall remain in full force and effect.

Approved March 6, 1931.

CHAPTER 330.—*Employment of labor on public works—Hours of labor*

[This act amends sec. 49-704, Code of 1930, so as to read as follows:]

SECTION 49-704. Hours.—In all cases where labor is employed by the State, county, school district, municipality, municipal corporation, or subdivision, either directly or through another, as a contractor, no person shall be required or permitted to labor except as hereinafter provided, more than 8 hours in any one day, or 48 hours in any one week, except in cases of necessity, emergency, or where the public policy absolutely requires it, in which event the person or persons so employed for excessive hours shall receive double pay for the overtime so employed; and no emergency, necessity, or public policy shall be presumed to exist when other labor of like skill and efficiency, which has not been employed full time is available: *Provided, however,* That the provisions of this section relating to double pay for overtime shall not apply to labor employed by State institutions, or to forest-fire fighting or to emergency work performed by the highway department when oiling highways and/or clearing highways for traffic; *And provided, further,* That nothing in this section contained shall apply to the employment on work funded partly or wholly by public funds, of foremen, watchmen, and timekeepers paid on monthly rate; *And provided further,* That provisions of this section relating to double pay for overtime shall not in any wise apply to labor employed by any dock commission or port commission while engaged in handling cargo for maritime commerce; *And provided further,* That this amendment shall not be construed as any legislative declaration or interpretation as to whether this section heretofore applied to such cases.

In all cases where labor is employed by the State, county, school district, municipality, municipal corporation, or subdivision, through another as a contractor, any workman employed by such contractor shall be foreclosed from the right to collect for any overtime provided in this act unless a claim for payment is filed with the contractor within 90 days from the completion of such contract, providing the contractor has caused a circular to be posted in a prominent place alongside the door of the timekeeper's office, or in a similar place which is readily available and freely visible to any or all men employed on the work, and shall maintain such circular continuously posted from the inception to the completion of the contract on which workmen are or have been employed and which circular shall be clearly printed in black-face pica type and shall contain a copy of section 49-704, Oregon Code, 1930, together with all subsequent amendments thereto.

Approved March 9, 1931.

CHAPTER 381.—*Bureau of labor statistics*

[This act amends sec. 49-108, Code of 1930, so as to read as follows:]

SECTION 49-108. *Salary, etc.*—The commissioner of the bureau of labor shall from, and after the 1st day of January 1931 receive an annual salary of \$3,600, payable monthly, and is authorized to incur such expense and employ such clerical aid as may be necessary to carry out the provisions of this act. The secretary of state hereby is authorized to draw warrants on the State treasurer for the payment of such expense upon properly verified vouchers approved by the commissioner: *Provided, however,* That said expense shall not exceed at any time the amount appropriated therefor. Said commissioner shall, before entering upon the duties of his office, execute a bond to the State of Oregon in the sum of \$5,000, conditioned upon the faithful, honest, and impartial performance of his duties under this act, and upon the prompt and faithful accounting for all fees of whatsoever nature collected by him or by his assistants or deputies. Said bond shall be approved as to legal form by the attorney general and shall be filed in the office of the secretary of state. The premium on said bond shall be payable from any fund under the control and administration of said commissioner or of the bureau of labor or from any appropriation made for the purpose of defraying the expenses of said commissioner or of said bureau. Such commissioner shall include in his biennial report to the governor and legislature an itemized statement of the expense of the bureau incurred by him.

Approved March 11, 1931.

CHAPTER 394.—*Industrial welfare commission*

[This act repeals secs. 49-301, 49-302, 49-414, Code of 1930, and instead provides as follows:]

SECTION 1. *Commission created.*—There is hereby created a commission composed of three commissioners to be known as the State welfare commission; and the word "commission" as hereinafter used, or as used in any of the laws referred to in this act, shall mean the said State welfare commission; and the word "commissioner" as used in this act, or as used in any of the laws referred to in this act, refers to and means a member of said State welfare commission. Said commissioners shall be appointed by the governor for the term of 4 years each, and until their successors are appointed and qualified, except that the terms of the commissioners first appointed shall expire on the second Monday in January 1933, 1934, and 1935, respectively. The governor shall make his first appointments hereunder within 30 days after this act takes effect, and he shall designate the terms of each of said three first appointees and shall appoint their successors as their terms respectively expire.

Any vacancy that may occur in the membership of said commission shall be filled by appointment by the governor for the unexpired portion of the term in which such vacancy occurs.

A majority of said commissioners shall constitute a quorum to transact business, and the act or decision of such majority shall be deemed the act or decision of said commission, and no vacancy shall impair the right of the remaining commissioners to exercise all the powers of said commission.

SEC. 2. *Organization.*—The first commissioners appointed under this act shall, within 20 days after their appointment, meet and organize said commission by electing one of their number as chairman thereof, and the commissioner of the bureau of labor shall be the secretary and executive officer of said commission. On or before the twentieth day of January of each year said commissioners shall elect a chairman. Each of such chairmen shall hold his or her position until his or her successor is elected. None of said commissioners shall receive any salary as such. The secretary of said commission is hereby authorized to employ such clerical assistance and incur such expenses as may be necessary in performing his duties. All authorized and necessary expenditures incurred by said commission and said secretary shall be audited and paid as other State expenses and expenditures are audited and paid, out of moneys appropriated for the use of said commission.

SEC. 3. *Transfer of certain powers.*—The State welfare commission shall have authority, and it shall be its duty, to administer, execute, and carry out the provisions of chapters 3 and 4 of title 49, Oregon Code, 1930, and wherever the words "industrial welfare commission", or the words "board of inspectors of child labor of the State of Oregon", occur in said statutes they shall be in-

tended to mean and refer to the State welfare commission created by this act, and all of the authority, powers, and duties of said industrial welfare commission and board of inspectors of child labor of the State of Oregon, shall devolve upon and be exercised by the said State welfare commission.

Approved March 11, 1931.

PENNSYLVANIA

ACTS OF 1931

No. 274.—*Insurance of employees—Group insurance*

[This act authorizes the State and political subdivisions to make contracts of group insurance for the employees.]

Approved June 22, 1931.

No. 309.—*Employment of children—Cannery*

SECTION 1. *Unlawful employment, when.*—It shall be unlawful for any child under 16 years of age and not a resident of this Commonwealth to be employed or suffered or permitted to work in this Commonwealth in any factory or cannery, or in berry, fruit, and vegetable raising, and harvesting, during the time in which the laws of the State of his residence require his attendance at school: *Provided*, That in case of the lawful employment of such nonresident child during the summer vacation period, the employer may have 15 days in which to discontinue the child's employment after the date at which the laws of the State of the child's residence require his return to school: *And provided further*, That this act shall not apply to children between the ages of 14 and 16 years who are qualified for such employment under the laws of the State of their residence, and who shall have complied with all the requirements of this act.

Sec. 2. *School certificate.*—Before a child under 16 years of age, who is not a resident of this State, may be employed, permitted, or suffered to work at any time in this State in any factory or cannery, or in any of the other employments specified in section 1 of this act, his employer shall have received a school requirement certificate, issued by the principal or superintendent of the school attended by such child or by the officer empowered to issue employment certificates for the school district of which such child is a resident, certifying the child's age, as recorded in the school records of the district of his residence or as established by such proofs as are required by law for the issuance of employment certificates, and the exact periods during which such child is required by the laws of his own State to attend school.

The employer shall in every case keep on file during the child's employment, accessible for inspection by any attendance officer or labor inspector of this State, the school requirement certificate of every such nonresident child employed by him.

It shall be the duty of every employer of such nonresident child to acknowledge, in writing, receipt of every school requirement certificate within 3 days after it has been received, and to return the certificate to the person who issued it within 3 days after termination of the child's employment by him.

It shall be the duty of every school principal of this State, and every person authorized by law to issue employment certificates, to execute, on request of any child under his jurisdiction seeking employment in another State or of the child's parent or guardian, a school requirement certificate such as described in the first paragraph of this section, and send such certificate by mail to the proposed employer. There shall be no charge for this service other than the cost of postage.

Sec. 3. *Violations.*—Any person, or any agent or manager for any person, who shall violate any of the provisions of this act, or who shall compel or permit any minor to violate any of the provisions of this act, or who shall delay or hinder any officer in the performance of his duty in the enforcement of this act, shall be sentenced, upon conviction thereof, to pay a fine of not less than \$10 nor more than \$200 or to undergo an imprisonment of not more than 10 days, or both, at the discretion of the court.

Sec. 4. *Enforcement.*—It shall be the duty of the attendance officers or other responsible school officials of the various school districts of this Commonwealth to enforce the provisions of this act. Prosecutions for violation of this act may be instituted by any attendance officer upon oath or affirmation: *Provided*,

however, That no prosecution shall be brought without 7 days' written notice of the violation having been given the employer. Deposit of such notice in the mail, properly stamped and addressed, shall be sufficient. Repetition of such notice shall not be required in case of a continuance or recurrence of such violation. All prosecutions for violations of this act shall be in the form of summary criminal proceedings instituted before a magistrate, alderman, or justice of the peace within the county wherein the offense was committed. Upon conviction after a hearing, the sentence provided in this act shall be imposed. All fines collected under this act shall be paid into the treasury of the school district wherein the offense was committed for the use of the school district.

SEC. 5. *Attendance officer*.—Whenever the superintendent of public instruction cannot secure effective enforcement of the provisions of this act in any school district, as provided in section 4 of this act, he is hereby authorized and required to secure such enforcement by appointing an attendance officer or attendance officers in such district. The salary and expense of such attendance officer or officers shall be a charge against said district where they are actually employed, and shall be deducted from any State moneys apportioned to said district for school purposes.

Approved June 23, 1931.

No. 310.—*Injunctions—General*

SECTION 1. *Rights of accused*.—In all cases where a person shall be charged with indirect criminal contempt for violation of a restraining order or injunction issued by a court or judge or judges thereof, the accused shall enjoy—

(a) The rights as to admission to bail that are accorded to persons accused of crime;

(b) The right to be notified of the accusation and a reasonable time to make a defense, provided the alleged contempt is not committed in the immediate view or presence of the court;

(c) Upon demand the right to a speedy and public trial by an impartial jury of the judicial district wherein the contempt shall have been committed: *Provided*, That this requirement shall not be construed to apply to contempts committed in the presence of the court or so near thereto as to interfere directly with the administration of justice, or to apply to the misbehavior, misconduct, or disobedience of any officer of the court in respect to the writs, orders, or process of the court; and

(d) The right to file with the court a demand for the retirement of the judge sitting in the proceeding, if the contempt arises from an attack upon the character or conduct of such judge, and if the attack occurred otherwise than in open court. Upon the filing of any such demand the judge shall thereupon proceed no further but another judge shall be designated by the presiding judge of said court. The demand shall be filed prior to the hearing in the contempt proceeding.

SEC. 2. *Violations*.—Punishment for a contempt specified in section 1 may be by fine not exceeding \$100 or by imprisonment not exceeding 15 days in the jail of the county where the court is sitting, or both, in the discretion of the court. Where a person is committed to jail for the nonpayment of such a fine, he must be discharged at the expiration of 15 days; but where he is also committed for a definite time, the 15 days must be computed from the expiration of the definite time.

Approved June 23, 1931.

No. 311.—*Labor organizations—Injunctions*

SECTION 1. *Labor disputes*.—When used in this act, the following words and phrases, unless the context clearly shows that a different meaning is intended, shall have the respective meanings set forth in this section:

(a) A case shall be held to involve or to grow out of a labor dispute when the case involves persons who are engaged in a single industry, trade, craft, or occupation, or who are employees of one employer, or who are members of the same or an affiliated organization of employers or employees, whether such dispute is (1) between one or more employers or associations of employers and one or more employees or associations of employees, (2) between one or more employers or associations of employers and one or more employees or associations of employees, or (3) between one or more employees or associations of employees and one or more employees or associations of employees, or when

the case involves any conflicting or competing interests in a "labor dispute" (as hereinafter defined) of "persons participating or interested" therein (as hereinafter defined).

(b) A person or association shall be held to be a person participating or interested in a labor dispute if relief is sought against him or it and if he or it is engaged in the industry, trade, craft, or occupation in which such dispute occurs, or is a member, officer, or agent of any association of employers or employees engaged in such industry, trade, craft, or occupation.

(c) The term "labor dispute" includes any controversy concerning terms or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms or conditions of employment, or concerning employment relations, or any other controversy arising out of the respective interests of employer and employee, regardless of whether or not the disputants stand in the proximate relation of employer and employee.

SEC. 2. *Jurisdiction of court.*—No court nor any judge or judges thereof shall have jurisdiction to issue a temporary or permanent injunction in any case involving or growing out of a labor dispute, as herein defined, except after hearing the testimony of witnesses in open court (with opportunity for cross-examination) in support of the allegations of a complaint made under oath and testimony in opposition thereto, if offered, and except after findings of all the following facts by the court or judge or judges thereof:

(a) That unlawful acts have been threatened or committed and will be executed or continued unless restrained.

(b) That substantial and irreparable injury to complainant's property will follow unless the relief requested is granted.

(c) That complainant has no adequate remedy at law.

Such hearing shall be held after due and personal notice thereof has been given, in such manner as the court shall direct, to all known persons against whom relief is sought, and also to those public officers charged with the duty to protect complainant's property: *Provided, however,* That if a complainant shall also allege that unless a temporary restraining order shall be issued, before such hearing may be had, a substantial and irreparable injury to complainant's property will be unavoidable, such a temporary restraining order may be granted upon the expiration of such reasonable notice of application therefor as the court may direct by order to show cause: *Provided further,* That such order to show cause shall be served upon such party or parties as are sought to be restrained and as shall be specified in said order, and the restraining order shall issue only upon testimony under oath or, in the discretion of the court, upon affidavits sufficient, if sustained, to justify the court in issuing a temporary injunction upon a hearing as herein provided for.

Such a temporary restraining order shall be effective for no longer than 5 days, and at the expiration of said 5 days shall become void and not subject to renewal or extension: *Provided, however,* That if the hearing for a temporary injunction shall have been begun before the expiration of the said 5 days, the restraining order may, in the court's discretion be continued until a decision is reached upon the issuance of the temporary injunction. No temporary restraining order or temporary injunction shall be issued except on condition that complainant shall first file an undertaking, with adequate security, sufficient to recompense those enjoined for any loss, expense, or damage caused by the improvident or erroneous issuance of such order or injunction, including all reasonable costs (together with a reasonable attorney's fee) and expense, against the order or against the granting of any injunctive relief sought in the same proceeding and subsequently denied by the court.

SEC. 3. *Issuance of injunction.*—No restraining order or temporary or permanent injunction shall be granted in a case involving or growing out of a labor dispute except on the basis of findings of fact made and filed by the court in the record of the case prior to the issuance of such restraining order or injunction; and every restraining order or injunction granted in a case involving or growing out of a labor dispute shall include only a prohibition of such specific act or acts as may be expressly complained of in the bill of complaint or petition filed in such case and expressly included in said findings of fact made and filed by the court as provided herein, and shall be binding only upon the parties to the suit, their agents, servants, employees, and attorneys, or those in active concert and participation with them, and who shall by personal service or otherwise have received notice of the same.

Approved June 23, 1931.

No. 335.—*Insurance of employees—Group insurance*

[This act amends clause (b) of sec. 415, art. 4, of No. 284, Acts of 1921 (P.L. 682), as added by No. 336, Acts of 1929, so as to read as follows:]

(b) The following forms of life insurance are hereby declared to be group life insurance within the meaning of this act: (1) Life insurance covering the members of one or more companies, batteries, troops, battalions, divisions, or other units of the national guard or naval militia of any State written under a policy issued to the commanding general of the national guard or commanding officer of the naval militia, as the case may be, who shall be deemed to be the employer for the purposes of this act, the premium on which is to be paid by the members of such units, for the benefit of persons other than the employer: *Provided, however,* That when the benefits of the policy are offered to all eligible members of the unit of the national guard or naval militia, not less than 75 per centum of the members of such a unit may be so insured; (2) life insurance covering the members of one or more troops or other units of the State troopers or State police of any State written under a policy issued to the commanding officer of the State troopers or State police, who shall be deemed to be the employer for the purposes of this act, the premium on which is to be paid by the members of such units for the benefit of persons other than the employer: *Provided, however,* That when the benefits of the policy are offered to all eligible members of a unit of the State troopers or State police, not less than 75 per centum of the members of such a unit may be so insured; and (3) life insurance covering the members of any labor union or organization of police employed by any municipal, county, or State authority, any organization or association of public-school teachers or nurses, written under a policy issued to such union or organization, which shall be deemed to be the employer for the purposes of this act, the premium on which is to be paid by the union or organization, or by the union or organization and its members jointly, and insuring its members for the amounts of insurance based upon some plan which will preclude individual selection, for the benefit of persons other than the union or organization or the officials of either: *Provided, however,* That when the premium is to be paid by the union or organization and its members jointly and the benefits are offered to all eligible members, not less than 75 per centum of such members may be so insured: *Provided further,* That when members apply and pay for additional amounts of insurance a smaller percentage of members may be insured for such additional amounts if they pass satisfactory medical examinations.

Approved June 25, 1931.

No. 346.—*Public employment offices—Establishment of experimental office*

SECTION 1. *Appropriation.*—That the sum of \$50,000 or so much thereof as may be required, is hereby specifically appropriated to the department of labor and industry for the purpose of conducting an experimental employment agency in the city of Philadelphia. The sum herein appropriated shall be available for use by the department of labor and industry only upon the condition that, within 3 months following the approval of this act, and equal sum of \$50,000 be donated to the department of labor and industry by a private corporation, organization, or foundation, under the provisions of section 513 of the Administrative Code of 1929. The said sum, totaling \$100,000 shall be expended by a State employment commission, which shall consist of the secretary of labor and industry, the secretary of welfare, the auditor general, and two members appointed by the governor.

Approved June 25, 1931.

PUERTO RICO

ACTS OF 1931

Act No. 14.—*Suits for wages*

[This act amends sec. 1 of Act No. 10, Acts of 1917 (as amended by Act No. 12, Acts of 1923), so as to read as follows:]

SECTION 1. *Employee to file complaint.*—Whenever a worker or employee shall have to claim from his employer any sum on account of compensation for work or labor done for said employer, he may appear before the municipal

court of the municipal judicial district wherein the work was done or where said worker or employee resides on the date of the claim, and file a complaint against the employer, which complaint shall be made out or filled in, as the case may be, by the judge or secretary of the court, the worker or employee setting forth therein, under oath, the facts upon which the claim is founded.

The complaint may include the claims of all such workers or employees of the same employer as failed to receive their wages due on the same work: *Provided*, That the filing of a claim by one or more workers or employees shall not hinder the filing of other actions by other workers or employees.

Approved April 14, 1931.

No. 15.—Department of labor

SECTION 1. Title of act.—This act shall be known and referred to as the Organic Act of the Department of Labor of Puerto Rico."

SEC. 2. Purpose of department.—Under the provisions of the organic act of Puerto Rico the department of labor shall patronize, encourage, and develop the interests and welfare of the laborers of Puerto Rico, shall make efforts to improve their living and working conditions, and shall promote their opportunities to obtain profitable employment.

SEC. 3. Duties of commissioner.—The commissioner of labor shall have charge of the direction, administration and general supervision of his department, and shall be the head thereof. Through the agencies, services, and bureaus created by law, he shall promote and stimulate the best relations between laborers and employers by mediating and conciliating in industrial conflicts with a lofty desire for the maintenance of industrial peace and general development and progress; he shall investigate and inquire into the reasons for unrest among laborers; he shall compile and publish statistics in regard to the condition of industries and enterprises, and shall determine their temporary or permanent character; he shall make studies and investigations of the living and working conditions of industrial and agricultural laborers, and shall study and investigate labor systems, the daily working hours, the rates of salaries or wages, and the hygiene and safety of laborers in fields, factories, and shops; he shall study the cooperative and benevolent systems of organization of the arts, trades, or manual occupations and of pensions, and shall compile and publish data for the purpose of divulging information as to their development, progress, or failure; he shall study and codify social and labor protecting legislation now in force; he shall compile and publish, for general information, all rules and regulations prescribed in the labor legislation now in force; and he shall cooperate and establish connections with all such institutions and associations of good repute as may be organized for the protection, advancement, and progress of labor interests, for the creation of a better spirit of good will between laborers and employers, and for the promotion of industrial, agricultural, and commercial activities.

SEC. 4. Powers of commissioner.—The commissioner of labor shall be empowered to adopt such rules and regulations as may be necessary for the discipline of the department of labor, or for the carrying out of the provisions of this act, provided they are not in conflict herewith. After such rules and regulations have been approved by the governor, and duly promulgated, they shall have the force of law.

SEC. 5. Other powers of.—In the performance of the duties and powers hereby conferred upon him to enforce the labor laws in force, the commissioner, or any employee of the department of labor designated by him, is hereby authorized to summon witnesses, to administer oaths, to take testimony, and, in compliance with these provisions, to issue subpoenas and to compel the appearance of witnesses and the presentation of evidence, documentary or otherwise. They may visit and examine buildings, factories, mills, shops, machinery, farms, agricultural properties, and other establishments and premises where any kind of labor of a commercial or industrial nature is done. For the purpose of obtaining data and information for the statistics required by this act, they may examine the pay rolls and account books of any employer, as far as wages are concerned; and they may also use, in connection with said subpoenas and investigation, the services of the justices of the peace, of the municipal judges, of the district attorneys, of the marshals of the municipal and districts courts, and of the police force.

Any person who refuses to appear when required in writing to do so, and who fails to offer a justified cause for his nonappearance to give evidence

of a fact of which he has knowledge, shall be guilty of a misdemeanor, and upon conviction shall be punished by a competent court by a fine not exceeding \$50 or by imprisonment in jail for a term not exceeding 30 days.

Any employer, administrator, or operator of any industry, factory, shop, farm, mill, machinery, agricultural property, or any other establishment or premises where any kind of labor of a commercial or industrial nature is done, or the agent thereof, who refuses to permit the visit of the commissioner of labor or of any employee duly authorized by him, or who refuses to furnish such information as may be required from him, or who prevents the examination of his pay rolls and account books, as far as wages are concerned, in the manner herein prescribed, shall be guilty of a misdemeanor and shall be subject to a fine of not more than \$50 or to imprisonment in jail for a maximum period of 1 month, or to both penalties, in the discretion of the court.

SEC. 6. *Giving of false information.*—Any employer who knowingly gives false information in connection with information required by the department of labor shall be guilty of a misdemeanor punishable by a fine of from \$50 to \$500.

SEC. 7. *Additional personnel.*—The commissioner of labor is hereby expressly authorized to appoint all such personnel as may be necessary the better to organize and operate the department.

SEC. 8. *Transfer of other services to labor department.*—The following services and organizations are hereby transferred and placed under the Department of Labor of Puerto Rico and in its administrative jurisdiction:

The workmen's compensation service performed by the Industrial Commission of Puerto Rico.

The mediation and conciliation service performed by the Mediation and Conciliation Commission of Puerto Rico.

The homestead service performed by the Homestead Commission of Puerto Rico.

All organizations, boards, or commissions legally formed, heretofore or hereafter, to promote and develop the welfare of the laborers of Puerto Rico, to improve their working conditions, to promote their opportunities to obtain profitable employment, to protect the life, health and safety of employees and laborers, and to intervene in the solution of industrial and agricultural conflicts, all in accordance with the provisions of Act No. 5138, approved by the Congress of the United States in February 1931.

The commissioner of labor shall be a member *ex officio* of all these organizations, boards, or commissions, and may delegate his power to the assistant commissioner of labor.

SEC. 9. *Same.*—All such powers, authority, obligations, and duties as were conferred by law upon the commissioner of agriculture and labor to intervene in, and with, the organizations, boards, or commissions referred to in the preceding section, under the laws in force, are hereby transferred to the commissioner of labor.

SEC. 10. *Same.*—In all laws now in force in Puerto Rico, where authority, powers, obligations, and duties are conferred upon the chief of the extinguished bureau of labor, upon the assistant commissioner of labor and upon the commissioner of agriculture and labor, in connection with the application and enforcement of labor laws, it shall be understood that such authority, powers, obligations, and duties are hereby completely transferred to the commissioner of labor.

SEC. 11. *Organization of department.*—The department of labor shall consist of the following divisions, bureaus, and services:

- (a) Office of the commissioner.
- (b) Division of inspection, investigation, and diffusion of labor laws.
- (c) Bureau of women and children in industry.
- (d) Employment service.
- (e) Mediation and conciliation service.
- (f) Division of accounts, property, and statistics.
- (g) Wage protection and claim bureau.
- (h) Workmen's compensation service.
- (i) Homestead service.

SEC. 12. *Organization of office of commissioner.*—The office of the commissioner of labor of Puerto Rico shall be organized as follows:

- (a) The commissioner.
- (b) The assistant commissioner.
- (c) The secretary and chief clerk.

(d) A secretary to the commissioner.

(e) A secretary to the assistant commissioner.

SEC. 13. *Assistant commissioner.*—The assistant commissioner of labor shall be under the direction of the commissioner, shall aid the latter in his duties, and shall have charge of the supervision of the divisions, bureaus, services, offices, and dependencies of the department. He shall substitute the commissioner in case of absence, sickness, or resignation, and shall also have all such duties and obligations as may be assigned to him by the commissioner.

SEC. 14. *Secretary and chief clerk.*—The secretary and chief clerk shall have charge of the official correspondence of the department, and of such personnel as may be necessary to receive, prepare, answer, and file such correspondence, and to translate from English into Spanish and vice versa all documents connected with social, economic, industrial, educational, and agricultural problems; and he shall also perform such other functions and duties as may be assigned to him by the commissioner.

SEC. 15. *Division of inspection, etc.*—The division of inspection, investigation, and diffusion of labor laws shall consist of a chief, an assistant chief, and such number of district agents as may be necessary in the discretion of the commissioner of labor to carry out the work of inspection of factories, shops, enterprises, and agricultural fields. These officers shall also have in charge the enforcement of all laws protecting labor. Such lecturers as may be appointed and all such personnel as the commissioner of labor may deem necessary in accordance with the needs of the service shall also form part of this division.

The lecturers shall have charge of the study of labor problems, of the dissemination of information in regard thereto, and of giving instruction in regard to the social legislation in force in Puerto Rico. It shall be their duty to inform laborers concerning the organization of labor and of cooperative systems, and on matters relative to the industrial, social, and economic aspects of this problem, as well as to explain the prevention of labor accidents, to both laborers and employers, and to enlighten them on the subject. They shall also explain to said laborers and employers such measures of safety as should be applied, the manner in which accidents should be reported by employers or laborers, their duties and rights under the laws in force, and the manner of making claims in cases of accidents or in other cases, and enlighten them both on these subjects. And they shall diffuse general knowledge of all social and labor protecting legislation in force in Puerto Rico and in other countries.

SEC. 16. *Bureau of women and children.*—The bureau of women and children in industry shall have charge of the study and preparation of plans for the welfare of women and children in industry, in agriculture, and in manufacture, or of those engaged in any other lucrative occupation, in order to improve their working conditions, to increase their efficiency in production, and to promote their opportunities to obtain profitable employment. It shall have power and authority to investigate all matters connected with the welfare of women and children at work, and shall report to the commissioner of labor the results of such investigations, and it shall publish these investigations in accordance with such rules as may be prescribed by the commissioner.

This bureau shall be in charge of a director, a woman, and shall have such personnel as may be assigned thereto by the commissioner of labor.

SEC. 17. *Employment service.*—The employment service shall consist of a chief with such personnel as may be necessary to enforce all legislation now in force, or which may be enacted in future, in connection with the employment service, and to enforce such Federal legislation as may be assigned to the Department of Labor of Puerto Rico in cooperation with the Federal Department of Labor.

The commissioner of labor shall have power, and he is hereby authorized, to extend the facilities of this service outside of Puerto Rico by means of agents or representatives paid by the Department of Labor of Puerto Rico; and he shall also have authority to enforce all such laws in regard to this service as may be hereafter enacted by the Legislature of Puerto Rico.

SEC. 18. *Mediation and conciliation service.*—The mediation and conciliation service shall consist of the mediation and conciliation commission and its personnel, as this commission was created by Act No. 36, approved June 3, 1919. It shall have a secretary and a messenger for its exclusive service, as well as two agents or mediators to be appointed by said commission. It shall be the duty of such agents or mediators to intervene in industrial and agricultural conflicts between employers and laborers, whenever they are so directed by the mediation and conciliation commission or by the commissioner of labor

under the provisions of law. The appointment of said agents or mediators shall be made when the commission deems it indispensable.

SEC. 19. *Division of statistics, etc.*—The division of accounts, property, and statistics shall be in charge of a chief, and shall consist in addition of an assistant chief and of all such other employees as may be necessary for the proper operation thereof. It shall have charge of the custody and keeping of all the property of the department, and shall keep and maintain a complete and detailed register thereof; it shall keep a record of the activities of the personnel of the whole department; it shall keep exact and detailed accounts of the funds assigned to the department and its dependencies, and shall make a monthly report to the commissioner of labor on the condition of said funds, or as often as he may request.

The chief of this division shall establish in the department such system of accounting as may be recommended by the auditor of Puerto Rico in accordance with the rules of the auditor's office, and he is hereby declared to be the immediate comptroller of the department as to the funds of said department and of its dependencies. He shall give bond as herein required and in such amount as may be fixed by the auditor of Puerto Rico.

The chief of this division shall also have charge of the publication work and the library of the department. He shall compile, arrange, classify, and distribute statistics on wages, hours of labor, working conditions, cost of articles of prime necessity, and on industrial, social, and economic conditions; and he shall prepare and take care of a complete library of such reports, records, data, pamphlets, documents, and books dealing with the problems of Puerto Rico and of other parts of the world as may be useful in the comparison and verification of such problems.

SEC. 20. *Bureau of wage claims.*—The wage protection and claim bureau shall consist of a person in charge thereof, who shall be a competent attorney at law and a man of integrity, who shall receive, study, and decide all complaints and claims filed by laborers or employees, including domestics, against employers negligent in the payment of their compensations, per diems, wages, or salaries, or who have refused to make such payments. He shall prosecute such complaints and claims and shall institute proceedings either civil or criminal, as the case may be, against said employers, where such procedure is necessary; he shall interpret and supervise wage or metayer labor contracts, and he shall act as a special prosecuting attorney in any criminal action that may be brought before the municipal courts of Puerto Rico by the commissioner, by the district agents, or by any other official of the department of labor, in case of violation of labor-protecting laws, and of all such legislation whose enforcement may have been entrusted to the department of labor. The commissioner of labor shall assign to this bureau such personnel as he may deem necessary to render this service.

SEC. 21. *Workmen's compensation service.*—The workmen's compensation service shall consist of the industrial commission and the personnel thereof, as such commission was created by Act No. 85, approved May 14, 1923, amended and extended by subsequent laws, and as it may hereafter be reorganized by any act of the Legislature of Puerto Rico.

SEC. 22. *Homestead service.*—The homestead service shall consist of the homestead commission and the personnel thereof, and of all such organizations and dependencies of an administrative or other character as are now a part of the said homestead commission under the provisions of law.

The homestead commission, in accordance with the law or laws under which it has been in operation from the time of its creation, and in accordance with any law that may hereafter be approved to amend or modify the service being rendered by said commission, shall continue in operation annexed to the department of labor, under its jurisdiction and as a part thereof, without any alteration in the purposes of the laws authorizing the rendering of such services.

SEC. 23. *Location of office of labor.*—The department of labor shall have an office in the city of San Juan, where all its documents and files shall be kept; and for this purpose, the commissioner of the interior is hereby directed to provide said department with ample and adequate quarters belonging to the people of Puerto Rico in the city of San Juan.

SEC. 24. *Seal.*—The department of labor shall have an official seal to be designed by the commissioner of labor.

SEC. 25. *Furnishing of laws, etc.*—Within the 30 days following the date on which this act takes effect, the executive secretary of Puerto Rico shall furnish to the department of labor, free of charge, a collection of the volumes of the

laws of the legislature, as well as a sufficient number of the volumes of the Revised Statutes, of the reports of the Governor of Puerto Rico and of all official publications of the insular government; and he shall continue to furnish an equal number of copies of said laws, reports, and publications hereinabove mentioned, as they are published.

SEC. 26. *Same, court decisions.*—Within the period of time mentioned above the secretary of the Supreme Court of Puerto Rico shall furnish, free of charge, a collection of the volumes of the decisions of said supreme court heretofore or hereafter published.

SEC. 27. *Definitions.*—For the purposes of this act, "laborer" or "employee" shall be understood to mean any person at the service of any individual, partnership or corporation employing one or more persons under any contract for services, whether express or implied, or verbal or written, and whether such person is man, woman or child; and all persons whose work is of a temporary character, are hereby expressly included.

For the purposes of this act, the word "laborer" or "employee" includes every laborer employed in any establishment, or in any manufacturing, commercial or agricultural occupation, by a natural or artificial person, for compensation, or by the insular government or any of its dependencies.

SECS. 28-34. [These sections merely include transitory measures incident to the creation of the new department of labor and the transfer of powers, etc.]

Approved April 14, 1931.

No. 17.—*Contracts of labor—Payment of wages*

SECTION 1. *Lawful money, discounts.*—In all contracts entered into with laborers, their wages shall be paid exclusively in lawful money of the United States of America, and if, because of any special agreement, custom or other motive whatsoever, they receive any money advances before the regular pay day, it shall be lawful for the employer to deduct said advance. If it is stipulated in a labor contract that all or part of the wages shall be paid otherwise than in money, the said contract shall be null and void so far as it refers to the promise or engagement to pay the wages in any form other than in lawful money of the United States of America.

SEC. 2. *Conditions of employment.*—Employers are hereby forbidden to impose, either directly or indirectly, personally or through their agents, as an express or implied condition for the admission of any laborer, any stipulation relative to the place where, or the way in which, the laborer shall spend his wages, in whole or in part, or any other stipulation requiring him to reside on any property of the employer. Employers or their agents are also forbidden to dismiss any laborer because he may have spent his wages, in whole or in part, in a certain place, in a certain way, or with a specified person, or because he does not reside on any property of the employer or of his agent.

SEC. 3. *Wages due weekly.*—The whole amount due to a laborer for wages shall be paid in lawful money of the United States of America, and in no other form, at intervals which shall not exceed 1 week: *Provided*, That when any laborer is dismissed or has to leave work during any day of the week it shall be the duty of the employer to pay him on the next Saturday, the amount due him for wages for the days during which he worked. Any payment of wages to a laborer made by the employer in merchandise or in any other form, except in legal tender of the United States of America, shall be null and void.

SEC. 4. *Invalid defenses.*—In any action brought by a laborer against an employer for the recovery of any amount due him for wages, the defendant cannot file any set-off or counterclaim to reduce the amount of the claim, based on the fact that he delivered merchandise on account of said wages, or that said merchandise were furnished to the laborer through any warehouse, deposit, store or other establishment of the employer; nor may the defendant file any such set-off or counterclaim for any merchandise which may have been supplied to the laborer by any other person, on the strength of orders or instructions from the defendant, or from his agent or attorney.

SEC. 5. *Deductions.*—Whenever the employer or his agent shall have advanced to the laborer any amount in lawful money of the United States of America, he shall have a right to deduct such sum from the wages of the latter. However, no amount shall be retained in excess of the total amount so advanced. No employer may, for any reason, deduct any part of the wages due to laborers in order to pay the same to any other person except in the cases provided in this section.

SEC. 6. Definitions.—For the purposes of this act, the word “employer” shall be understood to mean any person who uses or avails himself of the work of any laborer for wages. The word “laborer” shall mean the person who receives a salary or wages for his work.

SEC. 7. Violations.—Any violation of any of the provisions of this act shall constitute a misdemeanor, and recidivism in the violation of any of its provisions shall be punished by a fine of not less than \$50 or by confinement in jail for 30 days.

Approved April 17, 1931.

No. 61.—Payment of wages in scrip

[This act amends sec. 1667, Code of 1911 so as to read as follows:]

SECTION 1. Scrip, etc., to be redeemable.—It shall be unlawful for any corporation, company, partnership, or person engaged in any trade or business, to issue, sell, give, or deliver, either directly or indirectly, to any person employed as a laborer, journeyman, or foreman by said corporation, company, partnership, or person, in payment of wages earned or to be earned by said laborer, any certificate, ticket, check, scrip, draft, commercial check, or other evidence of indebtedness or of credit payable or redeemable otherwise than in lawful money. If any such certificate, ticket, check, draft, scrip, commercial check, or other evidence of indebtedness or of credit is so issued, sold, given, or delivered to said laborer or to any other person for delivery to such laborer, it shall be held and construed in all courts and other places to be a promise by said corporation, company, partnership, or person issuing, selling, giving, or delivering it to the person stated therein, or to bearer, to pay the sum specified therein in legal form: *Provided*, That it shall also be unlawful to exchange said certificate, ticket, check, draft, scrip, or commercial check for anything other than lawful money directly. And any corporation, company, partnership, or person so issuing, selling, giving, or delivering such certificate, ticket, check, scrip, draft, commercial check or other evidence of indebtedness or of credit shall, moreover, be guilty of misdemeanor, and upon conviction shall be fined not less than \$25 nor more than \$500 and the officer, employee, or agent of such corporation, company, firm, or person, guilty of the said offense, may be committed to jail for a term of not less than 10 days nor more than 6 months, in the discretion of the court: *Provided*, That any officer, employee, or agent of a corporation, company, firm, or person exchanging said certificate, ticket, check, draft, scrip, commercial check, or other evidence of indebtedness or of credit for anything other than lawful money directly shall also be guilty of the offense stated in the preceding proviso, and shall be liable to the penalty therein prescribed.

Approved April 23, 1931.

No. 64.—Weight that workmen may carry

SECTION 1. Maximum.—It is hereby prohibited and declared illegal for human beings to transport or load, on their persons, bags or other receptacles containing sugar or any other article weighing more than 250 pounds.

SEC. 2. Violations, for compelling.—Every person compelling, employing, or inducing another person to load or transport on his person bags or any other receptacles containing sugar or any other article, weighing more than 250 pounds shall be guilty of a misdemeanor and, upon conviction, shall be punished by imprisonment in jail for not more than 90 days or by a fine of not more than \$100 or by both penalties, in the discretion of the court.

SEC. 3. Violations, for requesting.—Every employer, superintendent, time-keeper, or person in any manner in charge of any laborer, who may request or permit that said laborer load or transport, on his person, bags or any other receptacle containing sugar or any other article weighing more than 250 pounds shall be guilty of a misdemeanor and, upon conviction, shall be punished by imprisonment in jail for not more than 90 days or by a fine of not more than \$100 or by both penalties, in the discretion of the court.

SEC. 4. Violations, voluntarily.—Every person voluntarily loading or transporting, on his person, bags or any other receptacles containing sugar or any other article weighing more than 250 pounds shall be guilty of a misdemeanor and, upon conviction, shall be punished by imprisonment in jail for not more

than 90 days or by a fine of not more than \$100 or by both penalties in the discretion of the court.

Approved April 28, 1931.

No. 75.—Employment of children—General provisions

[This act amends secs. 8 and 19, Act No. 75, Acts of 1921 (as amended 1925, Act No. 64), so as to read as follows:]

SEC. 8. Permits.—No child of 14 and under 16 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any gainful occupation with the exception of domestic, farm, and garden labor, unless his employer procures and keeps on file and accessible to any officer, inspector, or other person authorized to enforce or aid in enforcing this act a permit to work during the school course, issued as hereinafter described, and keeps a complete list of all such children employed therein conspicuously posted in the place where such children are employed in such occupation: *Provided*, That this section shall not include any orphan child or one who, for other reasons, depends on his own work for his support, or any child whose parents are physically disabled and depend only on the work of the child for a living. In cases of this nature, a certificate from the commissioner of labor, or from his duly authorized agents or employees, stating the existence of such facts or needs, and authorizing the employment of said child, must be obtained.

SEC. 19. Violations.—That whoever employs, procures, or permits a minor to be employed in violation of any of the provisions of this act or a ruling of the commissioner of labor as provided for in section 5 of this act, or who refuses or obstructs the entry or inspection authorized by section 27 of this act, shall be guilty of a misdemeanor and be punished by a fine of not less than \$25 or more than \$100. For every subsequent violation of this act, or any of the sections or provisions hereof, the employer shall be guilty of a misdemeanor and punished by a fine of not less than \$100 or more than \$1,000 or in default thereof by confinement in jail for not more than 90 days: *Provided*, That no complaint for a violation of this act shall be dismissed on the plea that more than one offense has been accumulated therein, or because of any defects as to form, if the offense or offenses alleged are comprised in the provisions of this act. Whoever continues to employ a minor in violation of the provisions of this act, after being notified by any officer or other person authorized to enforce this act or to aid in its enforcement, shall, for every day after such notice that said illegal employment of each child continues, be punished by a fine of not to exceed \$200 or by imprisonment for not to exceed 60 days, or, in the discretion of the court, by both such fine and imprisonment; and whoever forges or procures to be forged or assists in forging or, with intent to evade any of the provisions of this act, alters a certificate of birth or other evidence of the age of any child, and whoever presents, or assists in presenting, a forged or altered certificate or evidence of birth, and whoever misrepresents the age of such child for the purpose of fraudulently obtaining a permit to work during vacations, required by this act, shall be punished by a fine of not to exceed \$500 or by imprisonment for not to exceed 1 year, or by both such fine and imprisonment, in the discretion of the court.

Approved May 4, 1931.

No. 76.—Share-cropping contracts

[This act provides for the regulation of share-cropping contracts, by which is meant any oral or written agreement by virtue of which one of the parties agrees to cultivate tillable land of the other party and the latter agrees to pay to the cropper (farm hand, laborer, or agricultural worker) for such work a share of the harvested crops or the market value.]

Approved May 4, 1931.

No. 80.—Employment of labor—Overtime work

SECTION 1. Authorization, overtime rate.—The commissioner of labor is hereby authorized to grant permits to employers or owners of industrial establishments to employ workmen during extra hours of the day or night, when, in the judgment of said commissioner, it may be necessary for the purpose of permitting said employers or owners to complete urgent or necessary works

which must be finished within a determined time in shops, factories, or any other industrial establishment in Puerto Rico.

Whenever an employer or owner finds it necessary to avail himself of the provisions of this act, he shall notify the commissioner of labor and in his absence, the assistant commissioner or such person as may be substituting him as the head of said department, that such necessity exists and of the time that will be needed to complete the work, and the commissioner or assistant commissioner, or person substituting him as head of the department, may issue the proper permit: *Provided*, That for any extra time which the operatives of said industrial establishment may work, when employers or owners have been duly authorized in accordance with the provisions of this act they shall be paid a double rate of wages for each hour: *And provided, further*, That upon the granting of the permit, the commissioner of labor shall be authorized to investigate the motives or reasons of the employer or owner for making the request; and if he finds that the facts have been maliciously falsified or that the request is not justified, such facts shall constitute a misdemeanor, and within the 60 days following the granting of the permit, the corresponding complaint may be filed.

SEC. 2. *Violations*.—Every employer who violates this act or any section or provision hereof, shall be guilty of a misdemeanor, and punished by a fine of not less than \$25 or more than \$100. For any subsequent violation of this act or of any section or provision hereof, the delinquent employer shall be guilty of a misdemeanor and shall be punished by a fine of not less than \$100 or more than \$1,000: *Provided*, That no complaint for a violation of this act shall be dismissed on the ground of joinder of violations committed, or for defects of form, provided that the violation or violations complained of are included within the provisions of this act.

Approved May 5, 1931.

ACTS OF 1932

No. 13.—*Suits for wages*

[This act amends secs. 2 and 10 of Act No. 10, Acts of 1917. No substantive change was made in the law, the act merely conforming to the newly created Department of Labor Act of 1931. Department of agriculture was segregated from the department of labor by the provisions of the 1931 law.]

Approved April 20, 1932.

No. 16.—*Mediation and conciliation*

[This act amends sec. 9 of Act No. 36, Acts of 1919, so as to read as follows:]

SECTION 9. The commissioner of labor shall have power to bring to the attention of the mediation and conciliation commission any industrial dispute in which the intervention of the commission may be desirable. The commissioner of labor, or any officer whom he may designate, shall be also authorized to appear before the mediation and conciliation commission and before the special arbitration boards, at their request, as *amicus curiae*, to establish facts in connection with labor conditions.

Approved April 21, 1932.

No. 37.—*Mediation and conciliation—Insular commission*

[This act amends sec. 2 and sec. 3 (as amended by Act No. 32, Acts of 1927) of Act No. 36, Acts of 1919, so as to read as follows:]

SECTION 2. *Members*.—The mediation and conciliation commission shall consist of five members who shall be citizens of the United States and bona fide residents of Puerto Rico and shall be appointed by the governor for a term of 4 years, in the following manner:

Upon the taking effect of this act the governor shall request from bona fide labor organizations who shall have regularly and continuously sustained their social activities in Puerto Rico for the 2 years immediately preceding and from employers established in the Island or from associations of employers a list of the names of persons qualified to form part of said commission. From the persons so proposed the governor shall designate two from among such as proposed by the labor organizations and two from among those proposed by the

employers or associations of employers, which persons shall be appointed in representation of the interests of laborers and employers, respectively. The fifth member, who shall be chairman of the commission, shall be appointed freely by the governor, on behalf of the people in general, and he shall devote his whole time to the work of the commission and shall receive an annual salary of \$3,000. Vacancies occurring in the said commission shall be filled in the same manner as herein provided for the appointment of the members thereof.

SEC. 3. *Duties.*—Said mediation and conciliation commission shall consult the governor as to the best manner of discharging their duties as mediators and conciliators, and shall have power to recommend legislation. It shall also prepare a list of persons who may be called upon to serve as arbitrators and mediators. It shall be called together by the chairman every time that a dispute or controversy between laborers and employers occurs or may occur. It shall be organized and shall have such adequate regulations as the commission may adopt and shall elect its own secretary. The associate members of the mediation and conciliation commission shall receive a per diem of \$10 for each meeting which they attend, and shall receive their traveling and such other expenses as may be necessary the better to discharge their duties: *Provided*, That no member of the commission shall receive per diems for more than eight meetings in any one month. A majority of members of the commission shall constitute a quorum for the transaction of business, and their resolutions shall be valid and lawful.

Approved May 10, 1932.

JOINT RESOLUTION No. 45 (p. 656).—*Department of labor*

[This resolution provides for the establishment of a division of economic and social research and investigation in the department of labor. An appropriation of \$25,000 is authorized. The establishment of this division is made as a result of a survey conducted according to a resolution (No. 16) of July 19, 1929, to investigate the causes producing industrial unrest, etc., in the Island.]

Approved May 5, 1932.

RHODE ISLAND

ACTS OF 1931

CHAPTER 1731.—*Bureau of industrial statistics*

[This act (sec. 2) repeals sec. 4, ch. 87, Gen.L. 1923 (as amended by ch. 1606, Acts of 1930). The amended act of 1930 required that the annual report of city and town treasurers to the commissioner of labor must be furnished within 30 days of the close of the fiscal year.]

Approved April 22, 1931.

CHAPTER 1741.—*Factory, etc., regulations*

[This act amends sec. 9, ch. 85, Gen.L. 1923 (as amended by ch. 761, Acts of 1926), so as to read as follows:]

SECTION 9. *Provisions for safety and sanitation.*—It shall be the duty of the proprietor of any factory or workshop to provide adequate means of egress in case of fire or other disaster; to locate belting, shafting, gearing, elevators, drums, and machinery in such manner as to be sufficiently guarded and not dangerous to employees; to provide proper safeguards for all vats, pans, and structures filled with molten metal or hot liquid so as to prevent accident or injury to persons employed at or near such vats, pans, or structures; to provide adequate heating, lighting, ventilating, and sanitary arrangements for such factory or workshop so that such heating, lighting, ventilation, or sanitation shall not be injurious to the health of persons employed therein or persons within an area of 1,000 feet. If any of the factory inspectors shall find that the provisions of this section have been violated any one of said factory inspectors shall in writing notify the proprietor of such factory or workshop to make the necessary changes immediately, or, if such changes require alteration of fixtures or equipment, to make the necessary alterations within a period of 60 days or within such fixed time as in the judgment of the chief factory inspector is necessary for such alterations or changes. If such changes, alterations, or additions are not made within the time so fixed, such proprietor shall

be subject to the penalties imposed for violations of this chapter, subject, however, to the right of appeal as hereinafter provided.

Approved April 22, 1931.

CHAPTER 1742.—*Inspection, regulation of factories, etc.*

[This act amends secs. 18 and 20, ch. 85, Gen.L. 1923, so as to read as follows:]

SECTION 18. *Duty of inspector.*—Clause 1. Said chief inspector, or any assistant factory inspector required by him, shall have charge of the inspection of bakeries, confectioneries, and ice-cream manufactories, and any premises upon which bread or other products of flour or meal are baked or mixed or prepared for baking or for sale as food in this State. Said inspector shall have charge of the inspection of cooked and prepared foods and foodstuff displayed or offered for sale in any store, market, restaurant, lunch cart or lunch counter, or other place of public display, and all foods of this description shall be kept in tight wooden or glass cases or cupboards, or under glass, earthen, or tin covers, or in cases or cans, or wrapped in paraffin paper, or protected in such a manner that no dust or animals can come in contact with such foods while thus displayed or offered for sale. Said foods, when carried through any street, private way, or public place, shall be protected in a similar manner. All candies, confectionery, dried or preserved fruits, dates, figs, cut fruits, cut melons, cracked nuts, or nutmeats shall be protected as provided above when displayed or offered for sale, and any such inspector so acting, whether one or more of such inspectors, or whether acting at the same or different times, shall for such purposes be designated as a State inspector of bakeries and foods. Such inspector shall not be pecuniarily interested, directly or indirectly, in the manufacture or sale of any article or commodity used in any business included in the provisions of this chapter, and shall not give certificates or written opinions to a maker or vendor of any such article or commodity.

Clause 2. No owner, proprietor, or manager, or other person in charge of any licensed victualing house or tavern, lunch stand, ice-cream parlor, lunch wagon, soda-water fountain, or other public eating or drinking place shall furnish to or expose for the use of a patron, guest, or other person any glass, cup, spoon, fork, knife, plate, or other utensil for serving, eating, or drinking unless said articles or utensils shall have been cleansed and sterilized by washing in a solution of some strong soap and hot water and shall have been thoroughly rinsed in clean hot water. Utensils, when not in use, shall be kept in tight wooden or glass cases or cupboards in such manner that no dust, animals, or insects can come in contact with them: *Provided, however,* Nothing in these regulations shall be held to prevent the use of individual paper or wooden receptacles, kept in a sanitary manner, for one serving only.

SEC. 20 (as amended 1923, ch. 446). *Sanitary provisions.*—All buildings or rooms used or occupied as biscuit, bread, macaroni, spaghetti, pie or cake bakeries, ice cream or confectionery manufactories, or where food products are baked or mixed or prepared for baking or for sale as food, shall be drained and plumbed in a manner conducive to the proper and healthful sanitary condition thereof, and shall be constructed with air shafts, windows, or ventilating pipes sufficient to insure adequate and proper ventilation. No cellar, basement, or place which is below the street level shall hereafter be used or occupied for the purposes mentioned in this section: *Provided,* That the same may be so used or occupied by the present occupant only: *Provided further,* That any cellar, basement, or place below the street level which complies with the following requirements, in addition to those otherwise provided in this chapter, may be so used and occupied: The ceiling shall be of plaster, cement, tile, metal, or other impermeable material. The floor and walls shall be of even, smooth cement or of even, smooth tiles embedded in cement. The floor, walls, and ceiling shall be impervious to seepage of moisture. The floor shall be properly and adequately drained. The distance from floor to ceiling shall be at least 10 feet. There shall be proper and adequate illumination. There shall be proper and adequate ventilation, either by windows opening directly outside the building or by such mechanical system as will adequately and properly supply fresh air and exhaust used air, steam, vapors, gases, and excess heat.

Approved April 22, 1931.

CHAPTER 1756.—*Employment of children in certain occupations forbidden*

[This act amends sec. 4, ch. 142, Gen.L. 1923 (as amended 1926, ch. 845) so as to read as follows:]

SECTION 4. *Mendicant, etc.; occupations.*—Every person having the custody or control of any child under the age of 16 years, who shall exhibit, use or employ, or shall in any manner or under pretense sell, or give away, let out or otherwise dispose of any such child to any person for or in the vocation, occupation, service, or purpose of rope or wire walking, or as a gymnast, wrestler, contortionist, equestrian performer, acrobat, or rider upon any bicycle or mechanical contrivance, or in any dancing, theatrical or musical exhibition unless it be in connection with churches, school, or private instruction in dancing or music, or unless it be under the auspices of a Rhode Island society incorporated, or organized without incorporation, for a purpose authorized by section 72 of chapter 248 of the General Laws; or for or in gathering or picking rags, or collecting cigar stumps, bones or refuse from markets, or in begging, or in any mendicant or wandering occupation, or in peddling in places injurious to the morals of such child; or for or in the exhibition of any deformed, idiotic, insane, or unnatural development of such child, or in any illegal, obscene, indecent, or immoral purpose, exhibition or vocation injurious to the health or morals, or dangerous to the life or limb of such child, or who shall cause, procure or encourage any such child to engage therein, or who after being notified by an officer mentioned in section 6 of this chapter to restrain such child from engaging therein, shall neglect or refuse to do so, shall be held guilty of a misdemeanor and shall, for every such offense, be imprisoned not exceeding 1 year or be fined not exceeding \$250, or be both fined and imprisoned as aforesaid, and shall forfeit any right which he may have to the custody of such child: *Provided, however,* That the provisions of this section shall not apply to any child, not a resident of this State, who is engaged in any dancing, theatrical or musical performance in this State and is accompanied by a parent, guardian or tutor, when a permit for the appearance of said child is granted by the mayor of the city or the president of the town council of the town, where such performance is to be given: *Provided, further,* That the provisions of this section shall not apply to any child, a resident of this State, who is engaged in any dancing, theatrical or musical performance in this State on a day when the public schools are not in session in the town or city where the dancing, theatrical or musical performance shall be given (not, however, on Sunday) if such child is accompanied by a parent, guardian or tutor, when a permit for the appearance of such child is granted by the mayor of the city or the president of the town council of the town where such performance is to be given.

Approved April 24, 1931.

CHAPTER 1783.—*Payment of wages*

[This act amends sec. 93, ch. 248, Gen.L. 1923, so as to read as follows:]

SECTION 93. *Time of payment.*—Every corporation, other than religious, literary, or charitable corporations, and every incorporated city, but not including towns, shall pay weekly to the employees engaged in its business the wages earned by them to within 9 days of the date of such payment, unless prevented by inevitable casualty: *Provided, however,* If the ninth day is a holiday, payment upon the next business day shall be deemed a compliance with the terms of this section: *Provided further, however,* That if at any time of payment any employee shall be absent from his place of labor, he shall be entitled to said payment at any time thereafter on demand.

Approved April 27, 1931.

ACTS OF 1932

CHAPTER 1887.—*Exemption of wages from execution*

[This act amends sec. 5, item 12, ch. 352, Gen.L. 1923, by providing that moneys received as wages, etc., from public-aid sources shall be totally exempt from attachment.]

Approved April 11, 1932.

CHAPTER 1898.—*Garnishment of wages*

[This act amends ch. 351, Gen.L. 1923, by adding a new section (30) and provides that only that part of the wages due shall be attached which is payable to the employee, in excess of the amount of such wages exempt by law from attachment.]

Approved April 13, 1932.

CHAPTER 1929.—*Inspection and regulation of factories, etc.*

[This act amends sec. 11, ch. 173, Gen.L. 1923. Inspectors of buildings of the several towns may issue permits for the erection, as well as the alteration and addition, of any building.]

Approved April 16, 1932.

SOUTH CAROLINA

ACTS OF 1932

No. 735.—*Payment of wages*

[This act amends sec. 7034, vol. 3, Code of 1932 (sec. 3813, Code of 1912 (as amended 1915, No. 44)), so as to read as follows:]

SECTION 7034. *Scrip, etc., to be negotiable.*—It shall not be lawful for any corporation, person, or firm in this State to issue or pay out, or circulate for payment of wages of laborers any order, check, memorandum, token, or evidence of indebtedness, payable in whole or in part otherwise than in lawful money of the United States, unless the same is negotiable and redeemable at its par value, without discount in cash or in goods, wares, or merchandise, or supplies at the option of the holder at the store or other place of business of such firm, person, or corporation, or at the store of another person on whom such paper may be drawn where goods, wares, or merchandise are kept for sale or sold or exchanged, and the person who, or the corporation, firm, or company, which may issue any such order, check, memorandum, token, or other evidence of indebtedness, shall, upon presentation and demand, at the expiration of 1 week from date of delivery thereof, redeem the same in goods, wares, merchandise, or supplies, at the current cash market price of like goods, wares, merchandise, or supplies, or in lawful money of the United States as may be demanded by the holder of any such order, memorandum, token, or other evidence of indebtedness: *Provided*, That if said corporation, person, or firm have a regular pay day once in every week, then said corporation, person, or firm shall not be required to redeem such token or evidence of indebtedness in cash until the first pay day after the same becomes payable as herein provided, and such token or evidence of indebtedness shall be presented for payment in cash only on such pay days: *Provided*, That the provisions of this section shall not apply to agricultural contracts or advances made for agricultural purposes.

Approved March 26, 1932.

No. 880.—*Payment of wages*

[This act merely amends sec. 7035, vol. 3, Code of 1932 (sec. 3814, Code of 1912) by eliminating from the penalty provisions the words "engaged in the business of manufacturing or mining in this State."]

Approved April 22, 1932.

SOUTH DAKOTA

ACTS OF 1931

CHAPTER 92.—*Child welfare commission*

[This act amends secs. 1 and 2, ch. 122, Acts of 1923 (original act adopted 1919, ch. 134). While this act relates primarily to child welfare, reference is made to it, since the child welfare commission assists in the enforcement of child labor laws.]

Approved February 11, 1931.

CHAPTER 173.—*Minimum wage law*

[This act amends sec. 1, ch. 309, Acts of 1923, so as to read as follows:]

SECTION 1. *Minimum rate, mode of payment.*—No woman or girl over the age of 14 years shall be employed or permitted to work in any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing-house, at less than a living wage of \$12 per week, or a proportionate amount for periods of employment of less than a week, the same to be paid in cash or by check.

Approved February 24, 1931.

CHAPTER 174.—*Secretary of agriculture, enforcement of laws for women and children*

SECTION 1. *Enforcement.*—The secretary of agriculture is hereby authorized and directed to promote and secure the enforcement of the laws of this State relating to the employment of women and children. The secretary of agriculture shall require the director of the division of inspections of the department of agriculture and the inspectors and employees of that division to assist him in the execution of the authority and duty hereby conferred and imposed. Such secretary, director, and inspectors are hereby particularly charged with the duty of ascertaining whether or not the provisions of chapter 309 of the Session Laws of 1923, and sections 10014 and 10015 of the South Dakota Revised Code of 1919, as amended by chapter 308 of the Session Laws of 1923, are being complied with; to investigate any ascertained violation of one of said laws or any other law relating to the employment of women and children, and file criminal complaints against any violator of any said laws.

SEC. 2. *Security for costs.*—Neither the secretary, director, nor any inspector shall be required to furnish security for costs as complainant in any action or proceeding instituted pursuant to the requirements of this act.

Approved February 16, 1931.

TEXAS

ACTS OF 1931

CHAPTER 46.—*Minimum wage—Highway workers*

SECTION 1. *Wage scale.*—Hereafter the State highway commission in letting contracts for the construction, maintenance, or improvement of any designated State highway, shall be authorized to require that all contracts for any such work, contain a provision that no person will be employed, by the contractor, to perform manual labor in the course of the construction, maintenance, or improvement of any such highway at a wage of less than 30 cents per hour, and that any violation of any such provision of the contract by the contractor, subcontractor, or other person subject to such provision of the contract, shall authorize the commission to withhold from any money due the contractor a sufficient sum to pay any person such minimum wage for any labor performed, or the commission may, for the benefit of any such person, recover such sum on the bond of the contractor, if it does not have in its possession money owing the contractor, applicable for such purposes. That citizens of the United States and of the county wherein the work is being proposed shall always be given preference in such employment: *Provided also*, That all other departments, bureaus, commissions, and institutions of the State of Texas in all construction work of every character requiring employment of day labor shall likewise be authorized and empowered to exercise the same authority herein conferred on the State highway commission.

SEC. 2. *Advertising bids.*—Hereafter, in advertising for bids for the construction, maintenance, or improvement of any designated State highway, the commission, in the event it desires to exercise the authority herein conferred to require a provision for such minimum wage, shall so state in the advertisement, so that all bidders may be aware of such requirement in submitting bids for such work.

Approved April 16, 1931.

CHAPTER 101.—*Insurance of employees—Group insurance*

SECTION 1. Definition.—Group life insurance is hereby declared to be that form of life insurance covering not less than 25 employees written under a policy issued to the employer, the premium for which is to be paid by the employer or by the employer and employees jointly and insuring all of his employees, or all of any class or classes thereof determined by conditions pertaining to the employment, for amounts of insurance based upon some plan which will preclude individual selection, and for the benefit of persons other than the employer: *Provided, however,* That when the premium is to be paid by the employer and employees jointly and the benefits of the policy are offered to all eligible employees, not less than 75 per centum of such employees may be so insured. For the purposes of this act the members of any labor union who are actively engaged in the same occupation shall be considered employees of such union. The provisions of this section, however, shall not apply to group insurance now in effect, or to any renewals thereof.

SEC. 2. Policy, issuance, etc.—No policy of group life insurance shall be issued or delivered in this State unless and until a copy of the form thereof has been filed with the life insurance commissioner of the State of Texas and formally approved by him, nor shall such policy be so issued or delivered unless it contains provisions substantially as follows:

(1) A provision that the policy shall be incontestable as to any individual employee not later than 2 years from the date of the issuance to such employee of the certificate hereinafter provided for, except for the nonpayment of premiums on the policy, and which provision may or may not, at the option of the company, contain exceptions for violations of the conditions of the policy relating to naval and military service in time of war.

(2) A provision that the policy, the application of the employer, and the individual applications, if any, of the employees insured, shall constitute the entire contract between the parties, and that all statements made by the employer or by individual employees shall, in the absence of fraud, be deemed representations and not warranties, and that no such statement shall be used in defense of a claim under the policy, unless it is contained in a written application.

(3) A provision for the equitable adjustment of the premium or the amount of insurance payable in the event of a misstatement of the age of an employee.

(4) A provision that the company will issue to the employer for delivery to the employees, whose life is insured under such policy, an individual certificate setting forth a statement as to the insurance protection to which he is entitled, to whom payable, together with provision to the effect that in case of the termination of the employment for any reason whatsoever the employee shall be entitled to have issued to him by the company, without evidence of insurability, and upon application made to the company within 31 days after such termination, and upon the payment of the premium applicable to the class of risk to which he belongs and to the form and amount of the policy at his then attained age, a policy of life insurance in any one of the forms customarily issued by the company, except term insurance, in an amount equal to the amount of his protection under such group insurance policy at the time of such termination which policy may or may not contain provisions for disability benefits and provisions for accidental death benefits, at the option of the company.

(5) A provision that to the group or class thereof originally insured shall be added from time to time all new employees of the employer eligible to insurance in such group or class who file applications and comply with conditions as to insurability as required by the terms of the policy.

SEC. 3. Same.—Any such policy may be issued or delivered in this State which in the opinion of the life insurance commissioner contains provisions on any one or more of the several requirements set forth in section 2 hereof more favorable to the employer or employee than by said section required, and any such policy may contain any other provisions which meet the approval of the life insurance commissioner: *Provided,* Such provisions are not in conflict with any of the provisions required by section 2 hereof to be contained in the policy.

SEC. 4. Payment of proceeds.—The proceeds of the insurance on any employee under any such group policy may be paid by the insurance company either to the employer in trust for the beneficiary designated by the employee to receive such proceeds, or to the beneficiary so designated, and any payment so made

by the insurance company in the absence of the receipt by it, prior to the time of such payment, of notice of an adverse claim to the proceeds from one having a bona fide legal claim to such proceeds, or a part thereof, shall fully discharge such company from all liability on the insurance of such employee.

SEC. 5. *Computing reserves.*—The reserve values of all policies of group life insurance shall be computed upon the basis of the American men ultimate table of mortality, with interest at the rate of 3 percent or 3½ percent per annum, as provided in such policies.

SEC. 6. *Unlawful acts.*—Except as may be provided in this act, it shall be unlawful to make a contract of life insurance covering a group in this State.

Approved May 5, 1931.

UTAH

ACTS OF 1931

CHAPTER 13.—*Employment of labor—Relatives prohibited*

SECTION 1. *Employment prohibited.*—On and after June 1, 1931, it shall be unlawful for any executive, legislative, ministerial, or judicial officer, of the State of Utah or any of its political subdivisions, to retain in employment or to employ, appoint, or vote for the appointment of his or her father, mother, husband, wife, son, daughter, sister, brother, uncle, aunt, nephew, niece, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law, in any department of the State, district, county, city, or municipal government, of which such executive, legislative, ministerial, or judicial officer is a member when the salary, wages, pay, or compensation of such appointee is to be paid out of any public funds.

SEC. 2. *Separate offenses.*—Each day any such person, father, mother, husband, wife, son, daughter, sister, brother, uncle, aunt, nephew, niece, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law, is retained in office by any of the officials here named, shall be regarded as a separate offense under this action.

SEC. 3. *Violations.*—Any executive, legislative, ministerial, or judicial officer who shall violate any of the provisions of this act, shall be deemed guilty of a misdemeanor.

SEC. 4. *Exceptions.*—In towns this act shall not apply to the employment of uncles, aunts, nephews, nieces, or cousins.

Approved March 5, 1931.

CHAPTER 63.—*Miner's hospitals*

SECTION 1. *Hospital service provided.*—Certain disabled miners, as herein defined, shall be entitled to and shall receive the free hospital and medical service provided for in this act: *Provided*, That in the event occupational diseases are made compensable under the workmen's compensation act, no employer or insurance carrier shall be permitted to evade payment under the compensation act by compelling said disabled miner to avail himself of the benefits herein provided.

SEC. 2. *Application.*—In order to be entitled to the free hospital and medical service provided for in section 1, such disabled miners as apply for said benefits shall be required to establish under oath the following facts, which facts are conditions precedent to the granting of the free service herein provided:

(a) That he is and has been a resident of the State of Utah for a period of 2 years immediately preceding the filing of an application for free hospital and medical benefits.

(b) That he has been employed in the mines of this State for a period of at least 5 years and that the disability from which he is suffering, and for which he is in need of hospital and medical treatment, is due to said employment.

(c) That he is physically incapable of entering remunerative employment and holding a job.

(d) That his disability is such that hospital and medical attention is necessary.

(e) That he is financially unable to secure and pay for said hospital and medical service.

SEC. 3. Creation of board of control.—The Industrial Commission of Utah is hereby constituted the board of control of the State hospital for disabled miners, which board is hereby created. In order to effectuate the purposes of this act, said industrial commission, acting as the board of control as herein created, shall have full power and authority to:

(a) Receive applications and conduct hearings for the hospital and medical benefits provided herein and to pass upon the merits of such claims, making and entering orders in accordance with the facts disclosed and render such relief within a sound discretion as is contemplated by this act.

(b) Until such time as funds are available for the purchase of a site and erection of a hospital building, to contract and pay for hospital space in any hospital in this State and to pay for medical care at the hands of a competent physician and surgeon and such other reasonable expense as may be incurred in the proper treatment of a meritorious case.

(c) To purchase a hospital site, to erect and properly furnish and equip a suitable hospital building, and to do any and all things within the exercise of a sound discretion necessary and proper to carry out the purposes of this act: *Provided,*

1. No hospital site shall be purchased unless and until the attorney general shall have examined the abstract of title and approved it.

2. No hospital building shall be erected until plans therefor have been approved by the industrial commission and State board of health and the State board of examiners have approved the expenditure.

SEC. 4. Filing of claims.—All claims against the State hospital for disabled miners shall be filed with the industrial commission and, after approval by the industrial commission, shall be paid as other claims against a State appropriation are paid: *Provided,* That all vouchers drawn against the State treasurer in payment of any claim shall be signed by two members of the industrial commission and countersigned by the secretary of said commission and approved by the State board of examiners.

SEC. 5. Reports.—The industrial commission shall keep an accurate account of all expenditures incurred in carrying out the provisions of this act, and shall file, on or before the 15th day of December of each year, a written report for the preceding fiscal year with the governor, which report shall give an accurate account of the operations of said hospital during the year preceding, including the number of cases treated and an accurate financial statement of the cost incurred, together with such additional information as may be required by the governor or deemed necessary by the commission.

SEC. 6. Auditing of accounts.—It shall be the duty of the State auditor to audit the accounts of the State hospital and/or for hospital and medical service provided for disabled miners as said accounts are kept by the industrial commission, said accounts to be audited as the accounts of other institutions are audited.

SEC. 7. Appropriation.—To carry out the purposes of this act there is hereby appropriated out of the fund created by the sale of lands by the State land board, in accordance with the provisions of section 12 of the enabling act of July 16th, 1894, and section 5, article 10, of our State constitution, not otherwise appropriated, the sum of \$12,000, or so much thereof as may be necessary, to meet the requirements of the board of control of the State miners hospital for the biennium beginning July 1st, 1931.

Approved March 20, 1931.

VERMONT

ACTS OF 1931

No. 115.—*Employment of children*

[This act amends sec. 5833, Gen.L. 1917, so as to read as follows:]

SECTION 5833. Children under 16.—A child under 16 years of age who has not completed the elementary school course or the rural school course and the first 2 years of the junior high school course or, if educated in a private or parochial school, is found on examination not to have received an equivalent education, shall not be employed at work connected with railroading or manufacturing or be employed in a hotel, billiard or pool room or bowling alley, or in delivering messages, except during vacation and before and after school. Such a child

shall not be employed more than 8 hours in any day or more than 6 days in any week or earlier than 6 o'clock in the morning or after 7 o'clock at night in any of the occupations or industries herein enumerated. The superintendent of schools within and for the school district where said child resides shall, when so ordered by the commissioner of education, examine said child for the purpose of determining his eligibility to employment in accordance with the provisions of this section and shall, upon the completion of such examination, make a written report thereof to the commissioner of education, who shall forthwith transmit a copy thereof to the commissioner of industries. The commissioner of industries may refuse a permit to an applicant if in his judgment the physical condition of the applicant makes it unwise for him to do the work he has applied to do.

Approved February 27, 1931.

No. 116.—*Employment of children*

[This act amends sec. 5835, Gen.L. 1917, so as to read as follows:]

SECTION 5835. *Dangerous occupations.*—A child under the age of 16 years, except as hereinafter provided, shall not be employed, permitted, or suffered to work at any of the following occupations or in any of the following positions: Sewing machine belts in any workshop or factory, or assisting therein in any capacity whatever; adjusting any belt to any machinery, oiling, wiping, or cleaning machinery or assisting therein; operating circular or band saws, wood shapers, wood jointers, planers, sandpaper or wood-polishing machinery, picker machines, machines used in picking wool, machines used in picking cotton, machines used in picking hair, machines used in picking any upholstering material, paper-lacing machines, leather-burnishing machines, burnishing machines in any tannery or leather manufactory, job or cylinder printing presses operated by power other than foot power, emery or polishing wheels used for polishing metal, wood turning or boring machinery, stamping machines used in sheet-metal and tinware manufacturing, stamping machines in washer and nut factories, corrugating rolls, such as are used in roofing and washboard factories, steam boilers, steam machinery, or other steam-generating apparatus, dough brakes, or cracker machinery of any description, wood or iron straightening machinery, rolling-mill machinery, punchers or shears, washing, grinding, or mixing mills, calender rolls in rubber manufacturing, or laundering machinery; preparing any composition in which dangerous or poisonous acids are used; manufacturing of paints, colors, or white lead; cigar factory or other factory where tobacco is manufactured or prepared, or mine or quarry.

A pupil, however, over 14 years of age, who is enrolled in a vocational school or course duly approved by the State board of education in accordance with sections 1298 and 1304 of the General Laws, may be legally employed in any of the above-named or other occupations or operations that may be in the estimation of said State board of education a necessary or essential part of his vocational training: *Provided*, That the plant, workplaces, machinery, and other appliances and equipment used for such instruction have been inspected for safe conditions and approved by the commissioner of industries.

Approved February 24, 1931.

No. 117.—*Public employment offices*

SECTION 1. *Establishment.*—The commissioner of industries shall maintain employment offices in such municipalities as the governor and said commissioner may designate: *Provided*, Said municipality furnish suitable quarters, heat, light, telephone, and janitor services. Such employment office shall fully record all applications made or filed by persons seeking employment or labor, endeavor to secure employment or labor for persons so applying, and shall make reports on its activities. Charges shall not be made for any service performed. Such employment office shall give preference to residents of the State over others, and may cooperate with the United States Employment Service. The expense of such offices shall be paid from the regular appropriation for the commissioner of industries.

Approved March 9, 1931.

No. 125.—*Commissioner of industries*

[This act amends sec. 6002, Gen.L. 1917, by providing that the commissioner of industries shall enforce the provisions of the act relating to the inspection of paints, instead of the selectmen of towns and the board of aldermen of cities as heretofore.]

Approved March 17, 1931.

No. 167.—*Smoking in factories*

[This act amends sec. 6975, Gen.L. 1917, so as to read as follows:]

SECTION 6975. *Smoking an offense, when.*—A person who smokes a pipe, cigar, or cigarette in a mill, factory, barn, stable, or other outbuilding belonging to or occupied by another person, or in a public building in which a notice containing this section, prohibiting such smoking, signed by the owner, agent, occupant, or custodian of the same is posted conspicuously near the main entrance thereof, shall be fined not more than \$5.

Approved February 24, 1931.

VIRGINIA

ACTS OF 1932

CHAPTER 32.—*Factory, etc., regulations—Safety codes commission*

[This act amends Code of 1919, by adding a new section (1834-b), so as to read as follows:]

SECTION 1834-b. *Creation of safety codes commission.*—There is hereby created and established, as an agency of the Commonwealth of Virginia, a Safety Codes Commission of Virginia. The commission shall consist of the commissioner of labor, the member of Industrial Commission of Virginia, representing employers, and the State health commissioner. The commissioner of labor, the member of the Industrial Commission of Virginia selected to serve on the commission, and the State health commissioner shall receive no additional compensation for their services as members of the commission other than that provided by law for their respective positions as commissioner of labor, member of the Industrial Commission of Virginia, and State health commissioner.

The commission shall meet at least once every 6 months and other meetings may be held at any time upon call of the chairman or of any two members of the commission. Two members of the commission shall constitute a quorum.

The commission shall at its first meeting, or as soon thereafter as practicable, and annually thereafter, select from its members a chairman.

The commission shall study and investigate all phases of safety in industry, from time to time make recommendations regarding safety in industry to the general assembly for enactment into law.

Approved February 20, 1932.

CHAPTER 46.—*Liability of railroad companies for injuries to employees*

[This act amends sec. 5791, ch. 236, Code of 1919, so as to read as follows:]

SECTION 5791. *Liability declared.*—Every common carrier by railroad engaged in intrastate commerce, whose motive power is steam, shall be liable in damages to any of its employees suffering injury while employed by such carrier, except when such employee is injured while engaged in interstate commerce, and except when such employees are injured in the course of their regular employment, which regular employment does not expose such employees to the hazards incident to the maintenance, use, and operation of such railroads, and in case of his death, to his personal representative, for such injury or death, resulting in whole or in part from the wrongful act or neglect of any of its officers, agents, servants, or employees of such carriers, or by reason of any defect, or insufficiency due to its neglect in its cars, engines, appliances, machinery, track, roadbed, works, boats, wharves, or other equipment. If the action be for the death of an employee, sections 5787, 5788, 5789, and 5790 shall apply thereto so far as applicable and when not in conflict herewith. No action

shall be maintained under this section unless it be commenced within 2 years from the date the cause of action accrued.

Approved February 25, 1932.

WASHINGTON

ACTS OF 1931

CHAPTER 1.—*Wages of laborers on public works*

SECTION 8 (p. 27). * * * Every contractor and subcontractor performing any work for said public utility districts or local utility districts within said public utility district shall pay or cause to be paid to its employees on such work or under such contract or subcontract not less than the minimum scale fixed by the resolution of the commission prior to the notice and call for bids on such work. The commission, in fixing such minimum scale of wages shall fix the same as nearly as possible to the current prevailing and going wages within the district for work of like character.

[The above provision was contained in an initiative petition to the State legislature. Passed by vote of the people on November 4, 1930. Proclamation signed by the governor December 3, 1930.]

CHAPTER 24.—*Department of labor and industries*

[The power to require protective devices on certain electrical construction work is transferred from the public service commission to the director of labor and industries.]

Approved March 9, 1931.

CHAPTER 90.—*Department of labor and industries*

[This act amends sec. 6, ch. 132, Acts of 1929, in relation to appeals from decisions of the department of labor and industries. The act of 1929 does not affect any cause of action or right of appeal existing at that time.]

Approved March 19, 1931.

CHAPTER 111.—*Inspection and regulation of factories*

[This act provides for the manufacture and regulation of explosives. The inspection and enforcement of the act is placed under the department of labor and industries.]

Approved March 20, 1931.

WEST VIRGINIA

H.J.RES. No. 4, p. 74 (special session).—*Employment on public works*

[The State road commission is requested to require all bidders for contracts for road construction to specify the minimum wage scales to be paid and the percentage of skilled and unskilled local labor to be employed. Such scales of wages and percentage of labor are to be considered in the award of contracts.]

Adopted August 3, 1932.

WISCONSIN

ACTS OF 1931

CHAPTER 99.—*Factory, etc., regulations—Dyeing and cleaning establishments*

[This act amends sec. 167.21, Wis. Stats. 1929, by adding two new paragraphs to subsec. 1, providing for certain presumptions in the operation of dyeing and cleaning establishments.]

Approved May 11, 1931.

CHAPTER 151.—*Insurance of employees—Group life insurance*

[This act amends par. (b), subsec. (3a), sec. 201.04, Wis. Stats. 1929, so as to read as follows:]

SECTION 201.04. (3a) (b) Life insurance covering the members of any labor union or any association of public employees, written under a policy issued to such organization which shall be deemed to be the employer for the purposes of this chapter, the premium on which is to be paid by the organization or by the organization and its members jointly, and insuring all of its members for amounts of insurance based upon some plan which will preclude individual selection, for the benefit of persons other than the organization or its officials: *Provided*, That all members of a labor union or any association of public employees may be insured: *Provided, also*, That when the premium is to be paid by the organization and its members jointly and the benefits are offered to all eligible members, not less than 75 per centum of such members may be so insured.

Approved May 23, 1931.

CHAPTER 161.—*Industrial commission*

[This act amends subsecs. (3) and (13), sec. 101.01, Wis. Stats. 1929, so as to read as follows:]

SECTION 101.01. *Definitions*.—* * * (3) The term "employer" shall mean and include every person, firm, corporation, State, county, town, city, village, school district, sewer district, drainage district, and other public or quasi-public corporations as well as any agent, manager, representative, or other person having control or custody of any employment, place of employment, or of any employee.

(13) The term "owner" shall mean and include every person, firm, corporation, State, county, town, city, village, school district, sewer district, drainage district, and other public or quasi-public corporations as well as any manager, representative, officer, or other person having ownership, control, or custody of any place of employment or public building, or of the construction, repair, or maintenance of any place of employment or public building, or who prepares plans for the construction of any place of employment or public building. Said sections 101.01 to 101.29, inclusive, shall apply, so far as consistent, to all architects and builders.

Approved May 23, 1931.

CHAPTER 189.—*Factory, etc., regulations—Toilets*

[This act amends sec. 146.085, Wis. Stats. 1929, so as to read as follows:]

SECTION 146.085. *Toilets*.—If the owner or manager of any public building as defined in subsection (1) of section 101.01, shall keep more than 50 per centum of the toilet compartment of any public toilet room locked, he shall be fined not less than \$10 nor more than \$50. It shall be the duty of the State board of health, the industrial commission, and the railroad commission to enforce the provisions of this section within their respective jurisdictions.

Approved June 8, 1931.

CHAPTER 235.—*Hours of labor—Women*

[This act amends the introductory paragraph of subsec. (1), sec. 103.02, and sec. 103.04, Wis. Stats. 1929, so as to read as follows:]

SECTION 103.02. *Hours of labor determined*.—No female shall be employed or be permitted to work in any place of employment or at any employment for such period or periods of time during any day, night, or week, as shall be dangerous or prejudicial to the life, health, safety, or welfare of such female. It shall be the duty of the industrial commission and it shall have power, jurisdiction, and authority to investigate, ascertain, determine, and fix such reasonable classification, and to issue general or special orders fixing a period or periods of time, or hours of beginning and ending work during any day, night, or week, which shall be necessary to protect the life, health, safety, or welfare of any female, or to carry out the purposes of sections 103.01

to 103.04, inclusive, of the Statutes. Such investigations, classifications, and orders, and any action, proceeding, or suit to set aside, vacate, or amend any such order of said commission, or to enjoin the enforcement thereof, shall be made pursuant to the proceeding in sections 101.01 to 101.28, inclusive, of the Statutes, which are hereby made a part hereof, so far as not inconsistent with the provisions of sections 103.01, 103.02 subsection (1), 103.03, and 103.04 of the Statutes, and every order of the said commission shall have the same force and effect as the orders issued pursuant to said sections 101.01 to 101.28, inclusive, of the Statutes, and the penalties therein shall apply to and be imposed for any violation of sections 103.01, 103.02, 103.03, and 103.04 of the Statutes. Until such time as the industrial commission shall so investigate, ascertain, determine, and fix, and shall issue general or special orders thereon, the periods of time specified in the attached schedule shall be deemed to be dangerous or prejudicial to the life, health, safety, or welfare of females.

Sec. 103.04. Violations.—The employment of any female in any such employment or place of employment as defined in section 103.01 and subsections (2) and (3) of section 103.02, at any time other than those of the posted hours of labor, as hereinbefore provided for, shall be prima facie evidence of a violation of this act. Every day for each female employed, and every week for each female employed, during which any employer shall fail to observe or to comply with any order of the commission, or to perform any duty enjoined by sections 103.01 to 103.04, inclusive, of the Statutes shall constitute a separate and distinct offense.

Approved June 11, 1931.

CHAPTER 262.—*Payment of wages.*

[This act amends sec. 103.39 and subsec. (5), sec. 307.02, and adds subsec. (2), sec. 20.57, subsec. (14), sec. 101.10, and subsections (2) and (3), sec. 103.39 to Wis. Stats. 1929, so as to read as follows:]

SECTION 103.39. *Payment of wages.*—(1) Every person, firm, or corporation engaged in any enterprise or business for pecuniary profit within the State of Wisconsin shall as often as on the 15th and on the last day of each month pay to every employee engaged in its business, except those employees engaged in hospitals or sanatoriums, lumbering and logging operations, farm labor, or domestic service, all wages or salaries earned by such employee to a day not more than 16 days prior to the date of such payment. Any such employee who is absent at the time fixed for payment or who for any other reason is not paid at that time shall be paid thereafter at any time upon 6 days' demand. Any such employee not having a written contract for a definite period who quits his employment shall be paid in full upon 3 days' demand, and any employee who is discharged shall be paid in full within 3 days. No person, firm, or corporation coming within the meaning of this section shall by special contract with employees or by any other means secure exemption from the provisions of this section and each and every employee coming within the meaning of this section shall have a right of action against any such person, firm, or corporation for the full amount of his wages due on each regular pay day as herein provided, in any court of competent jurisdiction. Whenever such regular payments cover wages earned to a date more than 8 days prior to the day of payment in the event the day fixed for the semimonthly payment falls on Sunday or a holiday payment shall be made on the previous business day.

(4) Any person, firm, or corporation violating the provisions of this section shall be deemed guilty of a misdemeanor and upon conviction thereof shall be punished by a fine of not less than \$25 or more than \$100 or by imprisonment in the county jail for not less than 10 days nor more than 90 days, or by both such fine and imprisonment. Each and every failure or refusal to pay each employee the amount of wages due him at the time, or under the conditions required in this section shall constitute a separate offense. In addition to the criminal penalty herein provided, every person, firm, or corporation violating the provisions of this section shall be liable for the payment of the following increased wages or salaries: Ten percent if the delay does not exceed 3 days; 20 percent if the delay is more than 3 days, but does not exceed 10 days; 30 percent if the delay is more than 10 days, but does not exceed 20 days; 40 percent if the delay is more than 20 days, but does not exceed 30 days; 50 percent if the delay is more than 30 days, but in no event shall such increased wages or salaries exceed \$50.

SEC. 307.02. (5) Attorney's fees.—In actions for work and labor an attorney's fee of not less than \$5 nor more than \$20, in the discretion of the justice, on any amount recovered under \$100 when the plaintiff appears by an attorney of record, whether or not the defendant has appeared, but no such fee shall be taxed if defendant prevails in the suit.

SEC. 101.10. (14) Adjustments.—To investigate and attempt equitably to adjust controversies between employers and employees as to alleged wage claims and to enforce the provisions of section 103.39. In pursuance of this duty, it may take an assignment in trust for the assigning employee of any wage claim deemed to be valid in the opinion of the commission and not exceeding \$100, such assignment to run to the industrial commission. The commission may sue the employer on any wage claim so assigned and the provisions of subsection (3) of section 103.39 shall apply. The commission may join in a single proceeding any number of wage claims against the same employer, but the court may order separate trials or hearings. In such cases the taxable costs recovered shall be paid into the general fund.

SEC. 103.39. (2) Wages due upon death.—In case of the death of an employee to whom wages are due, the full amount of the wage due shall upon demand be paid by the employer to the wife, children, husband, or other dependent living with such employee at the time of his death. Any employer may not less than 5 days after the death of an employee and before the filing of a petition for letters testamentary or of administration in the matter of the decedent's estate, make payment of the wage due the deceased employee to the wife, children, father or mother, brother or sister of the decedent, giving preference in the foregoing order; or, if no such relative survive, the employer may apply such payment or so much thereof as may be necessary to paying creditors of the decedent in the order of preference prescribed in section 313.16 for satisfaction of debts by executors and administrators. The making of payment in such manner shall be a discharge and release of the employer to the amount of such payment.

(3) *Security for costs.*—In an action by an employee against his employer on a wage claim, no security for payment of costs shall be required. In any such proceeding the court may allow the prevailing party, in addition to all other costs, a reasonable sum not exceeding \$10 for expenses. No assignee of a wage claim shall be benefited or affected by this subsection except as expressly provided by subsection (14) of 101.10.

Approved June 15, 1931.

CHAPTER 269.—*Employment on public works—Prevailing wage rate*

[This act adds a new section (103.49) to Wis. Stats. 1929, so as to read as follows:]

SECTION 103.49 (1) Wage rate.—Each contract hereafter made for the erection, construction, or remodeling of any public building to which the State or any department thereof is a party shall contain a stipulation that no laborer, workman, or mechanic in the employ of the contractor or of any subcontractor, agent, or other person, doing or contracting to do all or a part of the work, shall be paid less than the prevailing wage rate in the same or most similar trade or occupation in the county wherein such public building is situated, which rate shall be set forth specifically in the contract.

(2) The prevailing wage rate in any trade or occupation in any county shall be the rate paid to a majority of all persons employed in such trade or occupation in such county, or if there is no rate at which a majority are employed then the prevailing wage rate shall be the rate which is paid to a larger number of employees than any other rate paid in such county for work in such trade or occupation.

(3) Before bids are asked for any work to which this section is applicable, the department or officer having the authority to prescribe the specifications, shall request the industrial commission to ascertain the prevailing wage rate in all trades and occupations required in the work under contemplation in the county in which the work is to be done. Unless it shall within the year have made a determination of the prevailing wage rate in such trades or occupations in such county, the industrial commission shall thereupon conduct a public hearing in such county and make such further investigations as may be necessary to enable it to ascertain the prevailing wage rate for each such trade or occupation. It shall make its determination within 30 days after receipt of

the request and shall file the same with the department or officer applying therefor.

(4) Any officer or employee of the State who shall publish any specifications or execute any contract for the erection, construction, or remodeling of any public building to which the State or any department is a party without complying with this section and any contractor, subcontractor, or agent thereof who, after executing a contract in compliance with this section, shall pay to or permit any agent or subcontractor to pay any laborer, workman, or mechanic in his or their employ a lesser wage for work done under such contract than the prevailing wage rate as set forth in the contract shall be guilty of a misdemeanor, and upon conviction shall be punished by a fine not exceeding \$200 or by imprisonment for not more than 6 months or by both such fine and imprisonment.

(5) It shall be the duty of the industrial commission to enforce the provisions of this section. To this end it may demand, and it shall be the duty of every contractor and subcontractor to furnish to the commission, copies of any or all pay rolls and may examine all records relating to the wages paid laborers, workmen, or mechanics on work to which this section is applicable.

Approved June 16, 1931.

CHAPTER 324.—*Industrial commission*

[This act adds a new section (101.32) to Wis. Stats. 1929, authorizing the industrial commission to turn over to the superintendent of public property certain obsolete records for destruction.]

Approved June 23, 1931.

CHAPTER 376.—*Injunctions in labor disputes, etc.*

[This act adds 13 new sections (268.18 to 268.30) to Wis. Stats. 1929, so as to read as follows:]

SECTION 268.18. *Public policy as to collective bargaining.*—In the interpretation and application of sections 268.18 to 268.30 the public policy of this State is declared as follows:

Negotiation of terms and conditions of labor should result from voluntary agreement between employer and employees. Governmental authority has permitted and encouraged employers to organize in the corporate and other forms of capital control. In dealing with such employers, the individual unorganized worker is helpless to exercise actual liberty of contract and to protect his freedom of labor, and thereby to obtain acceptable terms and conditions of employment. Therefore it is necessary that the individual workman have full freedom of association, self-organization, and designation of representatives of his own choosing, to negotiate the terms and conditions of his employment, and that he shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

Sec. 268.19. *Antiunion contracts.*—Every undertaking or promise made after the taking effect of this section, whether written or oral, express or implied, between any employee or prospective employee and his employer, prospective employer or any other individual, firm, company, association, or corporation, whereby—

(1) Either party thereto undertakes or promises to join or to remain a member of some specific labor organization or organizations or to join or remain a member of some specific employer organization or any employer organization or organizations; or

(2) Either party thereto undertakes or promises not to join or not to remain a member of some specific labor organization or any labor organization or organizations, or of some specific employer organization or any employer organization or organizations; or

(3) Either party thereto undertakes or promises that he will withdraw from an employment relation in the event that he joins or remains a member of some specific labor organization or any labor organization or organizations, or of some specific employer organization or any employer organization or organizations.

Is hereby declared to be contrary to public policy and shall not afford any basis for the granting of legal or equitable relief by any court against a party

to such undertaking or promise, or against any other persons who may advise, urge or induce, without fraud, violence, or threat thereof, either party thereto to act in disregard of such undertaking or promise. This section in its entirety is supplemental to and of subsection (1) of section 103.46 of the Statutes.

Sec. 268.20. Lawful conduct in labor disputes.—(1) The following acts, whether performed singly or in concert, shall be legal:

(a) Ceasing or refusing to perform any work or to remain in any relation of employment regardless of any promise, undertaking, contract, or agreement in violation of the public policy declared in section 268.19;

(b) Becoming or remaining a member of any labor organization or of any employer organization, regardless of any such undertaking or promise as is described in section 268.19;

(c) Paying or giving to any person any strike or unemployment benefits or insurance or other moneys or things of value;

(d) By all lawful means aiding any person who is being proceeded against in, or is prosecuting any action or suit in any court of the United States or of any State;

(e) Giving publicity to and obtaining or communicating information regarding the existence of, or the facts involved in, any dispute, whether by advertising, speaking, patrolling any public street or any place where any person or persons may lawfully be without intimidation or coercion, or by any other method not involving fraud, violence, breach of the peace, or threat thereof;

(f) Ceasing to patronize or to employ any person or persons, but nothing herein shall be construed to legalize a secondary boycott;

(g) Assembling peaceably to do or to organize to do any of the acts heretofore specified or to promote lawful interests;

(h) Advising or notifying any person or persons of an intention to do any of the acts heretofore specified;

(i) Agreeing with other persons to do or not to do any of the acts heretofore specified;

(j) Advising, urging, or inducing without fraud, violence, or threat thereof, others to do the acts heretofore specified, regardless of any such undertaking or promise as is described in section 268.19; and

(k) Doing in concert any or all of the acts heretofore specified shall not constitute an unlawful combination or conspiracy.

(l) Peaceful picketing or patrolling, whether engaged in singly or in numbers, shall be legal.

(2) No court, nor any judge or judges thereof, shall have jurisdiction to issue any restraining order or temporary or permanent injunction which, in specific or general terms, prohibits any person or persons from doing, whether singly or in concert, any of the foregoing acts.

Sec. 268.21. Responsibility for unlawful acts.—No officer or member of any association or organization, and no association or organization participating or interested in a labor dispute (as these terms are defined in section 268.29) shall be held responsible or liable in any civil action at law or suit in equity, or in any criminal prosecution, for the unlawful acts of individual officers, members, or agents, except upon proof by a preponderance of the evidence and without the aid of any presumptions of law or fact both of (a) the doing of such acts by persons who are officers, members, or agents of any such association or organization, and (b) actual participation in, or actual authorization of, such acts, or ratification of such acts after actual knowledge thereof by such association or organization.

Sec. 268.22. Public policy as to labor litigation.—In the interpretation and application of sections 268.23 to 268.26, the public policy of this State is declared to be:

Equity procedure that permits a complaining party to obtain sweeping injunctive relief that is not preceded by or conditioned upon notice to and hearing of the responding party or parties, or that issues after hearing based upon written affidavits alone and not wholly or in part upon examination, confrontation, and cross-examination of witnesses in open court, is peculiarly subject to abuse in labor litigation for the reasons that

(1) The status quo cannot be maintained but is necessarily altered by the injunction;

(2) Determination of issues of veracity and of probability of fact from affidavits of the opposing parties that are contradictory and, under the circumstances, untrustworthy rather than from oral examination in open court is subject to grave error;

(3) Error in issuing the injunctive relief is usually irreparable to the opposing party; and

(4) Delay incident to the normal course of appellate practice frequently makes ultimate correction of error in law or in fact unavailing in the particular case.

SEC. 268.23. *Injunctions—Conditions of issuance; restraining orders.*—(1) No court nor any judge or judges thereof shall have jurisdiction to issue a temporary or permanent injunction in any case involving or growing out of a labor dispute, as defined in section 268.29, except after hearing the testimony of witnesses in open court (with opportunity for cross-examination) in support of the allegations of a complaint made under oath, and testimony in opposition thereto, if offered, and except after findings of all the following facts by the court or judge or judges thereof;

(a) That unlawful acts have been threatened or committed and will be executed or continued unless restrained;

(b) That substantial and irreparable injury to complainant's property will follow unless the relief requested is granted;

(c) That as to each item of relief granted greater injury will be inflicted upon complainant by the denial thereof than will be inflicted upon defendants by the granting thereof;

(d) That the relief to be granted does not violate the provisions of section 268.20;

(e) That complainant has no adequate remedy at law; and

(f) That the public officers charged with the duty to protect complainant's property have failed or are unable to furnish adequate protection.

(2) Such hearing shall be held after due and personal notice thereof has been given, in such manner as the court shall direct, to all known persons against whom relief is sought, and also to those public officers charged with the duty to protect complainant's property: *Provided, however,* That if a complainant shall also allege that unless a temporary restraining order shall be issued before such hearing may be had, a substantial and irreparable injury to complainant's property will be unavoidable, such a temporary restraining order may be granted upon the expiration of such reasonable notice of application therefor as the court may direct by order to show cause, but in no case, less than 48 hours.

(3) Such order to show cause shall be served upon such party or parties as are sought to be restrained and as shall be specified in said order, and then only upon testimony under oath, or in the discretion of the court, upon affidavits, sufficient, if sustained, to justify the court in issuing a temporary injunction upon a hearing as herein provided for.

(4) Such a temporary restraining order shall be effective for no longer than 5 days, and at the expiration of said 5 days shall become void and not subject to renewal or extension; *Provided, however,* That if the hearing for a temporary injunction shall have been begun before the expiration of the said 5 days the restraining order may in the court's discretion be continued until a decision is reached upon the issuance of the temporary injunction.

(5) No temporary restraining order or temporary injunction shall be issued except on condition that complainant shall first file an undertaking with adequate security sufficient to recompense those enjoined for any loss, expense, or damage caused by the improvident or erroneous issuance of such order or injunction, including all reasonable costs (together with a reasonable attorney's fee) and expense against the order or against the granting of any injunctive relief sought in the same proceeding and subsequently denied by the court.

(6) The undertaking herein mentioned shall be understood to signify an agreement entered into by the complainant and the surety upon which a decree may be rendered in the same suit or proceeding against said complainant and surety, the said complainant and surety submitting themselves to the jurisdiction of the court for that purpose. But nothing herein contained shall deprive any party having a claim or cause of action under or upon such undertaking from electing to pursue his ordinary remedy by suit at law or in equity.

SEC. 268.24. *Clean-hands doctrine.*—No restraining order or injunctive relief shall be granted to any complainant who has failed to comply with any legal obligation which is involved in the labor dispute in question, or who has failed to make every reasonable effort to settle such dispute either by negotiation or with the aid of any available machinery of governmental mediation or voluntary arbitration, but nothing herein contained shall be deemed to require the

court to await the action of any such tribunal if irreparable injury is threatened.

Sec. 268.25. Injunctions—Contents.—Except as provided in section 268.23, no restraining order or temporary or permanent injunction shall be granted in a case involving or growing out of a labor dispute, except on the basis of findings of fact made and filed by the court in the record of the case prior to the issuance of such restraining order or injunction; and every restraining order or injunction granted in a case involving or growing out of a labor dispute shall include only a prohibition of such specific act or acts as may be expressly complained of in the bill of complaint or petition filed in such case and expressly included in said findings of fact made and filed by the court as provided herein, and shall be binding only upon the parties to the suit, their agents, servants, employees, and attorneys, or those in active concert and participation with them, and who shall by personal service or otherwise have received actual notice of the same.

Sec. 268.26. Injunctions—Appeals.—Whenever any court or judge or judges thereof shall issue or deny any temporary injunction in a case involving or growing out of a labor dispute, the court shall, upon the request of any party to the proceedings, and on his filing the usual bond for costs, forthwith certify the entire record of the case, including a transcript of the evidence taken, to the appropriate appellate court for its review. Upon the filing of such record in the appropriate appellate court the appeal shall be heard with the greatest possible expedition, giving the proceeding precedence over all other matters except older matters of the same character.

Sec. 268.27. Contempt cases.—In all cases where a person shall be charged with civil or criminal contempt for violation of a restraining order or injunction issued by a court or judge or judges thereof the accused shall enjoy:

(1) The rights as to admission to bail that are accorded to persons accused of crime.

(2) The right to be notified of the accusation and a reasonable time to make a defense, provided the alleged contempt is not committed in the immediate view or presence of the court.

(3) Upon demand, the right to a speedy and public trial by an impartial jury of the county wherein the contempt shall have been committed: *Provided*, That this requirement shall not be construed to apply to contempts committed in the presence of the court or so near thereto as to interfere directly with the administration of justice or to apply to the misbehavior, misconduct, or disobedience of any officer of the court in respect to the writs, orders, or process of the court. All contempt proceedings, whether civil or criminal, brought for the alleged violation of any such restraining order or injunction, are, and hereby are declared to be independent, original, special proceedings, and shall require a unanimous finding of the jury.

(4) The right to file with the court a demand for the retirement of the judge sitting in the proceeding upon an affidavit of prejudice being filed, as is now provided by law in other cases. Upon the filing of any such affidavit, the judge shall thereupon proceed no further, but another judge shall be designated, as is now provided for in other cases. The affidavit shall be filed prior to the hearing in the contempt proceeding.

Sec. 268.28. Punishment for contempt.—Punishment for a contempt, specified in section 268.27, may be by fine, not exceeding \$25 or by imprisonment not exceeding 10 days in the jail of the county where the court is sitting, or both, in the discretion of the court. Where a person is committed to jail for the nonpayment of such a fine, he must be discharged at the expiration of 15 days; but where he is also committed for a definite time, the 15 days must be computed from the expiration of the definite time.

Sec. 268.29. Definitions.—When used in sections 268.18 to 268.30, and for the purposes of these sections:

(1) A case shall be held to involve or to grow out of a labor dispute when the case involves persons who are engaged in a single industry, trade, craft, or occupation; or who are employees of one employer; or who are members of the same or an affiliated organization of employers or employees; whether such dispute is (1) between one or more employers or association of employers and one or more employees or associations of employees; (2) between one or more employers or associations of employers and one or more employees or associations of employees; or (3) between one or more employees or associations of employees and one or more employees or associations of employees; or when the

case involves any conflicting or competing interests in a labor dispute (as defined in subsection (3)) of persons participating or interested therein (as defined in subsection (2)).

(2) A person or association shall be held to be a person participating or interested in a labor dispute if relief is sought against him or it and if he or it is engaged in the industry, trade, craft, or occupation in which such dispute occurs, or is a member, officer, or agent of any association of employers or employees engaged in such industry, trade, craft, or occupation.

(3) The term "labor dispute" includes any controversy concerning terms or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms or conditions of employment, or concerning employment relations, or any other controversy arising out of the respective interests of employer and employee, regardless of whether or not the disputants stand in the proximate relation of employer and employee.

Approved June 27, 1931.

CHAPTER 432.—*Employment on public works—Prevailing hours of labor and wage rate*

SECTION 103.50. (1) *Stipulation in contracts, etc.*—Every contract to which the State is a party for the construction or improvement of any highway shall contain a stipulation that no laborer in the employ of the contractor or of any subcontractor, agent, or other person doing or contracting to do all or a part of the work shall be permitted to work a longer number of hours per day or be paid a lesser rate of wages than the prevailing hours of labor and rate of wages in the county or counties where the work is to be done, as set forth specifically in the contract.

(2) The industrial commission shall annually ascertain and determine the prevailing hours of labor and the prevailing wage rate for common labor and for such other classes of labor as the highway commission may deem advisable in all counties in which any highway construction is contemplated during the ensuing season. The highway commission shall notify the industrial commission of its contemplated construction program as soon as this shall have been determined upon and the industrial commission shall within 30 days thereafter advise the highway commission what are the prevailing hours of labor and the prevailing wage rate for common labor and for such other classes of labor as may have been specified in the request of the highway commission in all counties in which highway construction is contemplated. If a contemplated construction project extends into more than one county, the prevailing hours of labor and the prevailing wage rates shall be ascertained and determined jointly for the several counties into which the project extends, so that there shall be but one standard for the entire project.

(3) By the term "prevailing hours of labor" is meant the hours of labor per day worked by a larger number of workmen of the same grade employed within the county or counties (if the contemplated highway improvement extends into more than one county) than are employed for any other number of hours per day. By the term "prevailing wage rate" is meant the rate of pay per hour or per day paid to a larger number of workmen engaged in the same grade of labor at outdoor work within such county or counties than any other rate of pay. In no event, however, shall the "prevailing wage rate" for any class of labor be deemed to be less than a reasonable and living wage.

(4) Before making its determination of the prevailing hours of labor and prevailing wage rate for common labor and such other classes of labor as may be specified by the highway commission in all of the several counties in which highway construction is expected to be carried on during the ensuing season, the industrial commission shall conduct one or more public hearings of which notice shall be given at least 10 days in advance in the official State paper. It shall also be the duty of the industrial commission to conduct such investigations as may be necessary to keep itself advised at all times as to the hours of labor and wage rates in all parts of the State for all classes of labor commonly employed in highway construction work.

(5) In the event that the highway commission shall deem the determination of the industrial commission as to the prevailing hours of labor and prevailing wage rates in any county to have been incorrect, it may appeal to the governor, whose determination shall be final.

(6) The prevailing hours of labor and the prevailing wage rate for common labor and for such other classes of labor as the highway commission shall deem

advisable shall be specifically set forth in the specifications, advertisements, and contracts for each highway construction contract to which the State is a party.

(7) Any contractor, subcontractor, or agent thereof who, after executing a contract in compliance with this section, shall employ or knowingly permit any laborer, workman, or mechanic to work a longer number of hours per day or pay or knowingly permit to be paid to any such laborer, workman, or mechanic a lesser wage rate than the prevailing hours of labor and the prevailing wage rate as set forth in the contract, shall be guilty of a misdemeanor, and upon conviction shall be punished by a fine not exceeding \$200 or by imprisonment for not more than 6 months, or by both such fine and imprisonment. Upon a second conviction hereunder, in addition to such penalty, the contract on which the violation shall have occurred shall be forfeited and the contractor or subcontractor so convicted of a second offense shall not be entitled to receive any further payment under such contract.

(8) It shall be the duty of the highway commission to enforce the provisions of this section. To this end it may demand, and it shall be the duty of every contractor and subcontractor to furnish to the commission, copies of any or all pay rolls and may examine all records relating to the wages paid laborers, workmen, or mechanics on work to which this section is applicable.

Approved June 30, 1931.

CHAPTER 441.—*Employment of public works—Prevailing wage rate*

SECTION 1. *Establishment of rate.*—The commissioners of the metropolitan sewerage commission created by chapter 554 of the Laws of 1921 and the commissioners of the sewerage commission created by chapter 608 of the Laws of 1913, operating in counties which have a population of 500,000 or more, shall establish a minimum wage scale for all employees and laborers of such commissions, which shall not be less than the prevailing wage paid to similar employees of the county and municipalities of such county. The commissioners of such commissions shall insert in all contracts for work to be done for the commissions a provision requiring that a minimum wage scale be paid by contractors on all work done for such commissions, which minimum wage scale so established shall not be less than the prevailing wage scale paid by contractors doing work for the county and municipalities of such county.

SEC. 2. *Effective date.*—The provisions of this act insofar as they affect the commissioners of the sewerage commission created by chapter 608 of the Laws of 1913 shall take effect upon passage and publication. The provisions of this act affecting the commissioners of the metropolitan sewerage commission created by chapter 554 of the Laws of 1921 shall take effect January 1, 1932.

Approved June 30, 1931.

CHAPTER 457.—*Wages—Deductions for faulty workmanship*

[This act adds a new section (103.455) to Wis. Stats. 1929, to read as follows:]

SECTION 103.455. *Deductions.*—No employer shall make any deduction from the wages due or earned by any employee, who is not an independent contractor, for defective or faulty workmanship, unless the employer and a representative designated by the employee shall determine that such defective or faulty work is due to the worker's negligence, carelessness, or willful and intentional conduct on the part of such employee. If any such deduction is made or credit taken by any employer that is not in accordance with this section, the employer shall be liable for twice the amount of the deduction or credit taken in a civil action brought by said employee. Any agreement entered into between employer and employee contrary to this section shall be void and of no more force and effect. In case of a disagreement between the two parties, the industrial commission shall be the third determining party, subject to any appeal to the court.

Approved July 3, 1931.

CHAPTER 20 (special session).—*Unemployment insurance*¹

SECTION 1. *Legislative intent.*—(1) The legislature intends through this act to make it certain that by July 1, 1933, at least a majority of the employees of

¹The effective date of the Wisconsin unemployment insurance act was postponed by the 1933 legislature. See Monthly Labor Review, July, 1933, p. 85.

this State will enjoy the protection of fair and adequate systems of unemployment compensation. The largest organization of employers in the State having declared it to be the intention of its members voluntarily to establish unemployment fund systems, it is the intent of the legislature to give employers a fair opportunity to bring about the purposes of this act without legal compulsion. If by June 1, 1933, the employers of not less than 175,000 employees have voluntarily established plans which comply with the standards prescribed in section 108.15 of this act, then the compulsory system provided for in section 2 shall not take effect; otherwise, it shall take effect July 1, 1933. Should this provision for any reason be held invalid it is the intent of the legislature that the compulsory plan shall take effect July 1, 1933.

SEC. 2. A new chapter and a new section are added to the statutes to read:

CHAPTER 108.—*Unemployment reserves and compensation*

SECTION 108.01. *Declaration of public policy.*—As a guide to the interpretation and application of this chapter the public policy of this State is declared as follows:

(1) Unemployment in Wisconsin has become an urgent public problem, gravely affecting the health, morals, and welfare of the people of this State. The burden of irregular employment now falls directly and with crushing force on the unemployed worker and his family, and results also in an excessive drain on agencies for private charity and public relief. The decreased and irregular purchasing power of wage earners in turn vitally affects the livelihood of farmers, merchants, and manufacturers, results in a decreased demand for their products, and thus tends partially to paralyze the economic life of the entire State. In good times and in bad times unemployment is a heavy social cost, now paid mainly by wage earners. Industrial and business units in Wisconsin should pay at least a part of this social cost caused by their own irregular operations. To assure somewhat steadier work and wages to its own employees, a company can reasonably be required to build up a limited reserve for unemployment, and out of this to pay unemployment benefits to its workers, based on their wages and lengths of service.

(2) The economic burdens resulting from unemployment should not only be shared more fairly, but should also be decreased and prevented as far as possible. A sound system of unemployment reserves, contributions, and benefits should induce and reward steady operations by each employer, since he is in a better position than any other agency to share in and to reduce the social costs of his own irregular employment. Employers and employees throughout the State should cooperate, in advisory committees under Government supervision, to promote and encourage the steadiest possible employment. A more adequate system of free public employment offices should be provided, at the expense of employers, to place workers more efficiently and to shorten the periods between jobs. Education and retraining of workers during their unemployment should be encouraged. Governmental construction providing emergency relief through work and wages should be stimulated.

(3) A gradual and constructive solution of the unemployment problem along these lines has become an imperative public need.

SEC. 108.02. *Definitions.*—As used in this chapter:

(a) "Commission" shall mean the industrial commission.

(b) "Workmen's compensation act" shall mean sections 102.01 to 102.35.

(c) "Employee", except where the context clearly shows otherwise, shall mean any person who is employed by an employer and in an employment subject to this chapter, or who has been so employed within the last six months: *Provided*, That an independent contractor shall be deemed an "employer", and that all persons employed by subcontractors under him shall be deemed his "employees" for the purposes of this chapter.

(d) "Employer", except where the context clearly shows otherwise, shall mean any person, partnership, association, corporation (or legal representative of a deceased person, or a receiver or trustee of a person, partnership, association, or corporation), including this State and any municipal corporation or other political subdivision thereof, who or whose predecessor in interest has for four months or more within the preceding calendar year employed 10 or more persons in employments subject to this chapter. There shall be included in such calculation all persons thus employed by the employer throughout the entire State, and all of the several places of employment maintained within Wisconsin by the employer shall be treated as a single "employer" for the

purposes of this chapter: *Provided, moreover*, That where any employer, either directly or through a holding company or otherwise, has a majority control or ownership of otherwise separate business enterprises employing persons in Wisconsin, all such enterprises shall be treated as a single "employer" for the purposes of this chapter.

(e) An "employment", except where the context shows otherwise, shall mean any employment, during any week, in which all or the greater part of the person's work is performed within Wisconsin, under any contract of hire, express or implied, oral or written, including all contracts entered into by helpers and assistants of employees, whether paid by employer or employee, if employed with the knowledge actual or constructive of the employer; except that for the purposes of this chapter an "employment" shall not include:

1. Employment as a farm laborer;
2. Employment in the personal or domestic service of an employer at his home;
3. Employment on a governmental unemployment relief project, approved as such by the commission;
4. Employment as an elected or appointed public officer;
5. Employment by a governmental unit on an annual salary basis;
6. Employment as a teacher in a private or public school, college, or university for the regular term of which such school, college, or university is in session;
7. Employment of a person who is unable or unwilling to work normal full time and who, before accepting a part-time job, has registered at his district public employment office as a "part-time worker", in such written form as the commission may prescribe: *Provided, however*, That for the purposes of this chapter no person shall be treated as a "part-time worker" who customarily works half or more than half the full-time hours per week which prevail in such establishment for full-time employees.

8. Employment by railroads engaged in interstate transportation and employment in logging operations.

(f) An employee's "weeks of employment" by an employer shall mean all those weeks during each of which the employee has performed any services at all for the employer.

(g) "Benefits" shall mean the money allowance payable to an employee as compensation for his wage losses due to unemployment as provided in this chapter.

(h) "Wages" shall mean what is customarily meant by the term, except that it shall include bonuses and the reasonable value of board, rent, housing, lodging, or similar advantage received from the employer.

(i) An employer's "full-time hours per week" shall be determined for each general class of his employees (classifying together all those usually employed on substantially the same schedule of weekly hours). The commission shall calculate an employer's full-time hours per week, applicable to all his employees of the given class, by averaging the weekly hours worked by the majority of such employees for each week during the preceding calendar year in which such prevailing hours were 40 or more: *Provided*, That, in cases where it finds that the above method cannot reasonably and fairly be applied, the commission may adopt such other comparable method or methods of determining an employer's full-time hours per week as it deems reasonable and suitable under this chapter.

(j) An employee's "average weekly wage" shall mean the weekly earnings such employee would average from the particular employer if employed that number of full-time hours per week of such employer which is applicable to such employee. Accordingly each employee's "average weekly wage" shall be calculated by multiplying such applicable full-time hours per week by the employee's average earnings per hour from such employer. Each employee's earnings per hour (averaged for 100 or more hours of employment, so far as possible) shall for this purpose be calculated at such times and in such manner and in accordance with such suitable rules as the commission may prescribe with a view to determining benefits under this chapter.

(k) "Fund" shall mean the unemployment reserve fund established in section 108.16.

(l) "Employer's account" shall mean the separate unemployment reserve account of an employer with the above fund.

(m) "Reserve per employee" shall refer to the status of an employer's account at the beginning of a calendar month. It shall be calculated by dividing the net amount such employer's account then has (or would have if all

contributions due under this chapter had been paid) by the maximum number of employees subject to this chapter employed by such employer in any week during the preceding six months.

(n) "Administration fund" shall mean the fund established in section 108.20.

SEC. 108.03. Payment of benefits.—(1) Benefits shall be paid by the commission to each unemployed employee from his employer's account in the fund under the conditions and in the amounts stated in this chapter; except that employers exempted under subsection (2) of section 108.15 shall pay benefits directly to their unemployed employees under the conditions and in the amounts stated in the plan approved by the commission as the basis for the exemption.

(2) No benefits shall become payable from any employer's account, nor shall any employer's benefit liability begin to accrue under section 108.06, until one year after he has begun to make the regular and continuing contributions required of him under this chapter, except as otherwise provided in subsection (5) of section 108.15 and subsection (8) of section 108.16: *Provided*, That at the end of such year period each employer's benefit liability shall begin to accrue and benefits shall accordingly become payable from his account.

(3) The commission shall determine or approve the time and method of payment of benefits.

SEC. 108.04. Eligibility for benefits.—(1) No employee shall be deemed eligible for benefits for partial or total unemployment unless he gives the notification of such unemployment required under subsection (1) of section 108.08, or unless such notification is waived by the commission in accordance with such section.

(2) No employee shall be deemed eligible for benefits on account of either partial or total unemployment during any calendar week unless such employee was physically able to work and available for work whenever with due notice called on by his employer to report for work. Nor shall any employee be deemed eligible for benefits for total unemployment for any calendar week in which he has suitable employment, as defined in subsection (6) of this section: *Provided*, That nothing in this section shall render an employee ineligible for total unemployment benefits for any calendar week on the ground that such employee is employed on a governmental unemployment relief project under section 108.25.

(3) An employee shall be deemed partially unemployed in any calendar week, and shall at once be eligible for benefits for such partial unemployment, whenever his week's wages are less than the amount of weekly benefit to which he would be entitled under this chapter if totally unemployed.

(4) An employee shall be deemed totally unemployed in any calendar week when he performs no services whatsoever for his current employer during such week. An employee thus unemployed shall be eligible for benefits for total unemployment for each week of total unemployment occurring subsequent to a waiting period of two such weeks. No benefit shall be or become payable for this required waiting period, but not more than two such weeks of waiting period per employer shall be required of any employee in any 12 months in order to establish his eligibility for total unemployment benefits under this section. The commission may approve, in an approved voluntary unemployment benefit plan, such longer or shorter waiting period as will comply with the requirements of subsection (2) of section 108.15.

(5) An employee shall not be deemed eligible for any benefits for total unemployment based on his past weeks of employment, and no such benefits shall be payable to the employee under any of the following conditions:

(a) If he has lost his employment through misconduct;

(b) If he has left his employment voluntarily without good cause attributable to the employer;

(c) During any period for which he has left and is out of employment because of a trade dispute still in active progress in the establishment in which he was employed;

(d) For any period during which he is out of employment because of an act of God affecting his place of employment;

(e) If he has received in wages \$1,500 or more during the 12 months preceding the date on which he became totally unemployed;

(f) If he is ordinarily self-employed, but has been temporarily (for not more than five months) employed in an employment subject to this chapter and can, at the termination of such temporary employment, reasonably return to his self-employment;

(g) If he attended a school, college, or university in the last preceding school term, and has been employed by his employer only during the customary summer vacation of schools, colleges, and universities.

(6) A claimant shall no longer be eligible for total unemployment benefits and the liability of his past employers to pay him such benefits based on his past employment shall cease for any period after he has without good cause refused to accept suitable employment when offered to him, or has failed to apply for suitable employment when notified by the district public employment office. Suitable employment shall mean either employment in his usual employment or other employment for which he is reasonably fitted, regardless of whether it is subject to this chapter: *Provided*, Such employment is in the vicinity of his residence or last employment, and gives him wages at least equal to his weekly benefit for total unemployment or provides him work for at least half the number of hours normally worked as full time in such occupation or establishment: *And provided, further*, That whenever in any specific case the commission finds that it is impracticable to apply any of the foregoing standards, the commission may apply any standard reasonably calculated to determine what is suitable employment.

(7) Nothing in this section shall require an employee to accept employment; nor shall any employee forfeit his right to benefits by refusing to accept employment under either or both of the following conditions:

(a) In a situation vacant in consequence of a stoppage of work due to a trade dispute;

(b) If the wages, hours, and conditions offered be not those prevailing for similar work in the locality or are such as tend to depress wages and working conditions.

(8) No employee shall be deemed eligible to receive benefits under this chapter on account of any period of partial or total unemployment unless such employee has been a resident of Wisconsin for the 2 years preceding the beginning of such period of unemployment or has been gainfully employed in the State for 40 weeks within such 2-year period: *Provided*, That an employee's ineligibility under this subsection shall modify his employer's benefit liability only as specifically provided in subsection (5) of section 108.06.

Sec. 108.05. *Amount of benefits.*—(1) Each eligible employee shall be paid benefits for total unemployment at a rate of \$10 a week or 50 percent of his average weekly wage, whichever is lower; except that when 50 percent of such wage is less than \$5 a benefit of \$5 a week shall be paid.

(2) The benefit payable for partial unemployment in any week shall be the difference between the eligible employee's actual wages for the week and the weekly benefit to which he would be entitled if totally unemployed.

(3) Benefits shall be paid to each employee for the calendar weeks during which he is totally or partially unemployed and eligible for benefits; but no employee shall ever receive in any calendar year more than 10 weeks of benefit for total unemployment, nor more than an equivalent total amount of benefits either for partial unemployment or for partial and total unemployment combined.

(4) The amount of benefits payable to any eligible employee shall be limited also by the benefit liability of his employer's account, as provided in sections 108.06 and 108.07.

Sec. 108.06. *Benefit liability of the employer's account.*—(1) An employer's account shall be liable to pay benefits to an employee in the ratio of one week of total unemployment benefit (or an equivalent amount of partial unemployment benefit) to each four weeks of employment of such employee by such employer within the 52 weeks preceding the date on which such employee last performed services for such employer. But no liability for the payment of benefits to an employee shall accrue unless the employee has been employed more than two weeks by the particular employer within such preceding year, or, in the case of an employee employed on a fixed monthly salary, unless the employee has been employed more than one month by the particular employer within such preceding year.

(2) In no case shall an employer's account remain or be liable to pay benefits to an employee for any unemployment occurring more than six months after the date on which such employee last performed services for such employer.

(3) No employer's account shall at any time be liable to pay benefits beyond the current resources his account has, or would have if all contributions due under this chapter had been paid.

(4) The liability of any employer's account to pay benefits, for weeks of partial or total unemployment occurring within or mainly within any calendar month, may be reduced, depending on the adequacy of such account at the

beginning of such month. Such adequacy shall be determined at the beginning of each month, on the basis of the net "reserve per employee" which the employer's account then has, or would have if all contributions due for payment under this chapter had been paid. (Whenever during any month the maximum benefit payable from an employer's account for any week of total unemployment is reduced hereunder, this reduced maximum shall also be observed in calculating the benefits payable from that account for partial unemployment during that month.) In each calendar month an employer's account shall be liable to pay the benefits otherwise due his eligible employees for their weeks of unemployment occurring within such month only in accordance with the following schedule:

(a) When its reserve at the beginning of the month amounts to \$50 or more per employee, the account shall be liable for and shall pay in full all valid benefit claims for unemployment during the month;

(b) When such reserve amounts to over \$45 but less than \$50, all such valid benefit claims shall be paid, except that no eligible claimant shall receive for total unemployment a benefit of more than \$9 per week;

(c) When such reserve amounts to over \$40 but less than \$45, no claimant shall receive a benefit of more than \$8 per week;

(d) For each further periodic drop of \$5 in the reserve per employee, there shall be a corresponding further drop of \$1 in the maximum benefit per week payable to any claimant for total unemployment.

(5) Any employee who has neither been a resident of Wisconsin for the past 2 years nor been gainfully employed in the State for 40 weeks within such 2-year period, and who is, therefore, under subsection (8) of section 108.04 ineligible to receive benefits under this chapter, shall be known as "a nonqualified employee." Whenever such a nonqualified employee loses his employment under conditions other than those enumerated in subsection (5) of section 108.04, his employer's account shall be at once liable to pay in lieu of benefits to such person a lump sum amount to the commission. This payment shall be made at the rate of \$5 for each 4 weeks of employment of such person by such employer during the period of employment just ended; but not more than \$5 shall be so payable for each \$5 reserve per employee in the employer's account at the beginning of the current calendar month. The employer's liability under this subsection shall be reported by him and shall be determined in amount in accordance with suitable rules to be prescribed by the commission. The amount found to be due shall in each such case be paid over from the employer's account into the administration fund established by section 108.20.

SEC. 108.07. *Successive employer's liability.*—(1) When an employee is employed by more than one employer within any 12-month period, the payment of benefits due such employee for total unemployment shall be made from the successive employer's accounts in inverse order to such successive employments. Until the last employer liable shall have met or been unable further to meet his benefit liability to an eligible employee no previous employer shall be due to pay benefits to such employee.

(2) When an eligible employee becomes employed in an employment or by an employer not subject to this chapter, such employment, except as provided in section 108.25, shall postpone but not terminate the liability of any former employer to pay benefits to such employee: *Provided, however,* That if the employee fails to return to regular work offered him in his former employment by the written request of his former employer, made in good faith and not inconsistent with subsection (7) of section 108.04, such employee's right to benefits from such former employer shall be extinguished.

SEC. 108.08. *Notice of unemployment.*—(1) Any claimant of benefits must give notice of his unemployment at the public employment office for the district in which he is or was last employed, within such time and in accordance with such rules as the commission may prescribe. Thereafter he shall give notice of the continuance of his unemployment as frequently and in such manner as the commission may prescribe. But the notification prescribed under this subsection may, as to any case or class of cases, be waived by the commission for good cause (including administrative feasibility), provided the commission finds that no party in interest will be prejudiced by such waiver.

(2) The commission may require from any or each employer notification of the partial or total unemployment of his employees, within such time, in such form and in accordance with such rules as the commission may prescribe.

SEC. 108.09. *Establishment of claims.*—(1) Claims for benefits shall be filed with the superintendent of the public employment office for the district in which

the claimant is or was last employed, or with a deputy of the commission designated for the purpose. Claims shall be filed within such time and in such manner as the rules of the commission may prescribe.

(2) If a claim appears to the superintendent or deputy invalid he shall reject the claim; if it appears valid he shall state the amount of benefits apparently payable to the claimant while eligible. In either case he shall notify the claimant in writing, giving his reasons. If the claimant is dissatisfied he may, within a time limit after notification to be set by the commission, have recourse to the method set up in section 108.10 for settling disputed claims.

(3) If a claim appears to the superintendent or deputy valid he shall notify the liable employer in writing of the amount of benefits apparently payable thereunder. If the employer does not contest the claim within a time limit, after notification, to be set by the commission, the amount of benefits stated by the superintendent or deputy shall, subject to the limitations set up in this chapter, become payable to the claimant from such employer's account and shall be so paid by the commission. If the employer wishes to contest the claim, he may, within a time limit to be set by the commission, have recourse to the method set up in section 108.10 for settling disputed claims.

Sec. 108.10. *Method of settling disputed claims.*—(1) The manner in which disputed claims shall be presented, the reports thereon required from employers, and the conduct of hearings shall be governed by rules and regulations to be adopted by the industrial commission.

(2) Disputed claims, whether involving employers exempted under section 108.15 or those contributing to the fund, shall be decided in the first instance by the superintendent of the district public employment office or by a deputy of the commission designated for the purpose.

(3) Within a time limit after notification to be set by the commission either the employer or employee may take an appeal from any decision of the superintendent or deputy, to an appeal board to be appointed in each employment office district by the industrial commission. Such district appeal board shall consist of one employer or representative of employers, one employee or representative of employees, and one person who is not an employer, employee, or representative of either.

(4) Decisions of a district appeal board shall be reviewable by the commission or its representative upon appeal of either party within a time limit and in accordance with other rules and regulations to be laid down by the commission. The commission may authorize a commissioner or an examiner to hear such cases and to make decisions under rules to be adopted by the commission.

(5) Either party, if dissatisfied with the decision of such commissioner or examiner, may petition the industrial commission to review it as a commission. Such petition shall be in writing specifying in detail the particular errors alleged. If no such petition is filed within 10 days from the date when a copy of the decision of the commissioner or examiner was mailed to the last known address of each party in interest, such decision shall be considered the decision of the industrial commission, unless set aside, reversed, or modified by such commissioner or examiner within such time. Within 10 days after the filing of any such petition the commission shall, on the basis of the evidence previously submitted in such case, affirm, reverse, set aside, or modify such decision, or direct the taking of additional testimony. Any decision made by the commission shall, if not modified or changed by it within 20 days, become the final decision of the commission and shall then be subject to judicial review on the same grounds and in the same manner as decisions of the industrial commission under the workmen's compensation act may be reviewed.

(6) The commission shall have the power to remove or transfer the proceedings pending before a commissioner or examiner; and may on its own motion set aside, modify, or change any decision, whether made by a superintendent or deputy, by a district appeal board, by a commissioner or examiner, or by the commission as a body, at any time within 20 days of the date thereof if it shall discover any mistake therein or upon the grounds of newly discovered evidence.

(7) In the discharge of their duties under this section, the superintendent of any district public employment office, any member of a district appeal board, and any member, examiner, or duly authorized employee of the industrial commission shall have power to administer oaths to persons appearing before them, and by subpoenas (served in the manner in which circuit court subpoenas

are served) to compel attendance of witnesses and the production of books, papers, documents, and records necessary or convenient to be used by them in connection with any disputed claim.

(8) A full and complete record shall be kept of all proceedings in connection with a disputed claim, and all testimony shall be taken down by a stenographer appointed by the commission.

Sec. 108.101. Modified procedure.—The commission may modify the procedure prescribed in sections 108.08, 108.09, and 108.10, with a view to such establishment and determination of claims against employers exempted under section 108.15, as will be suitable to such cases and fair to the parties in interest.

Sec. 108.11. Agreement to contribute by employees.—(1) No agreement by an employee or by employees to pay any portion of the contributions required under this chapter from employers shall be valid. No employer shall make a deduction for such purpose from wages. Any employee claiming a violation of this provision may, to recover wage deductions wrongfully made, have recourse to the method set up in section 108.10 for settling disputed claims.

(2) But nothing in this chapter shall affect the validity of voluntary arrangements whereby employees freely agree to make contributions to a fund for the purpose of securing unemployment compensation additional to the benefits provided in this chapter.

Sec. 108.12. Waiver of benefit.—No agreement by an employee to waive his right to benefits or any other rights under this chapter shall be valid.

Sec. 108.13. Assignment.—No claim for benefit under this chapter or under any approved voluntary unemployment benefit plan shall be assignable before payment, but this provision shall not affect the survival thereof; nor shall any claim for benefit awarded, adjudged, or paid, be subject to be taken for the debts of the party entitled thereto.

Sec. 108.14. Administration.—(1) This chapter shall be administered by the industrial commission.

(2) The commission shall have power and authority to adopt and enforce all rules and regulations which it finds necessary or suitable to carry out the provisions of this chapter. All such rules and regulations shall be published in the State's official newspaper and shall take effect 10 days after such publication. A copy of such rules and regulations shall be delivered to every person making application therefor. The commission may require from employers, whether subject to this chapter or not, any reports on employment, wages, hours, and related matters which it deems necessary to carry out the provisions of this chapter.

(3) The commission may appoint, employ, and pay as many persons as it deems necessary to administer and to carry out the purposes of this chapter, and may make all other expenditures of any kind which it deems necessary or suitable to this end. But it shall not pay to any member of a district appeal board more than \$5 of compensation per day of services.

(4) The commission may create as many employment districts and district appeal boards and may establish and maintain as many free public employment offices as it deems necessary to carry out the provisions of this chapter. The commission shall have power to finance either partly or completely such public employment offices as it deems necessary under this chapter, from the funds appropriated to the commission for its expenses under this chapter, whether or not the political subdivision in which such office is located agrees to pay or does pay any part of the expenses of such office.

(5) The commission shall appoint advisory employment committees, by local districts or by industries or for the whole State, consisting in each case of one or more representatives each of employers, employees, and the public, who shall assist the commission, without compensation but with reimbursement of necessary expenses, in administering and carrying out the purposes and provisions of this chapter.

(6) It shall be one of the purposes of this chapter to promote the regularization of employment in enterprises, localities, industries, and the State. The commission, with the advice and aid of its advisory employment committees, shall take all appropriate steps within its means to reduce and prevent unemployment. To this end the commission may employ experts and may carry on and publish the results of any investigations and research which it deems relevant, whether or not directly related to the other purposes and specific provisions of this chapter. At least once a year the commission shall compile and publish a summary report stating the operations and status of each employer's account or other unemployment reserve and covering such other material as it deems significant in connection with the operations and purposes of this chapter.

Sec. 108.15. *Exemption.*—(1) The commission shall exempt from the provisions of this chapter, except sections 108.12, 108.14, 108.15, 108.19, 108.21, 108.22, and 108.24, any employer who guarantees, under a plan approved by the commission, to all his eligible employees (and to each new eligible employee who is continued in employment after a probationary period of one month), in advance for a stated 1-year period, at least 42 weeks of work or wages, for at least 36 hours in each such week, if satisfied that the employer can and will make good such promise under all circumstances. The words "eligible employee" in this subsection shall mean an employee who if unemployed would not be barred from eligibility for benefits by any of paragraphs (e), (f), and (g) of subsection (5) of section 108.04 or by subsection (8) of section 108.04. But such employer shall not be required to make good such guarantee in the case of any individual employee who loses his employment under any of the conditions enumerated in subsection (5) of section 108.04.

(2) The commission shall exempt from the provisions of this chapter, except sections 108.03, 108.04, 108.07, 108.101, 108.12, 108.13, 108.14, 108.15, 108.19, 108.21, 108.22, 108.23, 108.24, 108.25, and 108.26, any employer or group of employers submitting a plan for unemployment benefits which the commission finds: (a) Makes eligible for benefits at least the employees who would be eligible for benefits under the compulsory features of this act; (b) provides that the proportion of the benefits to be financed by the employer or employers will on the whole be equal to or greater than the benefits which would be provided under the compulsory features of this act; and (c) is on the whole as beneficial in all other respects to such employees as the compulsory plan provided in this act. If under such a plan any contributions are made by employees, the accounts of the plan shall be so kept as to make clear what proportion of the benefits is financed by the employer or employers and what proportion by the employees. If under such a plan any contributions are made by employees, the commission may require that such employees be represented by representatives of their own choosing in the direct administration of such plan, and the commission may take any steps necessary and appropriate to assure such representation to contributing employees.

(3) No employer or group of employers exempted under this section shall be permitted to insure the liability to pay benefits or wages in any insurance company; and if such employer or employers enters or enter into an agreement for any form of insurance coverage such action shall automatically operate as a revocation of such exemption.

(4) As a condition of granting exemption, the commission may require the employer or group to furnish such security as the commission may deem sufficient to assure payment of all promised benefits or wages, including the setting up of proper reserves. Such reserves and other security and also the manner in which an exempted employer carries out his promises of benefits or employment shall be subject to inspection and investigation by the commission at any reasonable time. If the commission shall deem it necessary it may require an exempted employer to furnish additional security to assure fulfillment of his promises to his employees.

(5) If an exempted employer or group of employers fails to furnish security satisfactory to the commission, or fails to fulfill the promises made to employees, or willfully fails to furnish any reports that the commission may require under this chapter, or otherwise to comply with the applicable portions of this chapter and the rules, regulations, and orders of the commission pertaining to the administration thereof, the commission may, upon 10 days' notice and the opportunity to be heard, revoke the exemption of such employer or group. If such case or in case any exempted employer or group voluntarily terminates exemption, such employer or each of such group of employers shall at once pay into the fund an amount equal to the balance which would have been standing to his account had he been making the contributions to the fund and paying out the benefits provided in this chapter: *Provided*, That, in any case where such balance cannot reasonably and definitely be determined, and specifically in the case of an employer exempted under subsection 1 of this section, the commission may require such employer to meet his liability under the present subsection by paying into the fund a lump-sum amount equal to the contributions he would, if not exempted, have paid into the fund under section 108.18 during the 12 months preceding termination of his exemption. The account of any employer whose exemption has been terminated shall thenceforth be liable to pay to his employees the benefits which may remain or thereafter become due them, as if such em-

ployer had not been exempted under this section; and such employer shall thenceforth pay all contributions regularly required under this chapter from nonexempted employers.

(6) Each employer exempted under this section shall be liable to make all contributions, to pay directly to employees all benefits, to pay all penalties, and otherwise to comply with all the provisions of this chapter, except as specifically provided in this section and in suitable rules to be formulated by the commission consistent with the purposes and provisions of this chapter.

(7) Such plan shall provide that upon the going out of business in this State by any employer, or the legal abandonment of the plan, the funds which shall have been contributed under such plan shall be retained for a sufficient period to meet all liability for benefits which may thereafter accrue, and that at the end of such period the proportion then remaining of employer contributions shall be released to the employer or his assigns, and the proportion then remaining of employee contributions shall be distributed in such equitable manner as the commission may approve.

(8) The rules and regulations for the government of such plan must be submitted to and approved by the commission. A plan, so approved, shall, when put into effect, constitute a contract between each employer and every other employer participating in that plan, and between the employer or employers on the one hand and on the other hand all employees who come under it; and shall not thereafter be abandoned or modified without the approval of the commission: *Provided*, That at any time after five years from and after the passage of this act the commission may, on the petition of any interested party, or on its own motion, and after public hearing, modify any such plan to conform to the standards then provided by the law for approved voluntary unemployment benefit plans.

SEC. 108.16. Unemployment reserve funds.—(1) For the purpose of carrying out the provisions of this chapter there is established a fund to be known as the unemployment reserve fund, to be administered by the State without liability on the part of the State beyond the amount of the fund. This fund shall consist of all contributions and moneys paid into and received by the fund pursuant to this chapter and of properties and securities acquired by and through the use of moneys belonging to the fund.

(2) A separate account shall be kept by the industrial commission with each employer contributing to said fund, and this separate employer's account shall never be merged with any other account except as provided in subsection (3) of this section.

(3) Whenever two or more employers in the same industry or locality desire to pool their several accounts with the fund, with a view to regularizing their employment by cooperative activity, they may file with the commission a written application to merge their several accounts in a new joint account with the fund. If in its judgment the plan has merit, the commission shall establish such a joint account: *Provided*, That the several employers each accept such suitable rules and regulations not inconsistent with the provisions of this chapter as may be drawn up by the commission with reference to the conduct and dissolution of such joint accounts.

(4) All contributions payable to the unemployment reserve fund shall be paid to the industrial commission, and shall daily be paid over by the commission to the State treasurer and credited to the unemployment reserve fund. Payments from said fund shall be made upon vouchers of the industrial commission. The State treasurer shall be ex officio the treasurer and custodian of the unemployment reserve fund. He shall give a separate and additional bond conditioned upon his faithful performance of these duties, in such amount as may be recommended by the industrial commission and fixed by the governor. All premiums upon the bond required pursuant to this section when furnished by an authorized surety company or by a duly constituted governmental bonding fund shall be paid from the interest earnings of the unemployment reserve fund.

(5) The unemployment reserve fund shall be invested by the annuity and investment board in the readily marketable obligations of the United States of America, of any of its 48 State governments including this State, and of any city, county, or other governmental subdivision of this State, all having a maturity of not over five years from the date of purchase. The investments of the fund shall be so made that all the assets of the fund shall always be readily convertible into cash when needed. When so directed by the industrial commission, the board shall dispose of securities belonging to the fund to secure

cash needed for the payment of benefits. All expenses of the annuity and investment board in the investment of the unemployment reserve fund shall be paid from the interest earnings of said fund, as provided in subsection (1) of section 20.725.

(6) All net earnings on moneys belonging to the unemployment reserve fund shall be credited thereto, and shall, at the close of each fiscal year, be apportioned by the commission equitably to the several employers' accounts.

(7) If any employer shall become exempted under section 108.15, or shall cease to be subject to this chapter, or shall permanently go out of business in this State (except as provided in subsection (8) of this section), such employer shall, upon the expiration of six months (or prior thereto if he shall furnish surety satisfactory to the commission for the payment of benefits becoming due under this chapter during the remainder of such 6-month period), receive the balance then standing to his credit in the fund.

(8) If any employer shall transfer his business in whole or in part or shall otherwise reorganize such business, the successor in interest is hereby required to take over (in proportion to the extent of such transfer, as determined for the purposes of this chapter by the commission) the resources and liabilities of such employer's account, and to continue without interruption the payment of all contributions and benefits which would have been due for payment under this chapter in case such employer had continued in business without such transfer or reorganization.

SEC. 108.17. *Payment of contributions.*—(1) On and after the first day of July 1933, contributions shall accrue and shall become payable by each employer then subject to this chapter in accordance with its provisions. Thereafter contributions shall accrue and become payable by any employer on and after the date on which he becomes newly subject to this chapter.

(2) All contributions required under this chapter from employers shall be paid to the industrial commission, at such times and in such manner as the commission may prescribe, except as provided otherwise in the case of employers exempted under section 108.15.

SEC. 108.18. *Contributions to reserve fund.*—The contribution regularly payable by each employer into his account with the fund shall be an amount equal to 2 percent per annum of his pay roll. (In order that reserves shall be built up for all employees potentially eligible to benefits, "pay roll" shall include all wages, salaries, and remuneration paid to employees subject to this chapter; except that it shall not include the amount paid to an employee or officer employed on a contractual basis for a fixed period at a fixed monthly salary, which will aggregate at least \$1,500 if said period is less than 12 months, or amount to at least \$1,500 per annum if such period is 12 months or more, provided such contract is duly reported to the commission by the employer; nor shall it include any salary or wage of \$300 or more per month.) During an employer's first two years of contribution payments, and whenever thereafter his account amounts to less than \$55 reserve per employee, the employer shall make contributions to the fund at the rate of 2 percent per annum on his pay roll. If the employer has been continuously subject to this chapter during the two preceding years, the rate of contributions may be reduced or suspended under the following conditions:

(1) Whenever the employer's account amounts to \$55 but less than \$75 reserve per employee, such employer shall pay contributions to the fund at the rate of 1 percent per annum on his pay roll.

(2) Whenever and while the employer's account has a reserve per employee of \$75 or more, no contributions to the unemployment reserve fund shall be required of such employer.

SEC. 108.19. *Contributions to the administration fund.*—Each employer subject to this chapter, including every employer exempted under section 108.15, shall regularly contribute to the unemployment administration fund created in section 108.20 at the rate of two tenths of 1 percent per annum on his pay roll as defined in section 108.18. But the commission may prescribe at the close of any fiscal year such lower rates of contribution under this section, to apply to classes of employers throughout the ensuing fiscal year, as will in the commission's judgment adequately finance the administration of this chapter, and as will in the commission's judgment fairly represent the relative cost of the services rendered by the commission to each such class.

SEC. 108.20. *Unemployment administration fund; appropriation.*—(1) To finance the administration of this chapter and to carry out its provisions and

purposes there is established the Unemployment Administration Fund. This fund shall consist of all contributions and moneys paid to the industrial commission for the administration fund as provided in subsection (5) of section 108.06, and in sections 108.19 and 108.22.

(2) All amounts received by the commission for such fund shall daily be paid over to the State treasurer and credited to the unemployment administration fund, and, as provided in section 20.573 of the statutes, are appropriated to the commission for the administration of this chapter.

SEC. 108.21. Record and audit of pay rolls.—Every employer, whether exempted or not, shall keep a true and accurate employment record of all his employees whether qualified and eligible to unemployment benefits or not, and of the hours worked for him by each and of the wages paid by him to each employee, and shall furnish to the commission upon demand a sworn statement of the same. Such record shall be open to inspection by the commission or its authorized representatives at any reasonable time.

SEC. 108.22. Default of employer.—If any employer whether exempted or not shall default in any payment required of him under this chapter he shall become additionally liable for interest on such payment at 12 percent per annum from the date such payment became due, such interest to be paid to the administration fund. If after due notice this payment plus interest at 12 percent per annum is not made, it shall be collected by a civil action in the name of the State, the defaulting employer to pay the costs of such action. The payment originally due shall be paid to the commission, and credited, as may be proper in each case, either to the fund and to the defaulting employer's account or to the administration fund. The interest thus collected shall be paid to the administration fund.

SEC. 108.23. Bankruptcy of employer.—In the event of bankruptcy or insolvency of any employer, unpaid claims for benefits and unpaid amounts due the fund under this chapter or to a fund or reserve under any approved voluntary unemployment benefit plan shall have the same preference as is accorded in subsection (1) of section 102.28 to unpaid claims for compensation or compensation insurance.

SEC. 108.24. Violations.—(1) Any person who willfully makes a false statement or representation to obtain any benefit or payment under the provisions of this chapter, either for himself or for any other person, or to lower any contribution required of him, and any employer who makes a deduction from the wages of any employee in order to pay any portion of the contribution required of such employer under this chapter, shall upon conviction be deemed guilty of a misdemeanor and be punished by a fine of not less than \$25 nor more than \$100, or by imprisonment in the county jail not longer than 30 days, or by both such fine and imprisonment; and each such false statement and each such deduction from wages shall constitute a separate and distinct offense.

(2) Any employer who willfully refuses or fails to pay any contribution required of him under this chapter, and any person who willfully and unlawfully fails or neglects to appear or to testify or to produce books, papers, and records as required at any hearing under this chapter, shall upon conviction be deemed guilty of a misdemeanor and be fined not less than \$25 nor more than \$100, or be imprisoned in the county jail not longer than 30 days, or be punished by both such fine and imprisonment; and every day of such refusal, failure, or neglect shall constitute a separate and distinct offense.

(3) On complaint of the commission the fines specified in this section may be collected by the State in an action for debt.

SEC. 108.25. Use of unemployment reserve for public works.—(1) If the State or any of its political subdivisions during a period of unemployment either directly or through a contractor provides work which in the opinion of the commission is an unemployment relief measure and which conforms to standards of wages and conditions prescribed by the commission, such work shall be deemed suitable employment within the meaning and subject to the limitations of subsection (6) of section 108.04: *Provided*, That an employee who accepts such work for any calendar week in which he would otherwise be totally unemployed and eligible for benefits shall be entitled to receive such benefits in the form of wages paid him for such governmental work. To this end the State or subdivision giving such work and wages to such employee in any calendar week shall receive his benefits for such week, for the purpose of partially financing such employee's work and wages on such governmental unemployment relief project.

(2) Benefits payable under this section to an employee in the form of wages from this State or a political subdivision for work on a relief project shall cease, as provided in subsection (6) of section 108.04, for any period after such employee has without good cause failed to apply for suitable employment other than such governmental work when notified, or has refused to accept suitable employment other than such governmental work when offered him.

SEC. 108.26. *Vocational education.*—When any employee is unemployed and eligible for benefits under this chapter, he may be recommended by the superintendent of the district employment office to attend vocational or other school during his unemployment. If he attends school under conditions approved by such superintendent and does satisfactory work in his classes he shall be eligible for an additional benefit of \$1 per week, to be paid from the administration fund. The education shall be furnished at public expense and any fee which may customarily be charged for attendance, at such classes must be paid by the town, village, or city in which such employee resides.

SEC. 108.27. *Separability of provisions.*—If any provision of this chapter, or the application thereof to any person or circumstance, is held invalid, the remainder of the chapter and the application of such provision to other persons or circumstances shall not be affected thereby.

Approved January 28, 1932.

WYOMING

ACTS OF 1931

CHAPTER 37.—*Protection of employees as voters—Candidate for public office*

SECTION 1. *Interference with right to vote, etc.*—It shall be unlawful for any employer to make, adopt, enforce, or attempt to enforce any order, rule, regulation, or policy forbidding or preventing any employee from becoming a candidate for public office or for a position on any public board or commission or to make, adopt, enforce, or attempt to enforce any order, rule, or regulation controlling or attempting to control such employee's vote on any question at any public election, or in any public position or board or in any office to which such employee may be appointed or elected.

SEC. 2. *Violations.*—Any employer or any officer or agent of any employer violating any of the provisions of this act shall be guilty of a misdemeanor and upon conviction thereof shall be punished by imprisonment in the county jail for not more than 30 days or by a fine of not to exceed \$100 or by both such fine and imprisonment.

[Became a law February 14, 1931, without the signature of the governor.]

CHAPTER 63.—*Mine regulations—Man-trips*

[This act amends sec. 4454, Comp. Stat. 1920 (as amended 1925, ch. 72), so as to read as follows:]

SECTION 4454. *Man-trips.*—It shall be the duty of every person, company, or corporation owning or operating coal mines to provide a wire cable or safety cable which shall have sufficient strength to withstand all strains which may reasonably be put upon it and which in all cases and under all circumstances shall be attached to each car on all trains of cars in a coal mine which are commonly known as "man-trips" and which said wire cable shall be attached to the hoist cable in such way that if any coupling of the cars on said "man-trips" should become broken or unfastened the said wire cable so attached to the hoist cable would prevent the cars becoming uncoupled and running back into the mine. And such train of cars known as "man-trips" shall not be run at a greater speed than 5 miles an hour. When tools are carried on "man-trips" they shall be carried in a separate car provided for that purpose, and it shall be a violation of the law for any miner or other person to carry his tools except as herein provided: *Provided, further,* That no safety cable shall be required on special man-trips where the cars are equipped with dogs in such manner as to grasp the rails when the hoist cable breaks, and shall not be required on man-trips when hauled with motors on level seams and hoist cable is used. Trip to be set aside and used for man-trip purposes only.

[Became a law February 19, 1931, without the signature of the governor.]

CHAPTER 73 (p. 98).—*Mine regulations—Hours of labor*

[This act is designated a "revision act", defining what shall constitute the Revised Statutes of Wyoming, 1931. Sec. 4422, Comp. Stat. 1920, is therefore revised and reenacted so as to read as follows:]

SECTION 4422. *Eight-hour law.*—The period of employment of men in all underground mines or workings shall be 8 hours per day, and it shall be unlawful to employ, require, or knowingly permit miners, laborers, workmen, or mechanics to work more than 8 hours in any one calendar day, except in case of emergency where life or property is in imminent danger.

Approved March 3, 1931.

CHAPTER 73 (p. 99).—*Hours of labor—Reduction works*

[Section 4423, Comp. Stat. 1920, is revised and reenacted so as to read as follows:]

SECTION 4423. *Eight-hour day.*—The period of employment of working men in smelters, stamp mills, sampling works, concentration plants, and all other institutions for the reduction or refining of ores or metals, shall be 8 hours per day, and it shall be unlawful to employ, require, or knowingly permit laborers, workmen, or mechanics to work more than 8 hours in any one calendar day, except in case of emergency where life or property is in imminent danger.

Approved March 3, 1931.

CHAPTER 130.—*Employment on public works—Hours of labor*

[This act amends sec. 4308, Comp. Stat. 1920, so as to read as follows:]

SECTION 4308. *Eight-hour day.*—The time of service of all laborers, workmen, or mechanics employed upon any public works of the State of Wyoming, or of any county, city, town, or of any political subdivision thereof, whether said work is done by contract or otherwise, shall be limited and restricted to 8 hours in any calendar day, and it shall be unlawful to employ, require or knowingly permit laborers, workmen, or mechanics to work more than 8 hours in any one calendar day except in case of emergency caused by fire, flood, or danger to life or property, or except to work upon public or military works or defenses in times of war.

Approved March 7, 1931.

UNITED STATES

SEVENTY-FIRST CONGRESS, THIRD SESSION, 1930-31

CHAPTER 117 (46 U.S.Stat.L. 1084).—*Employment of labor—Stabilization act*

[An act to provide for the advance planning and regulated construction of public works, for the stabilization of industry, and for aiding in the prevention of unemployment during periods of business depression.]

SECTION 1. *Title of act.*—This act may be cited as the Employment Stabilization Act of 1931.

SEC. 2. *Definitions.*—When used in this act—

(a) The term "board" means the Federal Employment Stabilization Board established by section 3 of this act;

(b) The term "United States", when used in a geographical sense, includes the several States and Territories and the District of Columbia;

(c) The term "public works emergency appropriation" means an appropriation made in pursuance of supplemental estimates transmitted to the Congress under the provisions of this act.

(d) The term "construction agencies" shall mean the following departments, bureaus, and independent agencies and such others as the President may designate from time to time:

Of the Department of Agriculture, the Bureau of Public Roads, the Bureau of Plant Industry, the Forest Service, the Bureau of Dairy Industry, and the Bureau of Animal Industry;

Of the Department of Commerce, the Aeronautics Branch, the Coast and Geodetic Survey, the Bureau of Fisheries, and the Bureau of Lighthouses;

Of the Department of Interior, the Bureau of Indian Affairs, the Bureau of Reclamation, and the National Park Service;

Of the Department of the Treasury, the Coast Guard, the Public Health Service, and the Office of the Supervising Architect;

Of the Department of War, the Office of the Quartermaster General and the Office of the Chief of Engineers;

Of the Department of Justice, the Bureau of Prisons;

Of the Department of the Navy, the Bureau of Yards and Docks;

The Department of Labor;

The Post Office Department;

Of the independent agencies, the Veterans' Administration, the Office of Public Buildings and Public Parks of the National Capital, the District of Columbia, the Architect of the Capitol, and the Panama Canal.

(e) The term "construction" shall include also repairs and alterations, and the purchase of such materials, supplies, and equipment as may be necessary as a part of, or incident to, such construction, repairs, or alterations.

(f) The term "authorized construction" shall include those projects which have been specifically authorized by Congress, and those projects which do not require specific legislative authorization, such as repairs and alterations.

SEC. 3. *Creation of board.*—(a) There is hereby established a board to be known as the Federal Employment Stabilization Board, and to be composed of the Secretary of the Treasury, the Secretary of Commerce, the Secretary of Agriculture, and the Secretary of Labor. It shall be the duty of the board to advise the President from time to time of the trend of employment and business activity and of the existence or approach of periods of business depression and unemployment in the United States or in any substantial portion thereof; to cooperate with the construction agencies in formulating methods of advance planning; to make progress reports; and to perform the other functions assigned to it by this act.

(b) The board is authorized to appoint, in accordance with the civil-service laws, a director and such experts, and clerical and other assistants, and to make such expenditures (including expenditures for personal services and rent at the seat of Government and elsewhere, for law books, books of reference, and periodicals) as may be necessary for the administration of this act, and as may be provided for by the Congress from time to time. The compensation of the director and such experts and clerical and other assistants shall be fixed in accordance with the classification act of 1923, as amended. The director and his staff may be domiciled in and attached to one of the executive departments. There is hereby authorized to be appropriated annually such sum as may be necessary for the expenses of the board.

SEC. 4. *Basis of action.*—(a) In advising the President the board shall take into consideration the volume, based upon value, of contracts awarded for construction work in the United States, or in any substantial portion thereof, during any 3-month period in comparison with the corresponding 3-month period of 3 previous calendar years.

(b) The board may also take into consideration the index of employment prepared by the Department of Labor, and any other information concerning employment furnished the Department of Labor or by any other public or private agency, and any other facts which it may consider pertinent.

SEC. 5. *Emergency appropriation.*—Whenever, upon recommendation of the board, the President finds that there exists, or that within the 6 months next following there is likely to exist, in the United States or any substantial portion thereof, a period of business depression and unemployment, he is requested to transmit to the Congress by special message, at such time and from time to time thereafter, such supplemental estimates as he deems advisable for emergency appropriations, to be expended during such period upon authorized construction in order to aid in preventing unemployment and permit the Government to avail itself of the opportunity for speedy, efficient, and economical construction during any such period. Except as provided in this act, such supplemental estimates shall conform to the provisions of the Budget and Accounting Act, 1921.

SEC. 6. *Purposes.*—Such emergency appropriations are authorized and shall be expended only—

(a) For carrying out the provisions of the Federal Highway Act, as now or hereafter amended and supplemented;

(b) For the preservation and maintenance of existing river and harbor works, and for the prosecution of such projects heretofore and hereafter authorized as may be most desirable in the interest of commerce and navigation;

(c) For prosecuting flood-control projects heretofore or hereafter authorized; and

(d) For carrying into effect the provisions of the Public Buildings Act, approved May 25, 1926, as now or hereafter amended and supplemented, in respect of public buildings within and without the District of Columbia.

(e) For prosecuting such other construction as may now or hereafter be authorized by the Congress, and which is or may be included in the 6-year advance plans, as hereinafter provided.

SEC. 7. *Acceleration of work.*—For the purpose of aiding in the prevention of unemployment during periods of business depression and of permitting the Government to avail itself of opportunity for speedy, efficient, and economical construction during such periods the President may direct the construction agencies to accelerate during such periods, to such extent as is deemed practicable the prosecution of all authorized construction within their control.

SEC. 8. *Advance planning.*—(a) It is hereby declared to be the policy of Congress to arrange the construction of public works so far as practicable in such manner as will assist in the stabilization of industry and employment through the proper timing of such construction, and that to further this object there shall be advance planning, including preparation of detailed construction plans, of public works by the construction agencies and the board.

(b) Each head of a department or independent establishment having jurisdiction over one or more construction agencies shall direct each such construction agency to prepare a 6-year advance plan with estimates showing projects allotted to each year. Such estimates shall show separately the estimated cost of land, the estimated cost of new construction, and the estimated annual cost of operation and of repairs and alterations.

(c) Each construction agency shall also prepare a program for prompt commencement and carrying out of an expanded program at any time. This program shall include organization plans. It shall also include the plans for the acquisition of sites and the preparation of advance detailed construction plans for not less than 1 year in advance, except where in the judgment of the board this would not be practicable.

(d) Such programs, plans, and estimates for the 6-year period shall be submitted to the board and to the Director of the Bureau of the Budget. The Director of the Bureau of the Budget shall report to the President from time to time consolidated plans and estimates.

(e) Each construction agency shall keep its 6-year plan up to date by an annual revision of the plans and estimates for the unexpired years and by annually extending the plan and estimates for an additional year.

(f) The President is requested each year, before recommending the amount of construction appropriations for the next fiscal year to take into consideration the volume of construction in the United States, the state of employment, and the activity of general business.

(g) The board shall collect information concerning advance construction plans and estimates by States, municipalities, and other public and private agencies which may indicate the probable volume of construction within the United States or which may aid the construction agencies in formulating their advance plans.

Approved February 10, 1931.

[By the provisions of ch. 522 (46 U.S.Stat.L. 1564) an appropriation of \$90,000 is made to carry out the purposes of the Employment Stabilization Act of 1931.]

CHAPTER 218 (46 U.S.Stat.L. 1168).—*Department of Labor of Puerto Rico*

[The organic act of Puerto Rico was amended. A department of labor is created under the executive department. Sec. 18 (a) provides that the commissioner of labor shall have charge of such bureaus and branches of government as have been or shall be legally constituted to foster and promote the welfare of the wage earners of Puerto Rico.]

Approved February 18, 1931.

[For text of law creating department of labor see section under Puerto Rico, p. 108.]

CHAPTER 287 (46 U.S.Stat.L. 1415).—*Withholding pay, etc.*

SECTION 1. *Act forbidden, exceptions.*—From and after the passage of this act there shall be no withholding or confiscation of the earned pay, salary, or

emolument of any civil employee of the United States removed for cause: *Provided*, That if at the time of such removal any such employee is indebted to the United States any salary, pay, or emolument accruing to such employee coming within the provisions of this act shall be applied in whole or in part to the satisfaction of any claim or indebtedness due to the United States.

Approved February 24, 1931.

CHAPTER 411 (46 U.S.Stat.L. 1494).—*Employment on public buildings—Prevailing wage rate*

SECTION 1. *Wage rate*.—Every contract in excess of \$5,000 in amount, to which the United States or the District of Columbia is a party, which requires or involves the employment of laborers or mechanics in the construction, alteration, and/or repair of any public buildings of the United States or the District of Columbia within the geographical limits of the States of the Union or the District of Columbia, shall contain a provision to the effect that the rate of wage for all laborers and mechanics employed by the contractor or any sub-contractor on the public buildings covered by the contract shall be not less than the prevailing rate of wages for work of a similar nature in the city, town, village, or other civil division of the State in which the public buildings are located, or in the District of Columbia if the public buildings are located there, and a further provision that in case any dispute arises as to what are the prevailing rates of wages for work of a similar nature applicable to the contract which cannot be adjusted by the contracting officer, the matter shall be referred to the Secretary of Labor for determination and his decision thereon shall be conclusive on all parties to the contract: *Provided*, That in case of national emergency the President is authorized to suspend the provisions of this act.

SEC. 2. *Effective date*.—This act shall take effect 30 days after its passage, but shall not affect any contract then existing or any contract that may thereafter be entered into pursuant to invitations for bids that are outstanding at the time of the passage of this act.

Approved March 3, 1931.

SEVENTY-SECOND CONGRESS, FIRST SESSION, 1931-32

CHAPTER 90 (47 U.S.Stat.L. 70)—*Injunctions in labor disputes*

SECTION 1. *Jurisdiction of court*.—No court of the United States, as herein defined, shall have jurisdiction to issue any restraining order or temporary or permanent injunction in a case involving or growing out of a labor dispute, except in a strict conformity with the provisions of this act; nor shall any such restraining order or temporary or permanent injunction be issued contrary to the public policy declared in this act.

SEC. 2. *Declaration of policy*.—In the interpretation of this act and in determining the jurisdiction and authority of the courts of the United States, as such jurisdiction and authority are herein defined and limited, the public policy of the United States is hereby declared as follows:

Whereas under prevailing economic conditions, developed with the aid of governmental authority for owners of property to organize in the corporate and other forms of ownership association, the individual unorganized worker is commonly helpless to exercise actual liberty of contract and to protect his freedom of labor, and thereby to obtain acceptable terms and conditions of employment, wherefore, though he should be free to decline to associate with his fellows, it is necessary that he have full freedom of association, self-organization, and designation of representatives of his own choosing, to negotiate the terms and conditions of his employment, and that he shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection; therefore, the following definitions of, and limitations upon, the jurisdiction and authority of the courts of the United States are hereby enacted.

SEC. 3. *Antiunion contracts*.—Any undertaking or promise, such as is described in this section, or any other undertaking or promise in conflict with the public policy declared in section 2 of this act, is hereby declared to be contrary to the public policy of the United States, shall not be enforceable in any court of the

United States, and shall not afford any basis for the granting of legal or equitable relief by any such court, including specifically the following:

Every undertaking or promise hereafter made, whether written or oral, express or implied, constituting or contained in any contract or agreement of hiring or employment between any individual, firm, company, association, or corporation, and any employee or prospective employee of the same, whereby

(a) Either party to such contract or agreement undertakes or promises not to join, become, or remain a member of any labor organization or of any employer organization; or

(b) Either party to such contract or agreement undertakes or promises that he will withdraw from an employment relation in the event that he joins, becomes, or remains a member of any labor organization or of any employer organization.

SEC. 4. Restriction on injunctions.—No court of the United States shall have jurisdiction to issue any restraining order or temporary or permanent injunction in any case involving or growing out of any labor dispute to prohibit any person or persons participating or interested in such dispute (as these terms are herein defined) from doing, whether singly or in concert, any of the following acts:

(a) Ceasing or refusing to perform any work or to remain in any relation of employment;

(b) Becoming or remaining a member of any labor organization or of any employer organization, regardless of any such undertaking or promise as is described in section 3 of this act;

(c) Paying or giving to, or withholding from, any person participating or interested in such labor dispute, any strike or unemployment benefits or insurance, or other moneys or things of value;

(d) By all lawful means aiding any person participating or interested in any labor dispute who is being proceeded against in, or is prosecuting, any action or suit in any court of the United States or of any State;

(e) Giving publicity to the existence of, or the facts involved in, any labor dispute, whether by advertising, speaking, patrolling, or by any other method not involving fraud or violence;

(f) Assembling peaceably to act or to organize to act in promotion of their interests in a labor dispute;

(g) Advising or notifying any person of an intention to do any of the acts heretofore specified;

(h) Agreeing with other persons to do or not to do any of the acts heretofore specified; and

(i) Advising, urging, or otherwise causing or inducing without fraud or violence the acts heretofore specified, regardless of any such undertaking or promise as is described in section 3 of this act.

SEC. 5. Same; concerted action.—No court of the United States shall have jurisdiction to issue a restraining order or temporary or permanent injunction upon the ground that any of the persons participating or interested in a labor dispute constitute or are engaged in an unlawful combination or conspiracy because of the doing in concert of the acts enumerated in section 4 of this act.

SEC. 6. Responsibility for acts.—No officer or member of any association or organization, and no association or organization participating or interested in a labor dispute, shall be held responsible or liable in any court of the United States for the unlawful acts of individual officers, members, or agents, except upon clear proof of actual participation in, or actual authorization of, such acts, or of ratification of such acts after actual knowledge thereof.

SEC. 7. Notice and hearing.—No court of the United States shall have jurisdiction to issue a temporary or permanent injunction in any case involving or growing out of a labor dispute, as herein defined, except after hearing the testimony of witnesses in open court (with opportunity for cross-examination) in support of the allegations of a complaint made under oath, and testimony in opposition thereto, if offered, and except after findings of fact by the court, to the effect—

(a) That unlawful acts have been threatened and will be committed unless restrained or have been committed and will be continued unless restrained, but no injunction or temporary restraining order shall be issued on account of any threat or unlawful act excepting against the person or persons, association, or organization making the threat or committing the unlawful act or actually authorizing or ratifying the same after actual knowledge thereof;

(b) That substantial and irreparable injury to complainant's property will follow;

(c) That as to each item of relief granted greater injury will be inflicted upon complainant by the denial of relief than will be inflicted upon defendants by the granting of relief;

(d) That complainant has no adequate remedy at law; and

(e) That the public officers charged with the duty to protect complainant's property are unable or unwilling to furnish adequate protection.

Such hearing shall be held after due and personal notice thereof has been given, in such manner as the court shall direct, to all known persons against whom relief is sought, and also to the chief of those public officials of the county and city within which the unlawful acts have been threatened or committed charged with the duty to protect complainant's property: *Provided, however,* That if a complainant shall also allege that, unless a temporary restraining order shall be issued without notice, a substantial and irreparable injury to complainant's property will be unavoidable, such a temporary restraining order may be issued upon testimony under oath, sufficient, if sustained, to justify the court in issuing a temporary injunction upon a hearing after notice. Such a temporary restraining order shall be effective for no longer than 5 days and shall become void at the expiration of said 5 days. No temporary restraining order or temporary injunction shall be issued except on condition that complainant shall first file an undertaking with adequate security in an amount to be fixed by the court sufficient to recompense those enjoined for any loss, expense, or damage caused by the improvident or erroneous issuance of such order or injunction, including all reasonable costs (together with a reasonable attorney's fee) and expense of defense against the order or against the granting of any injunctive relief sought in the same proceeding and subsequently denied by the court.

The undertaking herein mentioned shall be understood to signify an agreement entered into by the complainant and the surety upon which a decree may be rendered in the same suit or proceeding against said complainant and surety, upon a hearing to assess damages of which hearing complainant and surety shall have reasonable notice, the said complainant and surety submitting themselves to the jurisdiction of the court for that purpose. But nothing herein contained shall deprive any party having a claim or cause of action under or upon such undertaking from electing to pursue his ordinary remedy by suit at law or in equity.

SEC. 8. Effort to settle disputes.—No restraining order or injunctive relief shall be granted to any complainant who has failed to comply with any obligation imposed by law which is involved in the labor dispute in question, or who has failed to make every reasonable effort to settle such dispute either by negotiation or with the aid of any available governmental machinery of mediation or voluntary arbitration.

SEC. 9. Issuance based on facts.—No restraining order or temporary or permanent injunction shall be granted in a case involving or growing out of a labor dispute, except on the basis of findings of fact made and filed by the court in the record of the case prior to the issuance of such restraining order or injunction; and every restraining order or injunction granted in a case involving or growing out of a labor dispute shall include only a prohibition of such specific act or acts as may be expressly complained of in the bill of complaint or petition filed in such case and as shall be expressly included in said findings of fact made and filed by the court as provided herein.

SEC. 10. Appeals, security for costs.—Whenever any court of the United States shall issue or deny any temporary injunction in a case involving or growing out of a labor dispute, the court shall, upon the request of any party to the proceedings and on his filing the usual bond for costs, forthwith certify as in ordinary cases the record of the case to the circuit court of appeals for its review. Upon the filing of such record in the circuit court of appeals, the appeal shall be heard and the temporary injunctive order affirmed, modified, or set aside with the greatest possible expedition, giving the proceedings precedence over all other matters except older matters of the same character.

SEC. 11. Jury trial.—In all cases arising under this act in which a person shall be charged with contempt in a court of the United States (as herein defined), the accused shall enjoy the right to a speedy and public trial by an impartial jury of the State and district wherein the contempt shall have been committed: *Provided,* That this right shall not apply to contempts committed in the presence of the court or so near thereto as to interfere directly with the

administration of justice or to apply to the misbehavior, misconduct, or disobedience of any officer of the court in respect to the writs, orders, or process of the court.

SEC. 12. *Removal of judge.*—The defendant in any proceeding for contempt of court may file with the court a demand for the retirement of the judge sitting in the proceeding, if the contempt arises from an attack upon the character or conduct of such judge and if the attack occurred elsewhere than in the presence of the court or so near thereto as to interfere directly with the administration of justice. Upon the filing of any such demand the judge shall thereupon proceed no further, but another judge shall be designated in the same manner as is provided by law. The demand shall be filed prior to the hearing in the contempt proceeding.

SEC. 13. *Definitions.*—When used in this act, and for the purposes of this act—(a) A case shall be held to involve or to grow out of a labor dispute when the case involves persons who are engaged in the same industry, trade, craft, or occupation; or have direct or indirect interests therein; or who are employees of the same employer; or who are members of the same or an affiliated organization of employers or employees; whether such dispute is (1) between one or more employers or associations of employers and one or more employees or associations of employees; (2) between one or more employers or associations of employers and one or more employers or associations of employers or (3) between one or more employees or associations of employees and one or more employers or associations of employees; or when the case involves any conflicting or competing interests in a "labor dispute" (as hereinafter defined) of "persons participating or interested" therein (as hereinafter defined).

(b) A person or association shall be held to be a person participating or interested in a labor dispute if relief is sought against him or it, and if he or it is engaged in the same industry, trade, craft, or occupation in which such dispute occurs, or has a direct or indirect interest therein, or is a member, officer, or agent of any association composed in whole or in part of employers or employees engaged in such industry, trade, craft, or occupations.

(c) The term "labor dispute" includes any controversy concerning terms or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms or conditions of employment, regardless of whether or not the disputants stand in the proximate relation of employer and employee.

(d) The term "court of the United States" means any court of the United States whose jurisdiction has been or may be conferred or defined or limited by act of Congress, including the courts of the District of Columbia.

SEC. 14. *Constitutionality.*—If any provision of this act or the application thereof to any person or circumstance is held unconstitutional or otherwise invalid, the remaining provisions of the act and the application of such provisions to other persons or circumstances shall not be affected thereby.

SEC. 15. *Repeal.*—All acts and parts of acts in conflict with the provisions of this act are hereby repealed.

Approved March 23, 1932.

CHAPTER 524 (47 U.S.Stat.L. 741).—*Labor organizations—Incorporation of national trade unions*

[This act repeals an act of June 29, 1886 (24 U.S.Stat.L. 86) providing for the incorporation of national trade unions.]

Approved July 22, 1932.

Cumulative Index

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Abandonment of employment. (See Contracts of employment.)				Accidents, reports and investigation of:			
Abandonment of locomotives, etc. (See Strikes of railroad employees.)				Alabama.....	133, 134, 143		
Absent voters, summary of laws as to.....	116-118	403	13, 14	Alaska.....	148		
		434	6	Arizona.....	154		
		470	13, 14	Arkansas.....	178		
		486	8	California.....	210, 216,		
		528	16	Colorado.....	218, 219		
		552	8	Connecticut.....	225, 228		
		590	31, 32	District of Columbia.....	259, 262, 263		
				Florida.....	287		
				Hawaii.....	292		
Accident insurance. (See Insurance of employees.)				Idaho.....	326, 327		
Accident, old age, etc., relief, summary of laws as to. (See Old-age pensions.)				Illinois.....	347, 353, 360		
Accident prevention, instruction as to:				Indiana.....	372, 379,		
California.....	217			Iowa.....	380, 384		
New Jersey.....	717	590	82	Kansas.....	413, 415,		
Ohio.....	845			Kentucky.....	416, 419		
(See also Safety museum.)				Louisiana.....	430, 432		
Accidents, provisions for:				Maine.....	450, 451	528	44
Alabama.....	135			Maryland.....	470		
Alaska.....	148			Massachusetts.....	531, 533		
Arizona.....	159			Michigan.....	550		
Arkansas.....	178			Minnesota.....	567, 568,		
California.....	203, 223			Mississippi.....	571, 572		
Colorado.....	225			Missouri.....	597		
Connecticut.....	268			Montana.....	615, 621, 625		
Illinois.....	361	403	24	Nevada.....	632, 640,		
Indiana.....	372			New Hampshire.....	642, 643		
Kansas.....	439			New Jersey.....	653, 657		
Kentucky.....	452, 455			New Mexico.....	666, 667		
Maryland.....	499			New York.....	687		
Massachusetts.....	519, 520			North Carolina.....	702, 711,	590	83
Michigan.....	541, 545,	470	35, 36	North Dakota.....	714, 729, 734		
Minnesota.....	557, 558			Ohio.....	738		
Missouri.....	626			North Carolina.....	775, 780		
Montana.....	641			North Dakota.....	790		
Nevada.....	666			Ohio.....	800		
New Hampshire.....	686			Oklahoma.....	815, 827, 830		
New Jersey.....	712, 717,			Oregon.....	863	528	69
New Mexico.....	737			Pennsylvania.....	878, 879		
New York.....	768			Puerto Rico.....	931, 933		
North Carolina.....	789			Rhode Island.....	961		
Ohio.....	826			South Carolina.....	974, 982		
Oklahoma.....	869	528	71	South Dakota.....	988		
Pennsylvania.....	931			Tennessee.....	1005		
Puerto Rico.....	960, 961	486	21	Utah.....	1016, 1017		
		528	81, 32	Vermont.....	1055, 1061,		
		552	22	Virginia.....	1062		
		552	25	Washington.....	1066		
South Carolina.....				West Virginia.....	1080, 1081		
Tennessee.....	1009, 1018			Wisconsin.....	1097, 1098		
Utah.....	1061			Wyoming.....	1110, 1112		
Virginia.....	1080				1152		
Washington.....	1100				1159, 1160,		
West Virginia.....	1112				1163		
Wisconsin.....	1152				74		
Wyoming.....	1160	528	95				
				United States.....			
				Advances made by employers. (See Employers' advances, etc.)			
				Aeronauts. (See Aviators.)			

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Age not ground for discharge:				Antitrust act, exclusions from:			
Colorado.....	230			California.....	196		
Age not ground for discrimination:				Colorado.....	226		
New Jersey.....		552	14	Iowa.....	423		
		590	83	Louisiana.....	461		
Age of employment. (See Children, etc.; Telegraph operators, etc.)				Michigan.....	553		
Aid societies. (See Benefit societies.)				Montana.....	649		
Airspace required in work-rooms:				New Hampshire.....	692		
Arizona.....	162			New Mexico.....	741		
Delaware.....	218			Virginia.....	1084		
Illinois.....	352			Wisconsin.....	1147		
Indiana.....	381			United States.....	1181, 1182		
Maryland.....	493			Antiunion contracts:			
Michigan.....	540, 541			Arizona.....	590	40	
Minnesota.....	585, 586			California.....	590	54	
New Jersey.....	701			Colorado.....	590	54	
New York.....	767, 769			New Jersey.....	590	85	
Pennsylvania.....	905, 923			Ohio.....	590	100	
Puerto Rico.....	966			Oregon.....	590	100	
Tennessee.....	1020			Wisconsin.....	528	92, 93	
Wisconsin.....	1146			United States.....	590	151	
(See also Inspection and regulation.)				Apprenticeship, summary of laws as to	3-7	403	3
Air tanks, inspection, etc., of:						470	2
California.....		528	23			528	3
Massachusetts.....	507					590	4
Alien contract labor:				Arbitration and mediation:			
Wyoming.....	1158			Alabama.....	141, 142		
United States.....	1174			Alaska.....	146-148		
(See also Coolie labor.)				Arizona.....		403	60
Alien laborers, employment of:				Arkansas.....	189		
Alaska.....	144			Colorado.....	248-253		
Michigan.....		590	75	Connecticut.....	267, 268		
Montana.....	633, 634			Georgia.....	307		
Alien laborers, protection of:				Idaho.....	316-322	528	40
Connecticut.....	257			Illinois.....	330-332, 336		
Hawaii.....	314			Indiana.....	386-388		
Pennsylvania.....	925			Iowa.....	417-419		
Utah.....	1062, 1063			Kansas.....	424, 425, 441		
Wyoming.....	1161, 1162			Louisiana.....	458-460		
Aliens, duty of employers as to taxes of. (See Liability of employers for taxes.)				Maine.....	478-480		
Aliens, etc., employment of, on public works:				Maryland.....	489, 490,		
Arizona.....	153, 155,	528	22	497, 498			
California.....	165	590	40	Massachusetts.....	524-526		
Hawaii.....	210, 211	590	46	Michigan.....	545-548		
Idaho.....	310	528	39, 40	Minnesota.....	589		
Idaho.....	316, 325			Missouri.....	610-612		
Massachusetts.....	511			Montana.....	634-636		
Nevada.....	677, 678			Nebraska.....	651		
New Jersey.....	699			Nevada.....	662-664		
New York.....	761	552	17, 18	New Hampshire.....	687-689		
Oregon.....	875			New Jersey.....	697		
Pennsylvania.....	933			New York.....	747		
Utah.....	1062			Ohio.....	819, 837, 838		
Wyoming.....	1166, 1167			Oklahoma.....	856, 857,		
(See also Chinese, employment of; Public works, preference of domestic materials, etc., on.)				Oregon.....	859, 860		
Anarchists, employment of, forbidden:				Pennsylvania.....	900-902		
New Mexico.....	739			Philadelphia Islands.....	915, 941, 942		
Antitrust act:				Puerto Rico.....	950	403	45
Texas.....	1034, 1035			South Carolina.....	962-965	470	53
Wisconsin.....	1147			Texas.....		590	115
United States.....	1181, 1182	403	58	South Dakota.....	996-999		
				Texas.....	1008		
				Utah.....	1023-1025,		
				Vermont.....	1044, 1045		
				Washington.....	1047, 1051,		
				West Virginia.....	1056, 1057		
				Wisconsin.....	1071, 1072		
				Wyoming.....	1095, 1096,		
				United States.....	1108		
				Wisconsin.....	1120		
				Wyoming.....	1127, 1144,		
				United States.....	1145		
				Wisconsin.....	1157		
				United States.....	1187-1191	434	20-28
				(See also Court of Industrial Relations.)			

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	No.	Page		Page	No.	Page	
Armed guards, hiring, summary of laws as to. (See Industrial police.)					Barbers, examination, etc., of, summary of laws as to.....	29-32	403	4	
Assignment of wages:						470	4		
Arkansas.....	175					486	3		
California.....	183					528	5, 6		
Connecticut.....	263	528	38			552	3		
Delaware.....	279					590	8, 9		
Georgia.....	301				Basements. (See Cellars, etc.)				
Illinois.....	359				Beauty parlor operators, examination, etc., of, summary of laws as to.....	34, 35	403	5	
Indiana.....	374, 410					434	3		
Iowa.....	419					470	4, 5		
Louisiana.....		486	13			486	4		
Maine.....	486					528	6, 7		
Maryland.....	496					590	9, 10		
Massachusetts.....	521				Benefit societies:				
Missouri.....	604				California.....		470	28	
New Hampshire.....	684				Massachusetts.....	532, 534			
New Jersey.....	706, 707				Michigan.....	555, 556			
New Mexico.....		528	62		New York.....	745			
New York.....	759				North Carolina.....		403	39	
North Carolina.....		470	49		Ohio.....	847, 848			
Ohio.....		528	68		Philippine Islands.....	946			
Pennsylvania.....	937				South Carolina.....	987, 994			
Tennessee.....	1012				Benefit societies, forced contributions for. (See Forced contributions.)				
Vermont.....	1066, 1070				Blacklisting:				
Washington.....	1091				Alabama.....	135, 136			
Wisconsin.....	1152				Arizona.....	153, 163			
Wyoming.....	1158, 1159, 1161				Arkansas.....	175			
(See also Payment of wages; Wage brokers.)					California.....	190	528	29, 30	
Assignments of claims to avoid exemption laws. (See Exemption of wages.)					Colorado.....	227			
Associations, cooperative, list of laws relating to.....	96-98	403	12		Connecticut.....	269, 270			
		434	6		Florida.....	232			
		470	11, 12		Illinois.....	338			
		486	8		Indiana.....	375			
		528	14		Iowa.....	422			
Attachment of wages:					Kansas.....	430			
Connecticut.....	268				Minnesota.....	569, 575			
Missouri.....	604				Missouri.....	604, 605			
Pennsylvania.....	913				Montana.....	639, 649			
Puerto Rico.....		486	21		Nevada.....	669			
Attorneys' fees in suits for wages. (See Suits for wages.)					New Mexico.....	736	403	36, 37	
Automobile mechanics, examination, etc., of, summary of laws as to.....	34				North Carolina.....	787, 788			
Aviation, commercial:					North Dakota.....	794			
United States.....		434	20		Oklahoma.....	866			
Aviators, examination, etc., of, summary of laws as to.....	33	403	4		Oregon.....	875			
		434	3		Puerto Rico.....		552	22	
		470	3		Texas.....	1033, 1034	528	86, 87	
		486	3		Utah.....	1047, 1060			
		528	4, 5		Virginia.....	1077			
		552	3		Washington.....	1091			
		590	6-8		Wisconsin.....	1154			
Badges, employees:					(See also Discharge, statement of cause of; Interference with employment, and cross references.)				
New York.....	778, 779				Boarding or commissary cars, taxation of:				
Badges, etc., of labor organizations. (See Labor organizations, etc.)					Mississippi.....	603			
Bakeries, summary of laws as to.....	87-89	403	10		Boilers, creating an unsafe amount of steam in. (See Negligence of employees.)				
		470	9		Boilers, entering under pressure:				
		486	6		Oklahoma.....	867, 868			
		528	11		Boilers, steam, inspection of. (See Inspection, etc.)				
		552	5		Bonds, contractors', list of laws relating to.....	59-61			
		590	17, 18						
Barber shops, summary of laws as to.....	32								

	Bulletin No. 370		Bulletin		Bulletin No. 370		Bulletin	
	Page	No.	Page	No.	Page	No.	Page	
Bonds of employees:								
Arizona.....	153, 154							
Arkansas.....	174							
California.....	213	470	24					
Florida.....	291	528	28, 29					
Georgia.....	307, 308							
Idaho.....	327							
Louisiana.....	472							
Mississippi.....	600							
Missouri.....	624							
New Mexico.....	737							
Oklahoma.....	857							
Virginia.....	1081							
West Virginia.....	1119							
Bonuses. (See Efficiency tests and bonuses.)								
Boycotting:								
Alabama.....	135, 136							
Colorado.....	227							
Connecticut.....	289							
Illinois.....	338							
Indiana.....	369, 370							
Kansas.....	370							
Texas.....	1034, 1035							
United States.....	1172, 1173							
<i>(See also Interference with employment, and cross references.)</i>								
Brakemen, sufficient number of, list of laws as to.	83, 84							
Brakes on railroad trains. (See Railroads, safety provisions, etc.)								
Bribery, etc., of employees:								
California.....	210							
Connecticut.....	256, 270, 271	470	30					
Florida.....	289							
Iowa.....	422, 423							
Louisiana.....	475, 476							
Maine.....	486, 487							
Maryland.....	502							
Massachusetts.....	535							
Michigan.....	554, 555							
Nebraska.....	660, 661							
Nevada.....	670, 671							
New Jersey.....	698, 726							
New York.....	775, 776	552	15, 16					
North Carolina.....	787							
Rhode Island.....	982, 983							
South Carolina.....	989, 990							
Virginia.....	1081, 1082							
Washington.....	1089							
Wisconsin.....	1155							
Bribery of representatives of labor organizations:								
Nevada.....	671							
New Jersey.....	710							
New York.....	775							
Virginia.....	1089							
Bridges over railroad tracks. (See Railroad tracks, etc.)								
Builders' tools, acceptance of, as pledges:								
California.....		403	18					
Buildings, protection of employees on. (See Protection of employees, etc.)								
Bureau of labor:								
Alaska.....	149							
Arkansas.....	167-169, 179							
California.....	181, 182, 192-194, 202, 211	403	18	470	25-27, 28			
		528	24, 25		48			
		590						
Bureau of labor—Contd.								
Colorado.....	231, 232							
Connecticut.....	256, 257							
Delaware.....	273, 274							
Georgia.....	305-307	403	21					
		590	58					
Hawaii.....	310, 311							
Idaho.....	316, 317	528	40					
Illinois.....	333-338	528	41					
Indiana.....	383, 384							
Iowa.....	413-415							
Kansas.....	434-437	528	43, 44					
Kentucky.....	448, 449, 455-457							
Louisiana.....	465							
Maine.....	480-482, 486	528	44					
Maryland.....	496-499							
Massachusetts.....	502, 503, 504, 505, 507-510, 524	470	34	528	47	552	10, 11	
Michigan.....	536, 537, 558, 559	403	30	528	49			
Minnesota.....	560-563, 580	403	31					
Missouri.....	608, 609	470	40-42	590	79			
Montana.....	627, 628, 641, 642							
Nebraska.....	653, 654	528	57					
Nevada.....	680, 681	403	32, 33	590	81			
New Hampshire.....	685, 687, 688							
New Jersey.....	699, 724-726	470	43	528	60, 61			
New Mexico.....		590	88					
New York.....	746-753	434	14, 15	470	44-47	528	65	
		552	15-17	590	95, 99			
North Carolina.....	791, 793							
North Dakota.....	794, 795, 803							
Ohio.....	813-815, 824, 839							
Oklahoma.....	856, 859, 869							
Oregon.....	880, 881, 890-897	470	51	528	75	590	103	
Pennsylvania.....	914, 915, 937-943	528	77, 80					
Philippine Islands.....	949-951							
Puerto Rico.....	953, 964, 966-968	403	44-46	552	23, 24	590	108, 116, 150	
Rhode Island.....	975, 976	403	48	486	21	528	83	
		552	25	590	116			
South Carolina.....	984-986, 992							
South Dakota.....	1004							
Tennessee.....	1021, 1022							
Texas.....	1026-1028, 1036	434	2					
Vermont.....	1067, 1068	590	125					
Virginia.....	1074-1076, 1081	486	23					
Washington.....	1089, 1090, 1106-1108	590	126					
West Virginia.....	1109, 1110							
Wyoming.....	1164-1166							
United States.....	1169-1172	470	59	552	27, 28			
<i>(See also Commission, industrial, etc.)</i>								

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	Page			Page	No.	Page	
Bureau of mines:					Children and women, etc.—Continued				
Alaska.....		470	18		Indiana.....	407			
Arizona.....	163				Maryland.....	499			
California.....		528	27, 28		Michigan.....		528	49	
Colorado.....	225				Montana.....	627			
Illinois.....	333, 336, 337				New Mexico.....	735			
Indiana.....	391-394				New York.....	753			
Kentucky.....	455	590	66		North Carolina.....	788, 790			
Louisiana.....	471				North Dakota.....	804			
Missouri.....	622	528	55		Ohio.....	827			
Nevada.....		528	58, 59		Oklahoma.....	857	528	70, 72	
New Mexico.....		470	44		Pennsylvania.....	922			
Oklahoma.....	868	528	70		Philippine Islands.....	951			
Pennsylvania.....	939, 940				Utah.....	1047, 1059			
Tennessee.....	1021, 1022				Virginia.....	1080			
Virginia.....	1080				Washington.....	1101			
West Virginia.....	1110	528	90, 91		West Virginia.....	1120			
Wyoming.....	1166				Wisconsin.....	1133			
United States.....	1169				Wyoming.....	1156, 1157			
(See also Mine regulations.)					(See also Children, employment of, in dangerous occupations.)				
Caissons, etc., work in, (See Compressed air, work in.)					Children and women, employment of. (See Women, married, earnings of; Minors, earnings of; Minimum wages; Women, wages of.)				
Camps, labor. (See Labor camps.)					Children, corporal punishment of, by employers, etc.:				
Candidates for office, protection of employees as. (See Protection, etc.)					Georgia.....	300			
Cannery inspector:					Children, earnings of, list of laws as to.....	65	486	5	
Delaware.....	279-281	470	37		Children, employed, certificates, registers, etc. (See Children, employment of, general provisions for.)				
Minnesota.....					Children, employed, schools for, summary of laws as to.....	10-15	403	3, 4	
Cause of discharge. (See Discharge, statement of cause of.)						470	528	2	
Cellars and basements, use of:						590	5		
California.....	191, 192				Children employed, seats for. (See Seats for employed children.)				
Michigan.....	542, 543				Children, employment of, age limit for. (See Children, employment of, general provisions for.)				
Minnesota.....	567, 582				Children, employment of, as messengers. (See Children, employment of, in street trades.)				
New York.....	769				Children, employment of, fraud in:				
Oklahoma.....	869				North Carolina.....	787			
Wisconsin.....	1146				Children, employment of, general provisions for:¹				
Chauffeurs, examination, etc., of, summary of laws as to.....	23-26	403	6		Alabama.....	133, 136, 137	590	37	
		434	3, 4		Alaska.....		528	21	
		470	5		Arizona.....	154-156, 164			
		486	4		Arkansas.....	171, 179			
		528	7		California.....	195, 221	403	17	
		552	4				528	23, 27,	
		590	10, 11					28	
Chauffeurs, protection of:					Colorado.....	233, 254, 255			
Illinois.....	358				Connecticut.....	256, 261,	403	20, 21	
Child labor amendment.....						264, 265,	470	30	
		434	7			267, 269,			
		470	17			271, 272			
		590	5		Delaware.....	276, 277, 283	590	56	
Child labor commission:					District of Columbia.....	284, 286	403	21	
Delaware.....	273, 274				Florida.....	290, 291,	486	10, 11	
Child welfare department:						295, 296			
Alabama.....	133								
Montana.....	627, 628								
North Carolina.....	788	590	119						
South Dakota.....	1007								
Childbearing women, employment of. (See Women, childbearing.)									
Children and women, employment of, in mines:									
Alabama.....	135								
Alaska.....	149								
Arizona.....	155								
Arkansas.....	178								
Colorado.....	224, 225								
Delaware.....	276								
District of Columbia.....		486	10, 11						
Idaho.....	316								
Illinois.....	360								

¹ Texts mostly abridged; for representative law in full, see Wisconsin.

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Children, employment of, etc.—Continued.				Children, employment of, in dangerous, mendicant, etc., occupations: ¹			
Georgia	300, 305, 308	403	21, 22	Alabama	136		
Hawaii	310, 313, 315			Arizona	155		
Idaho	317, 329			Arkansas	171		
Illinois	341, 351	528	40, 41	California	188, 221		
Indiana	378, 379, 391	528	41	Colorado	233		
Iowa	416, 419			Connecticut	261, 267, 269		
Kansas	434, 437-439			Delaware	274, 276, 277		
Kentucky	448-450			District of Columbia	284	486	10, 11
Louisiana	469-471, 476	434	10, 11	Florida	290, 294		
		552	10	Georgia	305		
		590	66	Idaho	317		
Maine	477, 482, 487, 488	470	33, 34	Illinois	338, 341	528	40, 41
		528	45	Indiana	365, 391		
		590	69, 70	Iowa	416		
Maryland	491, 496, 500	528	46	Kansas	431, 438		
		590	71, 72	Kentucky	450, 494		
Massachusetts	505, 510, 514-516	403	26	Louisiana	469, 471		
		590	72, 74	Maine	486		
Michigan	537, 538, 548, 549	403	29	Maryland	495, 500		
		470	35, 36	Massachusetts	515, 516		
		528	47, 49	Michigan	538, 550	528	47, 49
Minnesota	560, 564, 590	470	37, 38	Minnesota	564, 565, 575	528	51
		528	50-52	Missouri	605, 628	528	53
Mississippi	594, 602	552	11	Montana	639, 649		
Missouri	605, 625, 628	528	52-54	Nebraska	655		
		590	78	Nevada	665, 672		
Montana	627, 628, 639			New Hampshire	685	403	34
Nebraska	651, 653, 655	528	56	New Jersey	698, 699, 710	590	83
Nevada	665, 672, 677	470	43	New York	753, 754, 776	486	19
New Hampshire	690, 695, 696	403	34	North Carolina		590	98
New Jersey	699, 710, 722, 723, 733	486	17, 18	North Dakota	812		
				Ohio	853-855		
New Mexico	735, 740, 742	403	37	Oklahoma	857, 861	528	68
New York	743, 744, 753, 486	403	38	Oregon	887		
		486	19, 20	Pennsylvania	913		
		590	94	Philippine Islands	952		
North Carolina	756-758	470	49	Puerto Rico	968	403	47
	786, 788	590	49	Rhode Island	973, 974, 979	434	17
		590	94		590	590	118
North Dakota	794, 800, 806, 808, 811, 812			South Dakota	1006		
				Tennessee	1014		
Ohio	842, 843, 846, 853-855	403	41	Texas	1041	528	84-86
				Utah	1047		
				Vermont	1068	590	124
Oklahoma	857, 861	528	65, 69	Virginia	1085		
Oregon	884, 887, 902			Washington	1087, 1088		
Pennsylvania	906, 913, 914, 917	470	52	West Virginia	1119, 1126		
		528	76, 77	Wisconsin	1132, 1133		
		590	104	Wyoming	1155		
Philippine Islands	951, 952				1157, 1163		
Puerto Rico	953, 965, 966, 968, 969	403	47	Children, employment of, in street trades: ¹			
		590	114	Alabama	136		
Rhode Island	972, 973, 975, 977-979	403	48	Arizona	156		
		434	16, 17	California	221		
		486	22, 23	Connecticut	261		
		528	83	Delaware	277		
South Carolina	991, 994, 998, 999			District of Columbia	284	486	10, 11
				Florida	290		
South Dakota	1006, 1007	590	120	Georgia	305		
Tennessee	1010, 1014, 1015	403	48, 49	Iowa	416		
				Kentucky	450		
Texas	1039-1041	403	50, 51	Maryland	491, 500		
		528	84-86	Massachusetts	505, 515		
Utah	1047, 1048, 1059, 1061	528	87, 88	Minnesota	564, 690		
				Missouri		528	52, 53
Vermont	1068, 1069	590	123	New Hampshire	696		
Virginia	1084, 1085	486	23, 24	New Jersey	713		
Washington	1089, 1091			New York	743, 744	486	19
West Virginia	1119, 1120	470	57		753, 776		
Wisconsin	1122, 1131-1141	403	53, 54	North Carolina	788		
				Oklahoma	861		
Wyoming	1163	403	56	Pennsylvania	913		
(See also Children and women, etc.)				Puerto Rico	968		
				Rhode Island	975, 979	436	22

¹ Texts mostly abridged; for representative law in full, see Wisconsin.² Texts mostly abridged; for representative law in full, see Delaware and Wisconsin.

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Children, employment of, in street trades ¹ —Con.				Chinese exclusion, registration, etc.:			
South Carolina.....	994			Philippine Islands.....	944		
Utah.....	1048			United States.....	1174		
Virginia.....	1085			Chinese labor, products of, not to be bought by State officials:			
Wisconsin.....	1132, 1133 1138-1140			California.....	182		
Children, hiring out, to support parents in idleness:				Cigar factories, regulation of:			
Alabama.....	139			Maryland.....	492		
Georgia.....	304			Wisconsin.....	1146		
Louisiana.....	464			Citizens to be employed, (See Aliens, employment of.)			
Mississippi.....	598			Clearance cards. (See Service letters.)			
North Carolina.....	787			Coal mined within State, use of, in public buildings. (See Public works, preference of domestic materials, etc.)			
Texas.....	1033			Coal mines. (See Mines.)			
Virginia.....	1080			Coercion of employees in trading, etc.:			
Children, hours of labor of. (See Children, employment of, general provisions for; Hours of labor in general employments.)				Alaska.....	145		
Children, medical, etc., certificates for. (See Children, employment of, general provisions for.)				California.....	214		
Children, night work by. (See Children, employment of, general provisions for.)				Colorado.....	234, 235		
Children of widows, dependent parents, etc.:				Florida.....	294		
Arizona.....	154			Idaho.....	324		
Arkansas.....	179			Indiana.....	375		
California.....	195			Iowa.....	419		
Colorado.....	254			Kentucky.....	453		
Delaware.....	277			Louisiana.....	474		
District of Columbia.....	284			Massachusetts.....	511		
Florida.....	296			Michigan.....	552		
Georgia.....	306			Montana.....	649		
Idaho.....	329			Nevada.....	671, 678, 679		
Louisiana.....	476			New Jersey.....	706		
Michigan.....	549			New Mexico.....	737		
Minnesota.....	590			Ohio.....	851, 852		
Montana.....	628			Oregon.....	875		
Nebraska.....	653			Philippine Islands.....	949		
Nevada.....	665			Puerto Rico.....	956, 961		
New Jersey.....	723			Tennessee.....	1017		
New Mexico.....	740			Texas.....	1033, 1034		
Ohio.....	846			Utah.....	1063		
South Carolina.....	998			Washington.....	1096		
South Dakota.....	1006			West Virginia.....	1116, 1117		
Texas.....	1039, 1041	403	50	(See also Company stores.)			
Washington.....	1091	528	85	Coercion. (See Interference, etc.; Protection of employees, etc.)			
(See also Mothers' pensions.)				Collection of statistics. (See Bureau of labor.)			
Children, seats for. (See Seats for employed children.)				Collective bargaining:			
Children, vocational training for. (See Children, employed, schools for.)				Kansas.....	443		
Children, wages of. (See Minors, earnings of.)				Wisconsin.....	1147		
Children's Bureau:				Color blindness of railroad employees. (See Railroad employees, qualifications of.)			
United States.....	1171			Combination, right of. (See Conspiracy, labor agreements not; Protection of employees as members of labor organizations.)			
Chinese, employment of:				Commission, industrial, etc.:			
California.....	181, 196			Arizona.....		403	50-63
Montana.....	628			California.....	181, 182, 205-208, 214-219	470	20-22, 25-27
Nevada.....	666			Colorado.....	241-253		
Oregon.....	875			Idaho.....	328		
United States.....	1174, 1175						

¹ Texts mostly abridged; for representative law in full, see Wisconsin.

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	Page			Page	No.	Page	
Commission, industrial, etc.—Continued.					Conspiracy, labor agreements not:				
Illinois.....	333-338				California.....	190, 191			
Indiana.....	384, 385, 390				Colorado.....	226			
Kansas.....	440-447				Iowa.....	423			
Maryland.....	502, 503				Maryland.....	491			
Minnesota.....	587-589	528	51, 52		Minnesota.....	574			
Montana.....	630-633				Nevada.....	671			
Nebraska.....	651				New Hampshire.....	692			
New York.....	747-753	470	44-47		New Jersey.....	708			
			486	18	New York.....	776, 777			
Ohio.....	813-824				North Dakota.....	799			
Oregon.....	881-885				Oklahoma.....	865			
Pennsylvania.....	921, 922,				Pennsylvania.....	935			
	942, 943				Puerto Rico.....	955			
South Dakota.....	1004				Texas.....	1028			
Texas.....	1044, 1045				Utah.....	1057			
Utah.....	1049-1056				West Virginia.....	1111, 1112			
Washington.....	1098				Conspiracy. (See also Interference with employment, etc.)				
Wisconsin.....	1124-1130	590	127, 130		Contempt, regulation of:				
Commissioner of labor. (See Bureau of labor.)					New Jersey.....		403	36	
Commissions, investigative.....		403	14, 15		Continuation schools. (See Children, employed, schools for.)				
		470	16, 17		Contract labor, alien. (See Alien contract labor.)				
		486	9		Contract, share-cropping: Puerto Rico.....		590	114	
		528	18, 19		Contract work on public buildings and works:				
		552	8, 9		California.....	182			
		590	34-36		Contractors' bonds for the protection of wages, summary of laws requiring.....	59-61	403	8, 9	
Company doctors. (See Physicians, employment of.)					Contractors' debts, liability of stockholders for, list of laws determining.	62			
Company stores:					Contractors' general licensing, etc., summary of laws as to.....		403	6	
California.....	214				Contractors, liability of, for subcontractor's obligations:				
Colorado.....	234, 235				Nevada.....		590	82	
Connecticut.....	266, 267				Contractors, right of, to give bonds:				
Indiana.....	374, 375				Louisiana.....		434	11, 12	
Louisiana.....	474				Contracts of employees waiving right to damages:				
Maryland.....	400				Alabama.....	141			
New Jersey.....	706				Arizona.....	153			
New Mexico.....	737, 739				Arkansas.....	176			
New York.....	761				California.....	184			
Ohio.....	851, 852				Colorado.....	224			
Pennsylvania.....	909, 910				Florida.....	204			
Philippine Islands.....	949				Georgia.....	298, 299			
Virginia.....	1078				Indiana.....	372, 377, 378			
West Virginia.....	1116				Iowa.....	411, 412			
(See also Coercion of employees in trading; Payment of wages in scrip.)					Kansas.....	433			
Compressed-air tanks:					Maine.....	485			
California.....		528	23		Massachusetts.....	524			
Massachusetts.....	507				Michigan.....	544			
Compressed air, work in:					Minnesota.....	578			
California.....		528	23		Mississippi.....	597			
Maine.....		590	70		Missouri.....	606, 607			
New Jersey.....	717-719	528	59, 60		Montana.....	627, 644,			
New York.....	772-774	403	38			645, 650			
Pennsylvania.....	906-909				Nebraska.....	652			
Conciliation. (See Arbitration.)					Nevada.....	667			
Conspiracy against workmen:					New Mexico.....	735			
Alabama.....	135				New York.....	731			
Florida.....	295				North Carolina.....	736			
Georgia.....	303				North Dakota.....	796			
Hawaii.....	313				Ohio.....	847, 848			
Kansas.....	425, 426				Oklahoma.....	857			
Minnesota.....	574				Oregon.....	876, 877			
Mississippi.....	594, 595								
Nevada.....	668								
New York.....	776								
North Dakota.....	790								
Texas.....	1043								
Washington.....	1087								
(See also Interference with employment, and cross references.)									

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Contracts of employees waiving rights to damages—Continued.				Cotton bales, bands, ties, etc., of:			
Philippine Islands.....	947			Texas.....	1025, 1026		
South Carolina.....	984			Couplers, safety. (See			
Texas.....	1028, 1030			Railroads, safety provisions for.)			
Virginia.....	1031			Court of Industrial Relations:			
Wisconsin.....	1082			Kansas.....	440-447		
Wyoming.....	1156, 1158,			Credit unions, summary of laws as to.....	98, 99	403	12
United States.....	1163					470	12
(See also Liability of employers for injuries to employees.)	1178			Criminal syndicalism, summary of laws as to.....	107-109	434	6
Contracts of employment regulation, etc., of. (See Employment of labor.)				(See also Anarchists.)			
Contracts of employment, violations of, endangering life:				Damages, waiver of right to. (See Contracts of employees waiving right to damages.)			
Nevada.....	668			Dangerous, injurious, etc., employments:			
Washington.....	1088			Arizona.....	154-158		
Contracts of employment with intent to defraud. (See Employers' advances, repayment of.)				Colorado.....	228, 229		
Convict labor, summary of laws as to.....	118-129	403	14	Illinois.....	355		
		434	6, 7	Missouri.....	618		
		470	14, 16	New York.....	750, 760		
		486	8, 9	Ohio.....	843-845		
		528	17, 18	Pennsylvania.....	926-928		
		552	8	Wisconsin.....	1132		
		590	32-34	Days of rest for railroad employees:			
Convict labor, employment of, in mines:				Maryland.....	491		
Oklahoma.....	268			Massachusetts.....	533		
Coolie labor:				(See also Weekly day of rest.)			
California.....	181			Deaf, division for, in bureau of labor:			
United States.....	1174			Minnesota.....	563		
Cooperative associations, summary of laws as to.....	96-98	403	12	North Carolina.....	793		
		434	6	Death. (See Injuries causing death; Negligence, etc.)			
		470	11, 12	Deception in employment of labor. (See Employment of labor, deception in.)			
		486	8	Department of labor. (See Bureau of labor.)			
		528	14	Department of mines. (See Bureau of mines.)			
		552	7	Detectives, private:		403	54, 55
		590	26, 27	Wisconsin.....			
Core rooms, employment of women in:				Discharge, etc., of employees of public-service corporations:			
Massachusetts.....	514			Massachusetts.....	535		
Minnesota.....	581			Discharge, notice of intention to. (See Employment, termination of, notice of.)			
New York.....	754			Discharge of employees on account of age:			
Corn huskers, etc., guards on:				Colorado.....	230		
Michigan.....	554			Discharge, statement of cause of; hearings:			
Minnesota.....	567			California.....	209	528	30
Wisconsin.....	1148, 1149,			Florida.....	292, 293		
	1153			Indiana.....	375, 376		
Corporal punishment of minor employees:				Michigan.....	555		
Georgia.....	300			Missouri.....	623		
Corporations, liability of stockholders in, for wage debts, list of laws determining.....	62	470	8	Montana.....	639		
Corporations, pensions for employees of:				Nebraska.....	654, 655		
Pennsylvania.....	909			Nevada.....	673		
Corporations, profit sharing by. (See Profit sharing.)				Ohio.....	862, 863		
Corporations, restriction of powers of:							
Pennsylvania.....	909, 910						
Costs in suits for wages. (See Suits for wages.)							

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	Page			Page	No.	Page	
Discharge, statement of cause of; hearings—Con.					Elevators, inspection and regulation of—Contd.				
Oklahoma.....	865, 866				New York.....	763			
Oregon.....	876				Oklahoma.....	862			
Texas.....		528	86, 87		Pennsylvania.....	923	403	43	
Wisconsin.....	1154				Rhode Island.....	973, 980	528	81	
(See also Blacklisting; Employment of labor; Service letters.)					Texas.....		403	49	
Discharged employees, payment of wages due. (See Payment of wages due, etc.)					Washington.....	1093			
Discounting of wages. (See Wages, discounts, deductions, etc., from.)					West Virginia.....	1114			
Diseases, occupational. (See Occupational diseases.)					Wyoming.....	1165			
Docks, safety appliances at:					(See also Inspection, etc., of factories, etc.)				
New Jersey.....	716				Emigrant agents, summary of laws as to.....	36, 37	403	7	
Domestic products, preference of, for public use. (See Public works, preference of, etc.)							434	4	
Drinking water. (See Water for drinking, etc.)							470	6	
Drug clerks, hours of labor of. (See Hours of labor of drug clerks.)							486	4	
Dust, fumes, etc., provisions for. (See Factories and workrooms.)							523	8	
							552	4	
Earnings of married women, summary of laws as to. (See Women, married, earnings of.)					(See also Employment offices.)				
Earnings of minors, summary of laws as to. (See Minors, earnings of.)					Emigration of laborers: Puerto Rico.....	962			
Eating in workrooms. (See Food, taking into certain workrooms.)					Employees' bonds. (See Bonds of employees.)				
Educational needs, industrial, summary of laws as to.....	7-15				Employees, bribery, etc., of. (See Bribery of employees.)				
Efficiency tests and bonuses:					Employees' deposits, interest to be paid on:				
United States.....	1192	403	58		Louisiana.....	464			
Eight - hour - day. (See Hours of labor, miscellaneous headings.)					Maine.....	485			
Electric installations, subways, etc., construction and maintenance of, summary of laws as to.....	85-87				Employees' funds: Washington.....		470	56	
Electricians, examination, etc., of, summary of laws as to.....	34	470	5		Employees' representation: Massachusetts.....	531			
		590	11		New Jersey.....	731			
Elevator operators, examination, etc., of, summary of laws as to.....	35				Employers' advances, interest on: Louisiana.....	472			
Elevators, inspection and regulation of:					Employers' advances, repayment of: Alabama.....	138			
California.....	213				Arkansas.....	170			
Connecticut.....	258, 259				Florida.....	296			
Illinois.....	351				Georgia.....	304, 305			
Indiana.....	379				Michigan.....	548			
Iowa.....	423	403	25		Minnesota.....	576, 577			
Kansas.....	428				Mississippi.....	595			
Massachusetts.....	519				New Hampshire.....	692			
Minnesota.....	565, 566,				New Jersey.....		599	84	
	584, 585				New Mexico.....	736			
Nebraska.....	657				North Carolina.....	786			
New Jersey.....	710, 711,				North Dakota.....	800, 801			
	716, 726				Oregon.....	873, 874			
					Philippine Islands.....	947			
					Puerto Rico.....	961, 962			
					South Carolina.....	992			
					Virginia.....	1083	486	23	
					Washington.....	1105			
					Employers' certificates, forgery of: Georgia.....	304			
					Minnesota.....	575			
					Nevada.....	670			
					Washington.....	1088			
					Wisconsin.....	1153			
					Employers' liability. (See Liability of employers.)				
					Employers' liability insurance: Wisconsin.....	1152			
					Employers to furnish names of employees to officials of county, etc., summary of laws as to.....	104, 105			

	Bulletin No. 370		Bulletin		Bulletin No. 370		Bulletin	
	Page	No.	Page		Page	No.	Page	
Employment, abandonment of. (See Contracts of employment.)								
Employment agents. (See Employment offices.)								
Employment, discrimination in, forbidden:								
Indiana.....	381							
Massachusetts.....	513							
Employment, foremen, etc., accepting fees for furnishing:								
Alabama.....	139							
Arizona.....	156							
California.....	209							
Connecticut.....	266							
Florida.....	289							
Michigan.....	557							
Minnesota.....	575							
Montana.....	650							
Nevada.....	669, 670							
New Hampshire.....	687							
New Jersey.....	710							
Ohio.....	826							
Pennsylvania.....	925, 932							
Utah.....	1062, 1063							
Employment, notice of termination of. (See Employment, termination, of, etc.)								
Employment, obtaining, under false pretenses. (See Employers' advances, repayment of; Employers' certificates, forgery of.)								
Employment of children. (See Children, employment of.)								
Employment of labor by public-service corporations. (See Public service employments.)								
Employment of labor, deception, etc., in:								
Alaska.....	145							
Arizona.....	160							
California.....	188, 191	470	23					
Colorado.....	226, 227, 232, 233							
Florida.....	296							
Massachusetts.....	510							
Minnesota.....	575-577							
Montana.....	649							
Nevada.....	664, 670, 681							
New York.....	777, 778							
North Carolina.....	787							
Oklahoma.....	865							
Oregon.....	874, 898, 899							
Puerto Rico.....	957							
Tennessee.....	1011, 1012							
Utah.....	1065							
Wisconsin.....	1142	403	55					
(See also Employers' advances; Strike, notice of, in advertisements for laborers.)								
Employment of labor, general provisions:								
Arkansas.....	169, 170							
California.....	183-187							
Colorado.....	225, 226, 230							
Connecticut.....	265-267							
Florida.....	294							
Georgia.....	299, 301, 302							
Hawaii.....	312							
Idaho.....	323, 324							
Indiana.....	365, 381							
Kentucky.....	452							
Employment of labor, etc.—Continued.								
Louisiana.....	462-464, 473							
Massachusetts.....	513	403	28					
Michigan.....	536, 548, 557							
Missouri.....	623, 624							
Montana.....	645-648, 650							
Nevada.....	674-676							
New Jersey.....		552	14					
New York.....	746-774	434	15, 16					
North Carolina.....	789							
North Dakota.....	796-799							
Ohio.....	813							
Oklahoma.....	864-868							
Oregon.....	878, 879							
Pennsylvania.....	904							
Philippine Islands.....	948, 949, 951							
Puerto Rico.....	953, 956, 957	403	46					
		552	21					
South Carolina.....	988, 989							
South Dakota.....	1000-1002							
Utah.....	1047, 1062							
Washington.....	1105, 1106							
Wisconsin.....	1130, 1131	403	55					
Wyoming.....	1156							
United States.....	1181							
(See also Discharge, statement of cause of; Employers' advances; Employment, termination, of; Examination, etc.; Inspection, etc., of factories; Wages, etc.)								
Employment of labor on public works. (See Public works, labor on.)								
Employment of labor, relatives in public offices:								
Arizona.....		590	40					
Utah.....		590	122					
Employment of labor, stabilization of:								
United States.....		590	148					
Employment of women. (See Women, employment of.)								
Employment offices, free public:								
Arizona.....	163, 164	403	60					
Arkansas.....	179, 180							
California.....	210							
Colorado.....	235-237							
Connecticut.....	257, 258							
Delaware.....		528	38					
Georgia.....	306							
Idaho.....	322, 323							
Illinois.....	343, 344	590	58					
Indiana.....	388-390							
Iowa.....	416, 417							
Kansas.....	426, 446	528	43					
Kentucky.....		590	65					
Louisiana.....	476							
Maryland.....	497							
Massachusetts.....	523, 524							
Michigan.....	543	470	35					
		590	75					
Minnesota.....	562, 578, 579, 589							
Missouri.....	610	590	78					
Montana.....	642							
Nebraska.....	654							
Nevada.....	682, 683	528	57, 58					
New Hampshire.....	694, 695							
New Jersey.....	723-725							
New York.....	749, 778	552	16					
North Carolina.....	791-793							

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	Page			Page	No.	Page	
Employment offices, free public—Continued.					Employment offices, private—Continued.				
North Dakota.....	810, 811				(See also Emigrant agents.)				
Ohio.....	819, 824				Employment, prevention of. (See Interference with employment, and cross references.)				
Oklahoma.....	871				Employment, termination of, notice of:				
Pennsylvania.....	915-918, 942	590	107		Maine.....	483			
Philippine Islands.....	947, 948, 950, 951				Massachusetts.....	523			
Puerto Rico.....	969-971	552	21		New Jersey.....	702, 704			
Rhode Island.....	976, 977	552	25		Pennsylvania.....	937			
South Dakota.....	1004, 1008				Puerto Rico.....	956			
Utah.....	1051				Rhode Island.....	978	486	22, 23	
Vermont.....		590	124		South Carolina.....	994			
Virginia.....	1085, 1086				Wisconsin.....	1137			
West Virginia.....	1110	528	89, 90		(See also Discharge; Employment of labor, general provisions.)				
Wisconsin.....	1127	470	58		Engineers, examination, etc., of, summary of laws as to.....	21-23	403	7	
United States.....	1171	403	68				470	6	
Employment offices, private: ³							590	12	
Alaska.....	151	470	18		Engineers, illiterate, employment of, on railroads. (See Railroad employees, illiterate.)				
Arizona.....		403	60		Engineers, unlicensed, employment of:				
		590	41		Alabama.....	138, 139			
Arkansas.....	179	470	23, 24		Enlisted men, employment of, in civil pursuits:				
California.....	204, 205, 221	528	23		United States.....	1173			
		590	49, 50		Enticing employees, etc.:				
		528	37, 38		Alabama.....	137, 138			
Colorado.....	237				Arkansas.....	166, 169			
Connecticut.....	258				Florida.....	294			
District of Columbia.....	286, 287				Georgia.....	303			
Florida.....	289				Hawaii.....	312, 313			
Georgia.....	306, 307, 309				Kentucky.....	451			
Hawaii.....	312				Mississippi.....	594, 595	486	15	
Idaho.....	322, 323	590	58		North Carolina.....	787			
Illinois.....	344-347	470	32		South Carolina.....	993			
Indiana.....	372, 373	403	25		Tennessee.....	1011			
Iowa.....	417	528	42		Texas.....		528	86	
		590	64		United States.....	1191			
Kansas.....	426, 427	552	9, 10		(See also Interference, etc.)				
Kentucky.....	453	474	13, 14		Examination, etc., of miners, mine foremen, etc.:				
Louisiana.....	474				Alabama.....	134			
Maine.....	478				Alaska.....	150			
Maryland.....	502				Arkansas.....	178			
Massachusetts.....	506	552	10		Colorado.....	225			
Michigan.....	543, 544	403	28, 29		Illinois.....	336, 337, 360			
		528	50		Indiana.....	404-407			
		528	74		Iowa.....	419			
Minnesota.....	572	403	30, 31		Kansas.....	439			
		528	52		Kentucky.....	452			
Mississippi.....	598				Missouri.....	622			
Missouri.....	610				Montana.....	640, 641			
Montana.....	628, 643				North Dakota.....	804			
Nebraska.....	659, 660				Ohio.....	850			
Nevada.....	670, 676, 677	590	81		Oklahoma.....	868	528	70	
New Hampshire.....	686				Pennsylvania.....	981, 932, 938-941			
New Jersey.....	728, 729	486	17, 18		Tennessee.....	1009			
New York.....	744, 745	470	48		Utah.....	1061			
		528	62		Virginia.....	1080			
North Carolina.....		403	39		Washington.....	1100			
		528	65, 66		West Virginia.....	1112			
Ohio.....	825, 826				Wyoming.....	1160			
Oklahoma.....	871, 872								
Oregon.....	888	403	42						
		528	73-75						
Pennsylvania.....	911	528	79, 80						
Philippine Islands.....	948, 949								
Rhode Island.....	972								
South Dakota.....	1007, 1008								
Tennessee.....	1009, 1010	403	49						
Texas.....	1045, 1046								
Utah.....	1048, 1049								
Virginia.....	1076								
Washington.....	1088	470	54						
West Virginia.....	1118	528	89, 90						
Wisconsin.....	1145, 1146	403	55, 56						
Wyoming.....	1166								

³ Texts mostly abridged; for representative law in full, see Illinois.⁴ Texts mostly abridged; for representative law in full, see Indiana.

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Examination, etc., of workmen, summary of laws as to.....	19-35	403	4-7	Exemption of wages from execution, etc.—Contd.			
		434	3, 4	Tennessee.....	1011		
		470	3-6	Texas.....	1023, 1025,		
		486	3, 4	Utah.....	1026		
		528	4-8	Vermont.....	1062		
		552	3, 4	Virginia.....	1066		
		590	6-13	Washington.....	1083	486	23
Examination, etc., of railroad employees. (See Railroad employees, qualifications of.)				West Virginia.....	1087	470	54
Examination, etc., of street railway employees. (See Street railways, employees on.)				Wisconsin.....	1118		
Execution, exemption from. (See Exemption, etc.)				Wyoming.....	1152, 1153	470	58
Executions in suits for wages. (See Suits for wages.)				United States.....	1158, 1161		
Exemption of mechanics, etc., from license tax, summary of laws as to.....	35, 36			Explosives, storage, manufacture, etc., of:			
Exemptions of pensions from executors, etc.:				Massachusetts.....	519		
Georgia.....		590	57	Missouri.....	616		
Exemption of wages from execution, etc.:				Montana.....	630		
Alabama.....	142, 143			New Jersey.....	701, 728	403	35
Alaska.....	144			New York.....	774	552	16
Arizona.....	153, 159			Ohio.....	828		
Arkansas.....	167			Explosives, use of, in mines. (See Mine regulations.)			
California.....	187	470	19	Extortion:			
Colorado.....	253			Illinois.....	364		
Connecticut.....	268			Minnesota.....	575		
District of Columbia.....	284			Montana.....	650		
Florida.....	290			(See also Interference, etc., intimidation.)			
Georgia.....	302, 304			Factories, accidents in. (See Accidents, etc.)			
Hawaii.....	312			Factories and workrooms, ventilation, sanitation, etc., of. (See Air space; Inspection and regulation.)			
Idaho.....	328			Factories, eating, etc., in. (See Food, taking into certain workrooms.)			
Illinois.....	359	403	23	Factories, fire escapes on. (See Fire escapes, etc.)			
		590	61, 62	Factories, plants, etc., establishment by State, summary of laws as to.....	99, 100		
Indiana.....	365, 366	403	24	Factories, etc., registration of:			
Iowa.....	420			California.....	202, 203		
Kansas.....	426, 432			Kentucky.....	487		
Kentucky.....	451			Maryland.....	492		
Louisiana.....	464	486	13	Mississippi.....	601, 602		
		590	69	New York.....	763	403	35
Maine.....	485, 486			New Jersey.....	763	486	16
Maryland.....	490	528	46	Wisconsin.....	1142, 1148		
Massachusetts.....	534			Factories, smoking in. (See Smoking, etc.)			
Michigan.....	553			Factory inspectors. (See Inspectors, factory.)			
Minnesota.....	574	403	31	Factory regulation. (See inspection and regulation of factories, etc.)			
Mississippi.....	596	590	78	Fellow servant, negligent, to be named in verdict:			
Missouri.....	604			Minnesota.....	574		
Montana.....	648			Fellow servants. (See Liability of employers for injuries to employees.)			
Nebraska.....	680	403	32	Female employees. (See Women, employment of.)			
Nevada.....	667			Female employees, seats for. (See Seats for female employees.)			
New Hampshire.....	684						
New Jersey.....	697, 724						
New Mexico.....	736, 737						
New York.....	764						
North Carolina.....	790	403	39				
North Dakota.....	799						
Ohio.....	849, 851	403	41, 42				
Oklahoma.....	858, 859,						
	869						
Oregon.....	873						
Pennsylvania.....	904, 911,						
	912						
Puerto Rico.....	957						
Rhode Island.....	982	590	118				
South Carolina.....	989						
South Dakota.....	1002	470	53				

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Fire escapes on factories, etc.:							
Alabama.....	138						
Colorado.....	240	528	35, 36				
Connecticut.....	261, 262						
Delaware.....	278						
District of Columbia.....	285, 286						
Georgia.....	300, 301, 304						
Idaho.....	327						
Illinois.....	352, 359						
Indiana.....	366, 367						
Iowa.....	421, 422						
Kansas.....	428						
Kentucky.....	451, 452						
Louisiana.....	474, 475	434	12				
Maine.....	478						
Massachusetts.....	506, 507						
Michigan.....	538						
Minnesota.....	566, 567						
Missouri.....	616, 625						
Montana.....	629						
Nebraska.....	657						
New Hampshire.....	691	403	34				
New Jersey.....	712, 713						
New York.....	764						
North Carolina.....	788, 789	470	49				
North Dakota.....	795						
Ohio.....	834, 840						
Oklahoma.....	863, 869						
Oregon.....		403	43				
Pennsylvania.....	905, 912, 913, 924	470	52				
Rhode Island.....	980						
South Dakota.....	1003						
Tennessee.....	1014, 1020						
Texas.....	1038, 1039						
Vermont.....	1073						
Virginia.....	1080	552	25				
West Virginia.....	1114, 1115, 1117						
Wisconsin.....	1126, 1127						
Wyoming.....	1163, 1164						
(See also Inspection and regulation of factories and workshops.)							
Fire marshal:							
Hawaii.....	314						
Oregon.....	903						
Pennsylvania.....	922						
Fire, safeguards against, in factories. (See Inspection and regulation of factories, etc.)							
Firemen, stationary, examination, etc., of, summary of laws as to	21, 22	403	7				
First-aid provisions. (See Accidents, provisions for.)							
Food products, manufacture of, summary of laws as to	87-89						
Food, taking into certain workrooms:							
Delaware.....	281						
Illinois.....	351, 356						
Minnesota.....	586						
Missouri.....	619						
New Jersey.....	721						
New York.....	760						
Ohio.....	844						
Pennsylvania.....	927						
West Virginia.....	1114						
Forced contributions from employees:							
Indiana.....	366						
Louisiana.....	474	486	12, 13				
Maryland.....	490						
Michigan.....	553, 554						
Nevada.....	665						
Forced contributions from employees—Continued.							
New Jersey.....	707						
New York.....	772						
Ohio.....	847, 848						
Oregon.....	873						
Utah.....	1048						
(See also Employees' funds.)							
Foremen, etc., accepting fees for furnishing employment. (See Employment, foreman, etc., accepting fees for furnishing.)							
Funds, employees' (See Employees' funds.)							
Garnishment, exemption of wages from. (See Exemption of wages from execution, etc.)							
Garnishment of wages:							
Alabama.....	143						
Arizona.....		528	21				
Arkansas.....	167						
Colorado.....		470	29				
Delaware.....	279						
Hawaii.....	313, 314	403	22				
Indiana.....		403	24				
Louisiana.....		470	31				
Michigan.....		486	13				
Missouri.....		590	69				
Nebraska.....		403	31				
New Jersey.....		604					
New Mexico.....		734	32				
North Dakota.....		739					
Oregon.....		873	67				
Rhode Island.....		590	119				
Tennessee.....		1021					
Utah.....		1062					
Virginia.....		1083	23				
Wisconsin.....		1153	470	87			
Wyoming.....		1161					
Government printing offices. (See Public printing, etc.)							
Groceries, employees in: New York	780						
Group insurance. (See Insurance of employees.)							
Guards, armed, summary of laws as to	111, 112	403	13				
		470	12, 13				
		486	8				
(See also Industrial police.)							
Guards for dangerous machinery, etc. (See Inspection and regulation of factories and workshops.)							
Hatch tenders:							
California.....	188, 189						
Headlights on locomotives, summary of laws as to	74-81						
Highways, hours of labor on, summary of laws fixing	104						
Hiring. (See Employment of labor.)							
Hoisting-machine operators, examination, etc., of, summary of laws as to	35	470	5				
		528	7				

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Holiday labor:							
Massachusetts.....	513						
New Hampshire.....	690						
Holidays in the different States and Territories, list of. (See Legal holi- days.)							
Horseshoers, examination, etc., of, summary of laws as to.	19-21	403	6				
Hospital fees. (See Forced contributions, etc.)							
Hospitals and hospital funds, administration, etc., of:							
Arizona.....		528	21				
Arkansas.....	173						
California.....	212, 213						
New Mexico.....	737, 738						
Oklahoma.....	870						
Oregon.....	878, 898						
Pennsylvania.....	932, 937						
Utah.....		590	122				
West Virginia.....	1117						
Wyoming.....	1157						
United States.....	1187						
<i>(See also Forced contribu- tions.)</i>							
Hours of labor in general employments:							
Arizona.....	154, 155						
Arkansas.....	170						
California.....	183						
Connecticut.....	265						
Florida.....	290						
Georgia.....	300						
Idaho.....	326						
Illinois.....	339						
Indiana.....	373						
Maine.....	486						
Maryland.....	499						
Michigan.....	549						
Minnesota.....	563						
Mississippi.....	599, 600						
Missouri.....	612						
Montana.....	628, 647						
New Hampshire.....	684	528	59				
New York.....	754-759, 778, 780,	552	18, 19				
North Carolina.....	789						
Ohio.....	813, 819, 840						
Oregon.....	886, 887						
Pennsylvania.....		528	77, 79				
Puerto Rico.....	957, 958	403	45, 46				
Rhode Island.....	977, 978	486	22, 23				
South Carolina.....	990, 991						
Wisconsin.....	1141						
Hours of labor of bus drivers:							
Alabama.....		590	37				
Arizona.....		590	44				
Georgia.....		590	58				
Iowa.....		590	63				
Mississippi.....		590	78				
Nebraska.....		590	80				
New York.....		590	94				
Hours of labor of children and women. (See Child- ren, etc.)							
Hours of labor of deck of- ficers:							
United States.....	1176						
Hours of labor of drug clerks:							
California.....	194, 195	403	18, 19				
New York.....	780						
Hours of labor of employ- ees in brickyards:							
New York.....	755						
Hours of labor of employ- ees in compressed air:							
New Jersey.....	719						
New York.....	773, 774						
Pennsylvania.....	908						
Hours of labor of employ- ees in electric plants:							
Arizona.....	154						
Hours of labor of employ- ees in groceries:							
New York.....	780						
Hours of labor of employ- ees in mines, smelters, etc.:							
Alaska.....	148						
Arizona.....	155, 161, 162						
California.....	201						
Colorado.....	224, 228						
Idaho.....	325						
Kansas.....	439						
Maryland.....	501						
Missouri.....	612, 621						
Montana.....	627, 637	528	55, 56				
Nevada.....	665, 668	470	42, 43				
North Dakota.....	804						
Oklahoma.....	857, 868	528	72				
Oregon.....	887						
Utah.....	1047, 1059						
Washington.....	1092						
Wyoming.....	1156, 1159	590	148				
Hours of labor of employ- ees in plaster and ce- ment mills:							
Colorado.....				470		29	
Nevada.....				668			
Hours of labor of employ- ees on railroads:							
United States.....	1179-1181						
Summary of State laws as to.....	82, 83						
Hours of labor of employ- ees on street railways:							
California.....	183	590	44				
Louisiana.....	462						
Maryland.....		470	34				
Massachusetts.....	533						
New Jersey.....	709						
New York.....	754, 755						
Pennsylvania.....	910						
Rhode Island.....	981, 982						
South Carolina.....	991, 992, 996						
Washington.....	1092						
Hours of labor of seamen:							
United States.....	1176						
Hours of labor of telegraph operators. (See Hours of labor of employees on railroads.)							
Hours of labor of telephone operators:							
Montana.....	637						
Hours of labor of women. (See Women, etc.)							
Hours of labor on public roads, summary of laws as to.....				104			
Hours of labor on public works:							
Alaska.....	144						
Arizona.....	152, 154						
California.....	181, 189, 190	470,	22, 23, 528, 30, 31, 590	52			
Colorado.....	228						
Delaware.....	274						
District of Columbia.....	284, 287						
Hawaii.....	310						
Idaho.....	316, 325						

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	Page			Page	No.	Page	
Hours of labor on public works—Continued.					Industrial relations, department of—Contd.				
Indiana.....	373				Georgia.....		590		57
Kansas.....	427	403	26		Ohio.....	813-815			
Kentucky.....	452	590	63		Industrial welfare commissioners, etc.:				
Maryland.....	501, 502				Arkansas.....	172, 173			
Massachusetts.....	511, 512	434	15		California.....	205-208	470	20-22	
Minnesota.....	563, 564, 580						528	26, 27	
Montana.....	627, 638	528	55, 56		Kansas.....	447			
Nevada.....	669, 678				Oregon.....	881-885	590		108
New Jersey.....	717	590	84, 85		Injunctions:				
New Mexico.....	735				Illinois.....		403		23
New York.....	760, 761	590	93		Kansas.....	431, 432			
Ohio.....	813				Minnesota.....	579	528		52
Oklahoma.....	857, 864				Montana.....	648			
Oregon.....	887, 888	528	72, 73, 75, 76, 90		New Jersey.....		434		14
		590	102		North Dakota.....	805			
Pennsylvania.....	933				Oregon.....	899, 900			
Puerto Rico.....	953, 959, 969	403	46		Pennsylvania.....		590		105
Texas.....	1037, 1038				Utah.....	1057-1059			
Utah.....	1047, 1059				Washington.....	1104			
Washington.....	1091, 1092				Wisconsin.....	1147	590		130
West Virginia.....	1117				United States.....	1172, 1173	590		151
Wisconsin.....	1141, 1142	528	93, 94		Injuries causing death, right of action for, summary of laws as to.....	89-91	403	10	
Wyoming.....	1156, 1162	590	148				434	5	
United States.....	1183, 1184						470	9	
							590	18	
Illiterate employees on railroads. (See Railroad employees, illiterate.)					Injuries to employees. (See Liability of employers.)				
Immigration:					Inspection and regulation of bakeries, etc., summary of laws as to.....	87-89	403	10	
United States.....	1174						470	9	
Immigration, etc., bureau of:							486	6	
California.....	181, 182				Inspection and regulation of barber shops, summary of laws as to.....	29-32			
Hawaii.....	310, 311, 314				Inspection and regulation of factories and work-shops:				
Idaho.....	316-318				Alabama.....	136-138			
Illinois.....	333, 338				Alaska.....	149, 150			
South Dakota.....	1007				Arizona.....	162, 164, 165	403		60
Importing workmen from outside the State:					Arkansas.....	167-169, 173			
Oregon.....	898				California.....	191, 192, 202, 203, 213-219, 222, 223	470	20	
Inclosed platforms. (See Protection of employees on street railways.)						222, 223	590	47, 48	
Incorporation of labor organizations, etc. (See Labor organizations, etc.)					Colorado.....	232, 238-241, 244-246	528	32-36	
Industrial commission. (See Commission, industrial, etc.)					Connecticut.....	258-262, 268, 271	403	20	
Industrial diseases. (See Occupational diseases.)					Delaware.....	273, 278-282	470	29, 30	
Industrial education, summary of laws as to.....	7-10	403	3, 4		District of Columbia.....	285, 286			
Industrial home work. (See Sweating system.)					Florida.....	290, 291			
Industrial police, summary of laws as to.....	109-112	403	13		Georgia.....	300, 304, 308, 309			
		434	6			314			
		470	12, 13		Hawaii.....	317, 327, 328			
		486	8		Idaho.....				
		528	16		Illinois.....	341-343, 347, 348, 350-359	590		61
		590	31		Indiana.....	366, 367, 379, 383, 388, 392, 393			
Industrial rehabilitation. (See Rehabilitation of injured persons.)					Iowa.....	413-416, 420-423			
Industrial Relations, Court of:					Kansas.....	428, 429, 435-437	403	25	
Kansas.....	440-447	403	26				470	33	
Industrial relations, department of:							528	43, 44	
California.....		528	23, 24, 32		Kentucky.....	450-452	486	11, 12	
		590	48, 50, 51		Louisiana.....	462, 472-475	434		12
					Maine.....	478, 481, 482			

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	Page			Page	No.	Page	
Inspection and regulation of factories and work-shops—Continued.					Inspection and regulation of factories and work-shops—Continued.				
Maryland.....	492-495				West Virginia.....	1110, 1113-1115, 1119	528	91, 92	
Massachusetts.....	506, 507, 513, 514, 517-520	434	13		Wisconsin.....	1123-1130, 1132, 1133, 1146, 1148, 1149	528, 590	92, 126, 127	
Michigan.....	538-543	403	29		Wyoming.....	1163-1166			
Minnesota.....	564-567, 576, 580-582, 584-587, 590	470	37		(See also Cellars and basements, use of; Compressed air; Explosives; Fire escapes; Inspection, etc., of bakeries; Inspectors, factory; Laundries; Seats for female employees; Sweating system; Toilet rooms.)				
Mississippi.....	601-603				Inspection of locomotives, etc., summary of laws as to.....	69-81	403	9, 10	
Missouri.....	613-621, 625				Inspection, etc., of mercantile establishments: New Hampshire.....	692-694			
Montana.....	629-633	590	79		New Jersey.....	710, 711			
Nebraska.....	655-657	528	56, 57		New York.....	750, 771, 772			
Nevada.....	668, 671, 674-676, 681	403	32, 33		Inspection, etc., of mines. (See Mine regulations.)				
New Hampshire.....	686, 691-694	403	34		Inspection of railroads, railroad equipment, etc., summary of laws as to.....	69-81	403	9, 10	
New Jersey.....	699-703, 712, 713, 716, 719-722, 724, 725, 728, 730, 733	403, 486, 552	35, 36, 16, 14		Inspection of steam boilers:				
New Mexico.....	739				Arkansas.....		470	19	
New York.....	750, 751, 759, 760, 763-772	403, 470, 486, 528, 552	39, 49, 20, 21, 65, 14, 16, 17, 19, 91, 92, 93		California.....		528	22	
North Carolina.....	788-790	470	49		Colorado.....	253	470	28	
North Dakota.....	795, 796, 803				Connecticut.....	262	590	69	
Ohio.....	817-820, 824, 825, 828-835, 840, 843-845	590	99		Delaware.....	283	434	13	
Oklahoma.....	861-864, 869	403	43		Indiana.....	385, 386			
Oregon.....	888-897, 903	528	76		Iowa.....	422			
Pennsylvania.....	905, 912, 913, 918-928	403, 470, 528	43, 44, 52, 77, 80, 81		Maine.....	477, 478	590	69	
Philippine Islands.....	950				Massachusetts.....	507	434	13	
Puerto Rico.....	960, 961, 966, 967	486, 528, 552, 590	21, 81, 82, 22, 116, 117		Michigan.....	543			
Rhode Island.....	973-975, 977, 980, 981	403, 434, 528, 552, 590	48, 16, 82, 83, 24, 25, 116, 117, 119		Minnesota.....	589			
South Carolina.....	986, 995	528	83		Missouri.....	621			
South Dakota.....	1003, 1004, 1006, 1007				Montana.....	629, 633			
Tennessee.....	1013-1016, 1019-1021				New York.....	760, 774, 775, 781, 782	470	44	
Texas.....	1027, 1041, 1042	403	49		Ohio.....	836			
Utah.....	1050-1052				Oklahoma.....	867, 868, 872	528	80, 81	
Vermont.....	1069, 1070, 1072, 1073	590	125		Pennsylvania.....	924	403	48	
Virginia.....	1078-1080, 1083, 1084	552, 590	25, 125		Rhode Island.....	978, 979	434, 486, 552	21, 22, 24	
Washington.....	1087, 1088, 1093-1095, 1101-1104	590	126		West Virginia.....	1115			
					Wisconsin.....	1127, 1128, 1130			
					(See also Inspection of locomotives.)				
					Inspection of steam boilers in mines. (See Mine regulations.)				
					Inspection of steam vessels:				
					Idaho.....		470	31	
					Indiana.....	384			
					Maine.....	488			
					Montana.....	643			
					New Hampshire.....	690			
					New York.....	774, 775			
					Washington.....	1098			
					United States.....	1175			

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Inspectors, factory, etc.:							
Alabama	136						
Alaska	149, 150						
Arkansas	171, 172						
Colorado	239-241	528	36				
Connecticut	258, 259, 264, 271	403, 470	20, 29				
Delaware	270-282						
District of Columbia	288						
Florida	291						
Georgia	308, 309						
Illinois	335, 347, 348, 357						
Indiana	381, 382, 385, 392						
Iowa	414, 415						
Kansas	434-436	528	44				
Kentucky	450, 455, 456						
Louisiana	465, 470, 471						
Maine	478, 481	528	45				
Maryland	494, 500						
Massachusetts	504, 505, 510, 518						
Michigan	539, 540, 542						
Minnesota	560, 561						
Mississippi	601	434, 552	13, 11				
Missouri	613-615						
Montana	632, 633						
Nebraska	653, 654						
Nevada	681						
New Hampshire	692, 694						
New Jersey	726, 727						
New Mexico	727, 739						
New York	748, 749	528	65				
North Dakota	803						
Ohio	828, 829, 842, 843						
Oklahoma	861, 862	528	69				
Oregon	881, 882, 884, 893	403	42				
Pennsylvania	921, 941						
Philippine Islands	950						
Puerto Rico	967, 968						
Rhode Island	973, 974, 980	528, 552	82, 83, 24, 25				
South Carolina	986, 992						
South Dakota	1007						
Tennessee	1019-1021						
Texas	1042						
Utah	1050						
Vermont	1068, 1069						
Virginia	1075, 1076, 1080						
Washington	1093, 1103, 1104, 1107						
West Virginia	1110, 1119						
Wisconsin	1125, 1126, 1129, 1130	528	90				
<i>(See also Fire marshal.)</i>							
Insurance of employees:							
California		528	25, 26				
Colorado		528	37				
Connecticut		590	56				
Florida	291						
Iowa		528	42, 43				
Louisiana	474						
Massachusetts	532	486, 528	14, 15, 46, 47				
Michigan	552, 555, 556	403, 528	29, 30, 48				
Minnesota	584						
Mississippi		552	11				
New Jersey	733, 734	403	17				
New York	745, 772	403	38				
North Carolina		528, 403	63, 64, 39				
		590	98				
Insurance of employees—Continued							
Ohio		849					
Pennsylvania		528, 590	78, 79, 104, 107				
South Carolina		987, 995					
South Dakota		1004					
Texas			590, 434				121, 17, 18
Virginia			470, 528				54-56, 88
Washington			528, 590				93, 94, 127
Wisconsin		1152					
Insurance, unemployment:							
Michigan		555, 556					
Wisconsin			590				135-147
Intelligence offices. (See Employment offices.)							
Intemperate employees, summary of laws as to.		105-107					
Interference with employment, intimidation, etc.:							
Alabama	135, 137, 138						
Arkansas	166						
Colorado	227						
Connecticut	269						
Delaware	278						
Florida	295						
Georgia	303						
Hawaii	312, 313, 315						
Idaho			403				13
Illinois	338, 339, 361						
Kansas	425, 426, 438						
Kentucky	451						
Maine	486, 487						
Massachusetts	510						
Michigan	553						
Minnesota	569, 574, 575						
Mississippi	594, 595	486	15				
Missouri	604						
Montana	639, 649						
Nebraska	661						
Nevada	668, 669						
New Hampshire	685						
New Jersey	709						
New York	776, 777						
North Dakota	794, 799, 800						
Oklahoma	858						
Oregon	874, 875						
Pennsylvania	934						
Puerto Rico	955						
Rhode Island	983						
South Dakota	1003						
Texas	1032, 1034, 1042-1044						
Utah	1047, 1061, 1063, 1065						
Vermont	1073						
Washington	1087, 1088						
West Virginia	1111, 1112	403	51, 52				
Wisconsin	1154						
United States	1191						
<i>(See also Blacklisting; Boycotting; Conspiracy against workmen; Enticing employees; Picketing; Protection of employees; Sabotage; Strikes of railroad employees.)</i>							
Intoxication, negligence, etc., of employees, summary of laws as to.		105-107					
Kidnaping:							
Philippine Islands		948					
United States		1191					

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Labels. (See Trademarks.)				Labor organizations. (See			
Labor agents. (See Emi-				Antitrust Act; Conspir-			
grant agents.)				acy, labor agreements			
Labor agreements not con-				not; Protection of em-			
spiracy. (See Conspir-				ployees as members;			
acy, labor agreements				Trade marks of trade			
not.)				unions.)			
Labor, bureau of. (See				Labor organs, public ad-			
Bureau of labor.)				vertising in:			
Labor camps, etc.:				New Jersey.....	708		
California.....	200, 201	470	28	Labor spies:			
Delaware.....	280			Wisconsin.....		403	54, 55
Hawaii.....	311			Laborers, alien. (See Alien			
Michigan.....	539			laborers.)			
Minnesota.....	573			Laundries, license fee for:			
Nevada.....	682			Montana.....	628		
New Mexico.....	739			Laundries, regulation of,			
New York.....	797			summary of laws as to.....	89	470	9
Pennsylvania.....	925					486	6
Puerto Rico.....	969					590	18
Virginia.....	1075			Legal holidays in the			
(See also Lodginghouses.)				States and Territories.....	67-69	403	9
Labor, commissioner of.						434	5
(See Bureau of labor.)						470	8, 9
Labor contracts. (See						486	5, 6
Contracts of employ-						528	11
ment.)						552	4
Labor organizations, brib-						590	16, 17
ery of representatives of.				Letters of recommenda-			
(See Bribery of repre-				tion. (See Employers'			
sentatives, etc.)				certificates.)			
Labor organizations ex-				Liability of corporations			
cluding members of				for debts of contractors			
National Guard, sum-				for labor, list of laws de-			
mary of laws as to.....	118			termining.....	59-62	403	8, 9
Labor organizations, in-						434	4
corporation, regulation,				Liability of employers for		470	7, 8
etc., of:				injuries to employees:			
Alabama.....	139			Alabama.....	139-141		
California.....	188, 190,			Alaska.....	145, 146		
	191, 196			Arizona.....	152, 153,		
Colorado.....	226				157-159		
Connecticut.....	272			Arkansas.....	175-177		
District of Columbia.....	286			California.....	184, 198		
Georgia.....	304			Colorado.....	227, 228, 241		
Illinois.....	364			Connecticut.....	267		
Iowa.....	411, 423			District of Columbia.....	284		
Kansas.....	439, 440, 443			Florida.....	293, 294		
Louisiana.....	460			Georgia.....	297-299, 302		
Massachusetts.....	534, 535			Illinois.....	357, 358		
Michigan.....	551, 552			Indiana.....	370, 376-378		
Minnesota.....	575, 579, 580	528	52	Iowa.....	411, 412, 419		
Montana.....	649			Kansas.....	428, 432, 433		
Nebraska.....	660			Kentucky.....	455		
Nevada.....	671			Louisiana.....	463		
New Hampshire.....	685			Maine.....	483-485		
New Jersey.....	708	403	36	Massachusetts.....	529-531		
New York.....	743, 777, 778			Michigan.....	544		
Ohio.....	815			Minnesota.....	572-574,		
Oklahoma.....	865				577, 578		
Oregon.....	875, 899, 900			Mississippi.....	593-598, 601		
Pennsylvania.....	904, 935, 936	403	44	Missouri.....	605-608, 622		
				Montana.....	627, 644		
Puerto Rico.....	955	403	46	Nebraska.....	652, 659, 660		
South Carolina.....	994			Nevada.....	667		
Texas.....	1025, 1028,			New Jersey.....	704-706		
	1032			New Mexico.....	735		
Utah.....	1057, 1063			New York.....	743,		
Washington.....	1104, 1105				781-784		
West Virginia.....	1111, 1112,			North Carolina.....	785, 786		
	1121			North Dakota.....	796, 801, 802		
Wisconsin.....	1147, 1153	403	52	Ohio.....	827, 841,		
Wyoming.....	1161				842,		
United States.....	1173, 1182,	403	58		847-849		
	1183	590	154				

	Bulletin No. 370		Bulletin		Bulletin No. 370		Bulletin	
	Page	No.	Page		Page	No.	Page	
Liability of employers for injuries to employees—Continued.								
Oklahoma.....	856, 867							
Oregon.....	876, 877, 897, 898							
Pennsylvania.....	904, 932, 933							
Philippine Islands.....	945-948							
Puerto Rico.....	953-955							
Rhode Island.....	978							
South Carolina.....	984, 988, 989, 997, 998							
South Dakota.....	1005, 1006							
Texas.....	1026, 1028-1031							
Utah.....	1060							
Virginia.....	1074, 1075, 1082, 1083	434, 590	18, 19, 125					
Wisconsin.....	1149-1151							
Wyoming.....	1156, 1162, 1163							
United States.....	1172, 1177-1179	486	24					
(See also Contracts of employees waiving right to damages.)								
Liability of employers for taxes of employees, summary of laws as to.....	104, 105	470	12					
Liability of railroad companies for debts of contractors. (See Liability of stockholders; Protection of wages.)								
Liability of railroad companies for injuries to employees. (See Liability of employers.)								
Liability of railroad companies for wages due from predecessors: Wisconsin.....	1150							
Liability of stockholders of corporations for wage debts, list of laws determining.....	62	470	8					
License tax, exemption of mechanics, etc., from, list of laws granting.....	35, 36							
License tax, laborers not to pay: Louisiana.....	458							
Philippine Islands.....	945							
Licensing, etc. (See Examination, etc.)								
Liens. (See Mechanics' liens.)								
Loans to employees: Louisiana.....	472							
Local or special laws regulating labor, etc.: Kentucky.....	448							
Louisiana.....	458							
North Carolina.....	793							
Pennsylvania.....	904							
Texas.....	1023							
Virginia.....	1074							
Locomotives, etc., abandonment of. (See Strikes of railroad employees.)								
Locomotives, headlights, etc., summary of laws as to.....	75-81							
Lodging houses, laborers: Connecticut.....	266							
Hawaii.....	311, 312							
(See also Labor camps.)								
Lunch, time for. (See Time for meals.)								
Mails, obstructing:								
United States.....	1191, 1192							
Manufactures, State, summary of laws as to.....	99, 100							
Married women, earnings of, summary of laws as to. (See Women, married, earnings of.)								
Mason contractors, examination, etc., of, summary of laws as to.....	35							
Master and servant. (See Employment of labor; Liability of employers; and cross references under each.)								
Matches, use of white phosphorus in making: United States.....	1175							
Meals, time for. (See Time for meals.)								
Mechanics, exemption of, from manufacturers' taxes: Philippine Islands.....	945							
Mechanics' liens, summary of laws as to.....	37-59	403, 434, 470, 486, 528, 552, 590	7, 8, 4, 5, 8, 4, 13, 15					
Mediation. (See Arbitration.)								
Medical attendance for employees: Montana.....	644							
New Mexico.....	737, 738							
Oregon.....	878							
Medical examination. (See Physical examination.)								
Mercantile establishments, etc., inspection of. (See Inspection, etc., of mercantile establishments.)								
Messenger service by children. (See Children, employment of, in street trades.)								
Mine regulations: * Alabama.....	133-135, 138, 139							
Alaska.....	148-151	470	18					
Arizona.....	153, 159, 165	528, 590	21, 40					
Arkansas.....	166, 177, 178	470	19					
California.....	187, 194, 208	528	27, 28					
Colorado.....	224-226	403, 470, 528, 590	19, 29, 32, 53, 54					
Idaho.....	327, 328	470	31					
Illinois.....	330, 336	403	23					
Indiana.....	337, 360, 364, 391-410	470, 403, 470, 419	31, 32, 24, 25, 32, 33					
Iowa.....	419	403, 470	25, 33					
Kansas.....	431, 439	528, 590	43, 64					
Kentucky.....	452, 453	486	12					
Louisiana.....	471							
Maryland.....	499							
Michigan.....	545, 551	470	35					
Minnesota.....	571							
Missouri.....	621, 622	528	54, 55					
Montana.....	630, 633, 640, 641, 649, 650	470, 528	42, 55, 56					

* Texts mostly abridged; for representative law in full, see Indiana.

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	Page	No.		Page	No.	Page	
Mine regulations—Contd.									
Nevada.....	666, 671, 679, 690	403 528 590	32, 33 58, 59 82			32, 33	470 590	5, 6 11	
New Jersey.....	729								
New Mexico.....	735, 737, 738	470	44						
New York.....	772, 778								
North Carolina.....	790								
North Dakota.....	803, 804	403	40						
Ohio.....	826, 827, 850	470 590 470	50 100 50						
Oklahoma.....	856, 868-870	590 470 528	50 50 69-72						
Oregon.....	902								
Pennsylvania.....	930, 932, 938-941	403 470 528	43, 44 51, 52 77-79			105-107			
South Dakota.....	1004, 1009								
Tennessee.....	1009, 1021	528	84						
Texas.....	1028, 1029, 1036, 1037								
Utah.....	1061								
Virginia.....	1080								
Washington.....	1087, 1097, 1100-1104	470	56						
West Virginia.....	1100-1113	403 470 528	51, 52 56 90, 91						
Wyoming.....	1156, 1157, 1159, 1160, 1162, 1166, 1167	403 470 528 590	58-58 58, 59 95, 96 147						
United States.....	1173								
Miners' homes:									
Pennsylvania.....	932								
Miners' hospital. (See Hospitals and hospital funds.)									
Miners, qualifications of. (See Examination, etc., of miners.)									
Mines, bureau of. (See Bureau of mines.)									
Mines, fire-fighting and rescue stations for. (See Accidents provisions for.)									
Mines, etc., hours of labor in. (See Hours of labor, etc.)									
Minimum wages:									
Arizona.....	164								
Arkansas.....	172, 173								
California.....	181, 205-208	590	44						
Colorado.....	235								
Hawaii.....		528	39						
Kansas.....	437, 438, 447								
Louisiana.....	458								
Massachusetts.....	520-528								
Minnesota.....	569-571, 589								
Nebraska.....	651								
Nevada.....		528	57						
North Dakota.....	806-809	470	49						
Ohio.....	813								
Oregon.....	881-885								
Puerto Rico.....	965								
South Dakota.....	1008	590	120						
Texas.....		590	120						
Utah.....	1059	528	87						
Washington.....	1098-1100								
Wisconsin.....	1142-1144	403	52, 53						
Minors, earnings of, sum- mary of laws as to.....	65	486	5						
Mothers' pensions, sum- mary of laws as to.....	15-19	403 434 470	4 3 2, 3						
		486	3						
		528	4						
		552	3						
		590	5						
Motion-picture machine operators, examination, etc., of, summary of laws as to.....						32, 33	470 590	5, 6 11	
Motion-picture theaters, provisions for employees in: California.....						223	470	20	
National Guard. (See Protection of employees as members of.)									
Negligence of employees, summary of laws as to...						105-107			
Newsboys. (See Children, employment of, in street trades.)									
Night work. (See Child- ren, employment of, general provisions; Women, hours of labor of.)									
Notice of intention to ter- minate employment. (See Employment, ter- mination of, notice of.)									
Notice of reduction of wages. (See Wages, re- duction of, notice of.)									
Obstructing mail:									
United States.....	1191, 1192								
Occupational diseases, re- ports, prevention, etc., of:									
Connecticut.....	261		590	56					
Illinois.....	355-358								
Louisiana.....	462								
Maine.....	477								
Maryland.....	495								
Massachusetts.....	509								
Michigan.....	536								
Minnesota.....	567, 568								
Missouri.....	618								
New Hampshire.....	689, 690								
New Jersey.....	715, 716, 719-722								
New Mexico.....	738								
New York.....	760								
Ohio.....	839, 843, 844								
Pennsylvania.....	926, 928								
Rhode Island.....	979, 980								
Wisconsin.....	1123								
Old-age pensions, sum- mary of laws as to.....						93, 94	403 434 470 496 528 552 590	11 5 10 6 11-13 5 19, 20	
Overtime work, payment for:									
Arkansas.....	172								
California.....	183		590	44					
Florida.....	290								
New Mexico.....	741								
Oklahoma.....	871								
Oregon.....	886, 887								
Puerto Rico.....	965		590	114					
Texas.....	1040								
Washington.....	1092								
Wyoming.....	1168								
United States.....	1180, 1181								
Payment of wages due at end of employment:									
Arizona.....	161		590	41					
Arkansas.....	174, 175								

* Texts mostly abridged; for representative law in full, see Indiana.

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Payment of wages due at end of employment—Continued.				Payment of wages, modes and times of—Contd.			
California.....	186, 219			Arizona.....	160, 161		
Colorado.....	233, 234			Arkansas.....	174, 175		
Idaho.....	328			California.....	202, 212	403	17
Kansas.....	427, 428				219, 220	470	20
Louisiana.....	476					590	50, 51, 52
Maine.....	483			Colorado.....	233-235,		
Massachusetts.....	521				255		
Minnesota.....	577, 582, 583			Georgia.....	309		
Missouri.....	624			Hawaii.....	310		
Montana.....	638			Illinois.....	340		
Nevada.....	673, 674	403	33	Indiana.....	373-375		
New Jersey.....	704			Iowa.....	413		
Oregon.....	899			Kansas.....	425	590	64
Puerto Rico.....		552	21	Kentucky.....	448, 451,	434	9, 10
South Carolina.....	088				453, 454		
Utah.....	1063			Louisiana.....	472, 473	434	10
West Virginia.....	1115			Maine.....	483		
Wisconsin.....	1141			Maryland.....	490, 495	590	71
Wyoming.....	1167			Massachusetts.....	521-523	403	26, 27
United States.....		590	150			528	46
						590	72, 73
Payment of wages due deceased employees:						403	27, 28
Alabama.....	142			Michigan.....		590	78
Arizona.....	164			Minnesota.....	573, 577		
Connecticut.....	263			Mississippi.....	600, 602, 603		
Delaware.....	277, 278			Missouri.....	513, 621, 624		
Florida.....	294			Montana.....	638, 650		
Georgia.....	299, 300			Nebraska.....	651, 652		
Mississippi.....	596			Nevada.....	670, 673, 674	403	33, 34
New Jersey.....	708					590	81
Pennsylvania.....	910			New Hampshire.....	684, 687, 689		
Virginia.....	1084			New Jersey.....	704, 706,	486	16, 17
					708, 710,	528	61, 62
Payment of wages in scrip:					713, 714	590	87
Arizona.....	161			New Mexico.....	739		
Arkansas.....	174			New York.....	759	552	18
California.....	197	528	29	North Carolina.....	785, 790		
Colorado.....	234			North Dakota.....	802, 803		
Florida.....	280			Ohio.....	851, 852		
Georgia.....	297			Oklahoma.....	809		
Illinois.....	340			Oregon.....	899	403	42, 43
Indiana.....	374					590	100
Iowa.....	419			Pennsylvania.....	936, 937	470	52
Kansas.....	439			Philippine Islands.....	951		
Kentucky.....	457, 590	66		Puerto Rico.....	961, 962	552	21
Louisiana.....	466	434	12			590	112
Michigan.....	549, 550			Rhode Island.....	981	590	118
Minnesota.....	579			South Carolina.....	987-989,	590	119
Mississippi.....	600				993, 994,		
Missouri.....	613				997-999		
Nevada.....	664, 670			South Dakota.....	1002, 1008		
New Hampshire.....	684, 687			Tennessee.....	1012, 1013		
New Jersey.....	706			Texas.....	1039		
New Mexico.....	737			Utah.....	1063, 1064		
New York.....	759, 778			Vermont.....	1070, 1071		
North Carolina.....	788			Virginia.....	1077, 1078		
Ohio.....	851			Washington.....	1088		
Oklahoma.....	864, 865	403	42	West Virginia.....	1112, 1113,		
Oregon.....	899				1116, 1118,		
Pennsylvania.....	934, 935				1119		
Philippine Islands.....	949			Wisconsin.....	1141, 1142	590	128
Puerto Rico.....	956	590	113	Wyoming.....	1160, 1167		
South Carolina.....	988, 989,			United States.....	1176, 1177		
	993, 996			(See also Payment of wages in scrip.)			
Tennessee.....	1012			Peddler's license, exemption of mechanics from, summary of laws as to.....	35, 36		
Utah.....	1064			Pensions for employees, summary of laws as to..... (See Retirement.)			
Vermont.....	1070, 1071			Pensions for indigent blind, summary of laws as to.....		590	20
Virginia.....	1078			Pensions, old-age, summary of laws as to. (See Old-age pensions.)			
Washington.....	1090						
West Virginia.....	1116	403	51				
		470	57				
Wisconsin.....	1142						
(See also Company stores.)							
Payment of wages, modes and times of:							
Alabama.....		590	38				
Alaska.....	150, 151	403	16				

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Peonage:				Protection of employees as traders. (See Coercion of employees.)			
Philippine Islands.....	944, 949			Protection of employees as voters:			
United States.....	1174, 1192			Alabama.....		137	
Phosphorus, white, use of, in manufacture of matches:				Arizona.....	159-161,	165	
United States.....	1175			Arkansas.....		167	
Physical competence, cer- tificates of. (See Child- ren, employed, etc.)				California.....	188, 209		
Physical examination of employees:				Colorado.....	253, 254	528	37
Illinois.....	355			Connecticut.....		256	
New Jersey.....	718, 721, 722			Delaware.....		274	
New York.....	754, 773			Florida.....	295,	296	
Ohio.....	845			Idaho.....		329	
Pennsylvania.....	907, 927, 928			Indiana.....		365	
Physicians, employment of:				Iowa.....		411	
Louisiana.....		486	13	Kansas.....		426	
New Mexico.....		738		Kentucky.....	448,	454	
Puerto Rico.....		486	21	Louisiana.....		461	
Tennessee.....		1017		Maryland.....		465	
Picketing:				Massachusetts.....		505	
Alabama.....	135			Michigan.....		554	29
Colorado.....	227			Minnesota.....		576	
Hawaii.....	315			Mississippi.....	593,	594	
Kansas.....	444			Missouri.....		608	
Nebraska.....	661			Montana.....	648,	649	
Utah.....	1064			Nebraska.....		651	
United States.....	1172, 1173			Nevada.....	672, 681,	682	
(See also Interference with employment.)				New Jersey.....		732	
Plumbers, examination, etc., of, summary of laws as to.....	26-28	403	6	New Mexico.....	736,	740	470
		434	4	New York.....		777	
		470	6	North Carolina.....		786	
		486	4	Ohio.....	840,	852	
		528	8	Oklahoma.....		858	
		552	4	Oregon.....		874	
		590	12	Pennsylvania.....		910	
				Philippine Islands.....		951	
				Puerto Rico.....		957	552
				South Carolina.....		960	21, 22
				South Dakota.....		1003	
				Tennessee.....	1009,	1010	470
				Texas.....		1032	53, 54
				Utah.....		1048	
				West Virginia.....	1109,	1120	
				Wisconsin.....	1122, 1137,		
					1138, 1154		
				Wyoming.....	1157, 1158	590	147
				(See also Time to vote.)			
				Protection of employees on buildings:			
				California.....	189, 194,		
					198, 199,		
					203		
				Colorado.....	229, 230		
				Connecticut.....	265, 266		
				Delaware.....	282, 283		
				Illinois.....	348-350		
				Indiana.....	367-369		
				Kansas.....	429, 430		
				Kentucky.....		434	8, 9
				Louisiana.....	466-463		
				Maryland.....	496		
				Massachusetts.....	506		
				Minnesota.....	566		
				Missouri.....	617	470	38, 40
				Montana.....	628, 629		
				Nebraska.....	657-659		
				Nevada.....	675, 676		
				New Jersey.....	727, 728	552	14
				New York.....	762, 778	552	17
						590	94
				North Dakota.....	809, 810		
				Ohio.....	850, 851		
				Oklahoma.....	866, 867		
				Oregon.....	897, 898		
				Pennsylvania.....	904, 905, 924	528	77
				Puerto Rico.....		958	
				Rhode Island.....		978	403
				Texas.....		1042	47, 48

	Bulletin No. 370		Bulletin		Bulletin No. 370		Bulletin	
	Page	No.	Page		Page	No.	Page	
Protection of employees on buildings—Contd.								
Washington.....	1101-1104							
Wisconsin.....	1125-1126							
Protection of employees on street railways:								
Colorado.....	224, 225							
Connecticut.....	263							
Delaware.....	279							
District of Columbia.....	285							
Illinois.....	361							
Indiana.....	372							
Iowa.....	411							
Kansas.....	433, 434							
Louisiana.....	472							
Maine.....	485							
Massachusetts.....	533							
Michigan.....	551							
Minnesota.....	576							
Mississippi.....	599							
Missouri.....	605, 624, 625							
Montana.....	636, 637							
Nebraska.....	653							
New Hampshire.....	686							
New Jersey.....	709							
New York.....	782							
North Carolina.....	786							
Ohio.....	851							
Oregon.....	877, 878							
South Carolina.....	989, 994, 998							
Tennessee.....	1010							
Utah.....	1063							
Virginia.....	1081							
Washington.....	1097							
West Virginia.....	1116							
Wisconsin.....	1151, 1152							
(See also Street railways, safety provisions on.)								
Protection of employees. (See also Fire escapes on factories; Inspection, etc., of factories, etc.; Mine regulations; Railroads, safety provisions on.)								
Protection of wages of employees, summary of laws as to.....	59-61	403	8, 9					
		434	4					
		470	7, 8					
		528	9, 10					
		590	20, 21					
(See also Exemption of wages; Forced contributions; Liability of stockholders of corporations for wage debt; Wages as preferred claims.)								
Public buildings, contract work on:								
California.....	182							
Public employment offices. (See Employment offices.)								
Public ownership and operation, summary of laws as to.....	99, 100							
Public printing to be done within the State, summary of laws as to.....	101, 102	590	30					
Public printing, union label to be used on, summary of laws as to.....	114							
Public printing, wages and hours of labor in:								
Iowa.....	423							
Kansas.....	438							
Public service commissions, duties of:								
Arizona.....	152, 154							
California.....	210, 214							
Connecticut.....	262, 263							
District of Columbia.....	287							
Hawaii.....	312							
Idaho.....	326							
Illinois.....	360							
Indiana.....	372							
Kansas.....		403	26					
		528	44					
Maine.....	485							
Missouri.....	625							
Montana.....	642, 643							
Nebraska.....	653							
Nevada.....	667							
New Jersey.....	711							
New Mexico.....	735							
New York.....	780							
North Dakota.....	800							
Ohio.....		528	67					
Oregon.....	875, 876, 903							
Pennsylvania.....	933							
Puerto Rico.....	961							
South Carolina.....	987, 988							
Texas.....	1031, 1032							
Utah.....	1061, 1062							
Vermont.....	1066	528	88					
Washington.....	1097, 1098							
West Virginia.....	1117							
Wisconsin.....	1152							
United States.....	70-74							
Public service employments:								
Arizona.....	152, 154							
Arkansas.....	166							
District of Columbia.....	287							
Hawaii.....	312							
Massachusetts.....	535							
New Jersey.....	697, 698							
Public supplies, preference of domestic products for, summary of laws as to. (See Public works, preference of domestic materials and local labor on.)								
Public works, employment of aliens on. (See Aliens, etc., employment of, etc.)								
Public works, hours of labor on. (See Hours of labor.)								
Public works, labor on:								
Alaska.....		590	39					
Arizona.....	165	528	22					
California.....	182, 186, 189, 196	470	22, 23, 28					
		590	44					
Delaware.....	274							
Florida.....	296							
Hawaii.....	310, 315	528	39, 40					
Idaho.....	325							
Illinois.....		590	61					
Kansas.....	427							
Kentucky.....	452, 453							
Louisiana.....	468	486	12, 13					
Maine.....	483							
Maryland.....	502							
Massachusetts.....	505, 511, 513, 524							
Minnesota.....		590	77					
Montana.....		590	79					
Nevada.....	665, 666	528	57					
New Hampshire.....	691							
New Jersey.....	697, 698	590	82					
New York.....	743, 761	552	17, 18					
		690	93					

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Public works, labor on—				Railroad employees, qual-			
Continued.				ifications of:			
Ohio.....		590	99	Alabama.....	143		
Oklahoma.....	857, 804			Arizona.....	156, 157, 160		
Oregon.....	875	528	72, 73, 75, 76	California.....	196		
				Georgia.....	287, 304		
Pennsylvania.....	933			Indiana.....	370, 371		
Puerto Rico.....	969	403	46	Massachusetts.....	532, 533		
Utah.....	1062			Michigan.....	550, 551		
Washington.....		590	126	Missouri.....	624		
West Virginia.....		590	126	Nebraska.....	653		
Wisconsin.....		590	129	New York.....	779		
			134	Ohio.....	850		
United States.....	1174, 1175	590	151	Oregon.....	877		
(See also Aliens, etc.,				Wisconsin.....	1150	528	94
employment of, on				(See also Examination,			
public works; Rates of				etc., of railroad em-			
wages of employees				ployees; Railroad em-			
on public works.)				ployees, illiterate; Tel-			
				egraph operators, rail-			
Public works, preference				road, etc.)			
of domestic materials				Railroad employees, reim-			
and local labor on, list				bursement of, for losses			
of laws as to.....	100, 101	403	12	due to removal of divi-			
		470	12	sion points:			
		486	8	Montana.....	644, 645		
		523	15	Railroad employees, rules			
		590	28-30	for:			
Purchases by employees.				Arizona.....	154		
(See Coercion.)				California.....	211, 214		
				Connecticut.....	263		
				Indiana.....	371, 372		
Quarries. (See Mines.)				Michigan.....	550		
				Mississippi.....	596, 598		
				Ohio.....		528	67
Railroad bridges, height				Philippine Islands.....	944, 945		
of. (See Railroad tracks,				Railroad employees, strikes			
etc.)				of. (See Strikes, etc.)			
Railroad cars, etc., to be				Railroad employees, uni-			
repaired within the				forms of:			
State:				New York.....	779		
Arkansas.....	178, 179			Washington.....	1096		
Louisiana.....	468, 469			Railroad employees, etc.,			
Texas.....	1035, 1036			voting by. (See Absent			
				voters.)			
Railroad companies, lia-				Railroad relief societies.			
bility of, for debts of con-				(See Benefit societies.)			
tractors for labor. (See				Railroad tracks, bridges,			
Liability of stockhold-				wires, etc., over or near:			
ers; Protection of wages.)				Arkansas.....	166		
Railroad companies, lia-				Connecticut.....	256		
bility of, for wages due				Idaho.....	327		
from predecessors:				Indiana.....	370, 372, 393		
Wisconsin.....	1150			Iowa.....	411, 413		
Railroad employees, com-				Kansas.....	432, 434		
plaint by:				Kentucky.....	450		
Massachusetts.....	531			Louisiana.....	462		
Railroad employees, ex-				Michigan.....	550		
amination, etc., of. (See				Minnesota.....	572	403	30
Examination, etc.)				Mississippi.....	596, 597		
Railroad employees, false				Missouri.....		403	31
charge against:				Nebraska.....			
Arkansas.....	175			New Hampshire.....	684, 685		
Indiana.....	366			North Dakota.....	801		
Iowa.....	423			Ohio.....	847, 850	403	40, 41
Missouri.....	605					470	50
South Dakota.....	1006			Oregon.....			
Railroad employees, hours				Rhode Island.....	981		
of labor of. (See Hours				South Carolina.....	994, 995		
of labor, etc.)				Tennessee.....	1021		
Railroad employees, illit-				Texas.....		403	49
erate:				Vermont.....	1067		
Idaho.....	329			Virginia.....	1081		
Missouri.....	624			Wisconsin.....	1149, 1150	470	57
New York.....	779					528	93
Ohio.....	850			Railroad trains, operation			
Oregon.....	877			of:			
Washington.....	1088			Kansas.....	433		
Railroad employees, etc.,				Texas.....	1031, 1032, 1037, 1038		
negligence, etc., of, sum-							
mary of laws as to.....	105-107						

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Railroad trains, etc., sufficient crews required on, summary of laws as to...	83, 84	552 590	5 17	Releases. (<i>See</i> Contracts of employees waiving rights to damages.) Relief department. (<i>See</i> Benefit societies.) Removing property of tenant at night.....			
Railroads, accidents on. (<i>See</i> Accidents.)					434 486 528		10 15, 16 86
Railroads, construction of caboose cars on, summary of laws as to.....	81, 82			Repayment of employers' advances. (<i>See</i> Employers' advances.) Restriction of output: Kansas.....			
Railroads, hours of labor of employees on, list of laws as to.....	82, 83			Retirement of public employees, summary of laws as to.....	443, 444		
Railroads, obstructing, hindering operation of, etc. (<i>See</i> strikes of railroad employees.)					94-96	403 434 470 486 523 552 590	11, 12 5, 6 10, 11 6, 7 13, 14 6, 7 21, 26
Railroads, safety provisions, etc., on, summary of laws as to.....	70-82	403 470 552	9, 10 9 5	Retirement of workmen: Massachusetts..... New Jersey..... New Mexico..... Pennsylvania..... Virginia.....		505 528 590 909 552	
Railroads, shelters for car repairers, etc., on:				Sabotage , summary of laws as to..... (<i>See also</i> Interference with employment.) Safety museum: California..... New Jersey.....	107-109	403	13
Arkansas.....	170			Safety appliances. (<i>See</i> Fire escapes on factories; Inspection, etc., of factories; Railroads, safety provisions on; Street railroads, safety provisions on.)		217 731, 732	
California.....	214			Safety lamps. (<i>See</i> Mine regulations.)			
Illinois.....	361			Sailors. (<i>See</i> Seamen.)			
Kansas.....	433			Salvage laborers, wages of: Virginia.....	1081		
Mississippi.....	599			Sanitation. (<i>See</i> Inspection of and regulation of factories, etc.)			
North Carolina.....	790			Scaffolding, etc. (<i>See</i> Protection of employees on buildings.)			
North Dakota.....	805			Scrip, payment of wages in. (<i>See</i> Payment of wages in scrip.)			
Oklahoma.....	867			Seamen: United States.....	1173, 1175- 1177, 1191		
Oregon.....	876			Seamen, list of State laws relating to.....	84	403 470 486 528 590	7 6 4 7 13
South Carolina.....	995			Seamen's hospitals: United States.....	1187		
Texas.....	1029			Seasonal labor: Washington.....	1105, 1106		
Virginia.....	1084			Seats for employed children: Delaware..... Florida..... Kentucky..... Massachusetts..... Oklahoma..... South Dakota..... Vermont..... Wisconsin.....		281 291 450 516 861 1007 1068, 1069 1137	
Railroads, standard work-day of employees on: United States.....	1180, 1181						
Rates of wages of employees on street railways: California.....	183						
Rates of wages of employees on public works, summary of laws as to.....	102-104	403 470 528 590	12 12 15, 16 30				
Rates of wages of laborers at salvage: Virginia.....	1081						
Rates of wages of scrub women: Massachusetts.....	590		72				
Rates of wages of weavers, etc., to be posted: Massachusetts.....	522						
Recommendation, letters of. (<i>See</i> Employers' certificates; Service letters.)							
Reduction of wages, notice of. (<i>See</i> Wages, reduction of, notice of.)							
Registration of factories, etc. (<i>See</i> Factories, etc., registration of.)							
Rehabilitation of injured persons:							
Illinois.....	362, 363						
Minnesota.....	583, 584, 590						
Oregon.....	879, 880						
Pennsylvania.....	928-930, 942						
Rhode Island.....	972, 973						
United States.....	1185-1187						
Rehabilitation of injured persons, State and Federal cooperation in, summary of laws as to.....	91-93	403 470 486 528 552	10, 11 9 6 11 26, 27				

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Seats for employees in stores, etc.:				Sex no disqualification for employment:			
California.....	221			California.....	181		
Florida.....	294			Illinois.....	339		
Seats for employees on street railways. (See Street railways.)				Washington.....	1091		
Seats for female employees:				Shelters over railroad repair tracks. (See Railroads, shelters for car repairers, etc., on.)			
Alabama.....	138			Shuttles:			
Arizona.....	155			Connecticut.....	271		
Arkansas.....	171			Massachusetts.....	519		
California.....	192, 197			Rhode Island.....	974		
Colorado.....	230, 231			Smelting works, hours of labor in. (See Hours of labor of employees in mines, smelters, etc.)			
Connecticut.....	267			Smoking in factories, etc.:			
Delaware.....	281			Minnesota.....	576		
District of Columbia.....	285			Nevada.....	668		
Florida.....	291, 294			New Jersey.....	733		
Georgia.....	300, 303			New York.....	766		
Idaho.....	326			Vermont.....	1073	590	125
Illinois.....	351	528	41	Washington.....	1088		
Indiana.....	365			West Virginia.....	1116		
Iowa.....	420			Soliciting money from employees. (See Employment, foremen, etc., accepting fees for furnishing.)			
Kansas.....	430			State conduct of business, summary of laws as to...	99, 100	403	12
Kentucky.....	453			Stay of execution in suits for wages. (See Suits for wages.)			
Louisiana.....	464, 469, 474			Steam boilers, inspection of. (See Inspection, etc.)			
Maine.....	482			Steam engineers, examination, etc., of, digest of laws relating to...	21-23	403	7
Maryland.....	491				470		6
Massachusetts.....	516			Steamboats, employment of unlicensed engineers on:			
Michigan.....	541			Alabama.....	138		
Minnesota.....	586	528	51	Stevedores:			
Missouri.....	616			California.....	188, 189		
Montana.....	638			Florida.....	289, 295		
Nebraska.....	654			Texas.....	1038		
Nevada.....	673			Stock for employees of corporations:			
New Hampshire.....	686			California.....	221	590	50
New Jersey.....	703, 704			Illinois.....	363	403	24
New Mexico.....		590	91	Indiana.....	390, 391		
New York.....	754			Massachusetts.....	533		
North Carolina.....	789			Michigan.....	470		36
Ohio.....	831			New Jersey.....	731	590	84
Oklahoma.....	861, 871			New York.....	403		38
Oregon.....	885			Ohio.....	403		41
Pennsylvania.....	919			Pennsylvania.....	403		44
Philippine Islands.....	951			Washington.....	1108		
Puerto Rico.....	966			Stockholders, liability of, list of laws determining...	62	470	8
Rhode Island.....	974			Stop watches. (See Efficiency tests, etc.)			
South Carolina.....	991			Street railways, employees on:			
South Dakota.....	1007			Louisiana.....	473		
Tennessee.....	1013, 1014			New York.....	771, 780, 781		
Texas.....	1040			Washington.....	1066, 1097		
Utah.....	1059			Street railways, hours of labor of employees on. (See Hours of labor, etc.)			
Vermont.....	1073			Street railways, protection of employees on. (See Protection of employees.)			
Virginia.....	1077						
Washington.....	1097						
West Virginia.....	1114						
Wisconsin.....	1137						
Wyoming.....	1161, 1167, 1168	528	95				
Service letters:							
California.....	219						
Georgia.....	304						
Indiana.....	366, 384						
Missouri.....	623						
Nebraska.....	654, 655						
Nevada.....	669, 670						
Oklahoma.....	865, 866						
(See also Employers' certificates, forgery of; Discharge, statement of cause of.)							
Set-offs not to defeat exemption of wages:							
Alabama.....	143						
Sex, no discrimination in payment of wages on account of:							
Michigan.....		590	76				

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Street railways, rights and remedies of employees on:				Suits for wages—Contd.			
South Carolina	989			Indiana	365		
Street railways, safety provisions on:				Iowa	419, 420		
California	189			Kansas	426		
Connecticut	263			Louisiana	458, 461, 471		
Montana	637			Massachusetts	532		
New Hampshire	686			Michigan	552, 553		
Ohio	849			Minnesota	560, 574		
Vermont	1067			Missouri	604, 623		
Washington	1098			Montana	638, 639, 643		
Wisconsin	1151, 1152			Nebraska	651, 660		
Street railways, seats for employees on:				Nevada		403	33
Connecticut	263			New Jersey	714, 715	486	16, 17
Louisiana	471			North Carolina	790		
Missouri	624, 625			North Dakota	799, 808		
Ohio	847			Ohio	839, 849		
Oregon	877			Oklahoma	858		
Vermont	1067			Oregon	873, 885, 899		
Strike, notice of, in advertisements, etc., for laborers:				Pennsylvania	911, 912, 936		
California	208	470	23, 24	Puerto Rico	960	590	107, 115
Colorado	226			South Dakota	1002		
Illinois	344			Texas	1026		
Massachusetts	510, 523, 525			Utah	1060, 1061		
Montana	649			Vermont	1066		
New Hampshire	691			Virginia	1083		
North Dakota	811			Washington	1087		
Oklahoma	865			Wisconsin	1153		
Oregon	898			Wyoming	1161		
Pennsylvania	916, 917			(See also Payment of wages; Protection of wages; Wages as preferred claims.)			
Puerto Rico	960			Sunday labor, summary of laws as to	66, 67	403	9
South Dakota	1008					434	5
Tennessee	1011					470	8
Texas	1046					528	11
Wisconsin	1142	403	55			552	4
(See also Employment of labor, deception in.)						590	15, 16
Strike, notice of, to be signed by citizens:				(See also Weekly day of rest.)			
Nevada	683			Suspension of work, notice of:			
Strikes of coal mine and public utility employees:				South Carolina	994		
North Dakota	809			Sweating system:			
Strikes of railroad employees:				Connecticut	260, 261		
Connecticut	260			Illinois	341, 342		
Delaware	278, 279			Indiana	380, 381		
Georgia	297			Maryland	492-494		
Illinois	361			Massachusetts	520	590	74
Kansas	425, 426, 441			Michigan	540, 541		
Kentucky	451			Missouri	620		
Maine	486, 487			New Jersey	702, 703	552	12-14
New Jersey	708, 709			New York	768-771, 408	408	39
Ohio	850				779, 780	590	93
Pennsylvania	933, 934			Ohio	832		
Texas	1034, 1042-1044			Pennsylvania	905, 923	528	77
United States	1191, 1192			Tennessee	1015, 1016, 1020		
Strikes, participation in, not to be bar to employment:				Wisconsin	1142, 1148		
Minnesota	569			Syndicalism, summary of laws as to	107-109	434	6
Strikes. (See also Arbitration and mediation; Conspiracy, labor agreements not; Interference with employment.)				Taxes of employees, liability of employers for, summary of laws as to	104, 105	470	12
Suits for wages:				Telegraph operators, hours of labor of. (See Hours of labor of employees on railroads.)			
California	187			Telegraph operators, railroad, age of employment, etc., of:			
Colorado	233, 234, 255			Arizona	160		
Georgia	302			Georgia	297		
Hawaii	312			Michigan	551		
Idaho	327, 328			Nebraska	653		
Illinois	332, 333, 359			New York	779		
				Wisconsin	1150		

	Bulletin No. 370		Bulletin			Bulletin No. 370		Bulletin	
	Page	No.	Page			Page	No.	Page	
Telegraph, etc., wires crossing railroads, height of. (See Railroad tracks, etc.)					Toilet rooms, etc., for employees—Continued.				
Tenement manufactures. (See Sweating system.)					Montana.....	640, 641			
Terminals, railroad, removal of:					Nebraska.....	655			
Minnesota.....		590	77		Nevada.....		403	32	
Texas.....		528	84		New Hampshire.....	682			
(See also Railroad employees, reimbursement of, for losses due to removal of division points.)					New Jersey.....	701, 702, 711, 720, 721			35
Termination of employment. (See Employment of labor; Employment, termination of, notice of.)					New York.....	759, 760, 766, 771			13
Time for meals or rest:					North Carolina.....	790			
Arizona.....	162				North Dakota.....	804			
Arkansas.....	171, 173				Ohio.....	827, 831, 832, 844			
California.....	187				Oklahoma.....	862, 869, 871	528	69, 71	
Delaware.....	275				Pennsylvania.....	919, 922, 926, 927, 932			
District of Columbia.....	287				Philippine Islands.....	952			
Indiana.....	380				Rhode Island.....	974, 977			
Louisiana.....	464, 469				South Carolina.....	986	528	83	
Maine.....	487, 485	528	45		South Dakota.....	1006			
Maryland.....	501				Tennessee.....	1014, 1021			
Massachusetts.....	516				Texas.....	1039, 1040, 1042			
Minnesota.....	562				Vermont.....		528	88	
Missouri.....	621				Virginia.....	1079, 1080			
Nebraska.....		590	80		Washington.....	1097			
New Hampshire.....	690				West Virginia.....	1115			
New Jersey.....	713				Wisconsin.....	1145	590	127	
New York.....	755	434	14		Wyoming.....	1168			
Ohio.....	831				Trade-marks of trade unions, summary of laws as to.....	112-114	470	13	
Oklahoma.....		528	69				528	16	
Oregon.....	886				(See also Public printing, union label to be used on.)		552	7	
Pennsylvania.....	919				Tradeschools, regulation of:		590	30, 31	
Philippine Islands.....	951				Michigan.....		403	28	
Wisconsin.....	1131				Trade secrets:		434	15, 16	
Time to vote to be allowed employees, summary of laws as to.....	116	470	13		New York.....				
(See also Protection of employees as voters.)					Trade unions. (See Labor organizations.)				
Tips, receiving or giving:					Trading, coercion of employees in. (See Coercion.)				
Arkansas.....	166, 167	403	16		Train crews, summary of laws as to.....	83, 84	552	5	
California.....		528	31, 32				590	17	
Illinois.....	339				Truck system. (See Company stores.)				
Mississippi.....	598, 599	434	14		Tunnels. (See Compressed air, work in; mines, etc.)				
Tennessee.....	1018	403	46		Unemployment insurance. (See Insurance, unemployment.)				
Toilet rooms, etc., for employees:					Unemployment, provision for:				
Alabama.....	136				California.....	222			
Alaska.....	149				New Jersey.....	723			
Arizona.....	159, 164				Wisconsin.....	1122, 1123			
Arkansas.....	173				United States.....		590	148	
California.....	200, 201, 223				Uniforms, influencing railroad employees not to wear. (See Railroad employees, uniforms of.)				
Colorado.....	240	528	36		Union label. (See Public printing, union label to be used on; Trade-marks of trade unions.)				
Connecticut.....	259, 271	403	20		Union newspapers, public advertising in:				
Delaware.....	280, 281				New Jersey.....	708			
District of Columbia.....	285								
Florida.....	291								
Idaho.....	317								
Illinois.....	353, 359								
Indiana.....	380, 404								
Iowa.....	411, 420	403	25						
Kansas.....	431, 434								
Kentucky.....	453								
Louisiana.....	470								
Massachusetts.....	519								
Michigan.....	539, 541, 545, 548	528	48						
Minnesota.....	581, 586								
Missouri.....	616, 618, 620, 622								

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Vaccination of employees:				Wages as preferred claims—			
Connecticut.....	265			Continued.			
Maine.....	277			New York.....	743, 745, 775		
Massachusetts.....	505, 506			North Carolina.....	785		
Virginia.....	1075			North Dakota.....	799		
Ventilation of factories.				Ohio.....	849		
(See Air space; inspection and regulations, etc.)				Oklahoma.....	470	51	
Ventilation of mines. (See Mine regulations.)				Oregon.....	873, 903		
Vessels, employees on. (See Seamen, list of State laws relating to.)				Pennsylvania.....	904, 910, 936		
Vessels, loading, etc. (See Stevedores.)				Philippine Islands.....	947		
Vocational education, summary of laws as to..	7-15	403	3	Rhode Island.....	982		
		470	2	South Dakota.....	1002		
		486	3	Texas.....	1026		
		528	3	Utah.....	1047, 1060, 1062		
		590	4	Vermont.....	1066, 1073		
Vocational rehabilitation..	91-93	403	10, 11	Washington.....	1067, 1087		
		470	9	Wisconsin.....	1146, 1147, 1149, 1152, 1153, 1155, 1161		
		486	6	Wyoming.....	1157, 1161		
		528	11	United States.....	1187	434	28
		552	26, 27	Wages, assignment of.			
		590	18	(See Assignment of wages.)			
(See also Rehabilitation.)				Wages, attachment of.			
Vocational training for children. (See Children, employed, schools for.)				(See Attachment of wages.)			
Volunteer servants. (See Employment of labor.)				Wages, collection of, by State officials:			
Voters, protection of employees as. (See Absent voters; Protection of employees; Time to vote.)				California.....	193, 222	528	24
				Nevada.....	680		
				Washington.....	1105, 1106		
				Wages, deducting from, for benefit societies. (See Forced contributions.)			
				Wages, discounts, deductions, etc., from:			
				Arkansas.....	178		
				California.....	186	528	24
				Connecticut.....	267		
				Hawaii.....	313		
				Indiana.....	374		
				Louisiana.....	486		
				Massachusetts.....	522, 523		
				Michigan.....	553, 554		
				Minnesota.....	584		
				Mississippi.....	600		
				Nevada.....	670, 674		
				New Jersey.....	707, 708		
				Ohio.....	851		
				Oregon.....	898		
				Puerto Rico.....	961, 962		
				South Carolina.....	996		
				Wisconsin.....	590	135	
				Wyoming.....	1160		
Wage brokers, summary of laws as to.....	62-65	403	9	Wages due deceased employees. (See Payment of wages due, etc.)			
		470	8	Wages due from contractors. (See Liability of stockholders; Protection of wages.)			
		486	5	Wages due from municipalities:			
		528	10	Massachusetts.....	511		
		552	4	Missouri.....	623		
		590	15	Wages due from predecessors, liability of railroad companies for:			
(See also Assignment of wages.)				Wisconsin.....	1150		
Wage-claims court:				Wages, exemption of. (See Exemption of wages.)			
Colorado.....		590	54	Wages, garnishment of. (See Garnishment of wages.)			
Wages as preferred claims:				Wages, liability of stockholders of corporations for, list of laws determining.....	62	470	8
Alabama.....	139, 143						
Alaska.....	144						
Arizona.....	159						
Arkansas.....	166, 167						
California.....	187, 188	528	23, 24				
Colorado.....	235, 253						
Connecticut.....	264, 269						
Delaware.....	274, 277						
Florida.....	289						
Georgia.....	299						
Idaho.....	328						
Illinois.....	330, 332, 339						
Indiana.....	366, 373						
Iowa.....	420						
Kansas.....	426, 428						
Louisiana.....	464						
Maine.....	485						
Maryland.....	496						
Massachusetts.....	534						
Michigan.....	552, 553						
Minnesota.....	573, 574						
Missouri.....	604, 623						
Montana.....	648						
Nebraska.....	651						
Nevada.....	662, 667, 668						
New Hampshire.....	684						
New Jersey.....	697, 698						
New York.....	706, 709						
New Mexico.....	735, 736						

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Wages of employees on public works, retention of:				Women and children. (See Children and women.)			
California.....	190	470	28	Women, childbearing, employment, etc., of:			
Louisiana.....	486	486	12, 13	Connecticut.....	265		
Wages, payment of. (See Payment of wages.)				Massachusetts.....	514		
Wages, preference of. (See Wages as preferred claims.)				Missouri.....	613		
Wages, prevailing rate of. (See Public works, labor on.)				New York.....	754		
Wages, protection of. (See Protection of wages.)				Philippine Islands.....	952		
Wages, rates of. (See Rates of wages.)				Vermont.....	1069		
Wages, recovery of. (See Suits for wages.)				Women, employment of, general provisions:			
Wages, reduction of, notice of:				Arizona.....		590	39
Missouri.....	623			Arkansas.....	171-173		
Texas.....	1029			California.....	197, 198	528	27, 28
United States.....	1179			Connecticut.....	264, 265	470	30
Wages, security for. (See Mechanics' liens; Protection of wages; Wages as preferred claims.)				Delaware.....	275, 276		
Wages, suits for. (See Suits for wages.)				District of Columbia.....	287, 288		
Wages, withholding. (See Extortion; Forced contributions.)				Kansas.....	437, 447		
Waiver of right to damages. (See Contracts of employees waiving right to damages.)				Kentucky.....	453, 454		
Washrooms, water closets, etc. (See Toilet rooms.)				Louisiana.....	464	434	11
Water for drinking, etc.:				Maine.....	487, 488	528	45
Alaska.....	149			Maryland.....	495	590	69
California.....	211			Massachusetts.....	513-516		
Delaware.....	281			Michigan.....	537, 557	470	35, 36
Iowa.....	420			Minnesota.....	591, 592	528	49
Massachusetts.....	517			Montana.....	637, 639		
Minnesota.....	586			Nebraska.....	654	590	80
Missouri.....	622			New Jersey.....		486	17
Nevada.....	679, 680			New York.....	753		
New Jersey.....	721			Ohio.....	824, 831, 842, 843		
New York.....	766, 771			Oklahoma.....	870, 871		
Ohio.....	844			Oregon.....	884, 885, 902		
Oklahoma.....		528	69	Pennsylvania.....	906, 918-922	528	77
Pennsylvania.....	920			Philippine Islands.....	951		
Rhode Island.....	974, 975			Puerto Rico.....	965, 966		
Weekly day of rest:				Rhode Island.....		528	83
California.....	191			South Carolina.....	991, 992		
Massachusetts.....	513			Utah.....		528	87
Minnesota.....	591			Vermont.....	1068, 1069		
New York.....	754, 755			Virginia.....		434	19
Puerto Rico.....	957, 958	403	45, 46	Washington.....	1108		
Wisconsin.....		552	22, 23	Wisconsin.....	1131-1133, 1146		
Wisconsin.....		470	57	Wyoming.....		528	95
(See also Days of rest; Sunday labor.)				Women, employment of, in dangerous, etc., occupations:			
Weight that workmen may carry:				Louisiana.....	470		
Puerto Rico.....	959	590	113	Minnesota.....	565, 581		
Widows, employment of children of. (See Children of widows.)				Missouri.....	615		
Wife's earnings. (See Women, married, earnings of.)				New York.....	753, 754, 771		
Windows, colored:				Ohio.....	831		
Connecticut.....	259			Wisconsin.....	1132		
Wiping cloths or rags:				Women, employment of, in mines. (See Children and women.)			
California.....	199, 200			Women, employment of, in moving heavy weights:			
Massachusetts.....	520			California.....	223	528	30
Ohio.....	831, 832			Massachusetts.....	513, 514		
				Minnesota.....	581		
				Ohio.....	831		
				Women, employment of. (See also Children and women; Seats for female employees; Sex no disqualification for employment.)			
				Women, hiring out to support husbands in idleness:			
				Louisiana.....	464		
				North Carolina.....	787		

	Bulletin No. 370	Bulletin			Bulletin No. 370	Bulletin	
	Page	No.	Page		Page	No.	Page
Women, hours of labor, etc., of:				Women, hours of labor, etc., of—Continued.			
Arizona.....	162	470	18, 19	Pennsylvania.....	918, 919	528	76
Arkansas.....	171	590	39	Puerto Rico.....	965	552	21
California.....	197	528	22, 28	Rhode Island.....	977, 978	486	22, 23
Colorado.....	229					528	83
Connecticut.....	264, 265	403	20	South Carolina.....	991, 992		
Delaware.....	275			South Dakota.....	1006		
District of Columbia.....	287, 288			Tennessee.....	1015		
Georgia.....	300			Texas.....	1040	528	87
Idaho.....	325, 326			Utah.....	1059, 1060		
Illinois.....	354, 355			Vermont.....	1069		
Indiana.....	379			Virginia.....	1077	434	18, 19
Kansas.....	437, 438			Washington.....	1097		
Kentucky.....	453			Wisconsin.....	1131	403	52
Louisiana.....	469	434	11			590	127
		552	10	Wyoming.....	1167, 1168		
Maine.....	487, 488	590	69	Women, married, earnings of, summary of laws as to.....	65, 66	486	5
Maryland.....	501			Women, night work by. (See Women, hours of labor.)			
Massachusetts.....	514, 515			Women, seats for. (See Seats for female em- ployees.)			
Michigan.....	537, 538	528	49	Women, wages of:			
		590	74	Arizona.....	164		
Minnesota.....	591	470	37	Arkansas.....	172, 173		
Mississippi.....	602			Massachusetts.....	522, 523		
Missouri.....	612, 613			Michigan.....	557		
Montana.....	637			Montana.....	639		
Nebraska.....	651, 654	590	80	Utah.....		528	87
Nevada.....	672, 673			(See also Children and women; Minimum wages.)			
New Hampshire.....	690			Women's Bureau:			
New Jersey.....	715, 733			New York.....	748, 749		
New Mexico.....	740, 741			United States.....	1172		
New York.....	758	470	48	Wood-sawing machines:			
		486	19	Wisconsin.....	1149		
		552	20, 21				
North Carolina.....	789	590	95				
North Dakota.....	800, 804,	403	40				
	805, 808	470	40, 50				
Ohio.....	831						
Oklahoma.....	861, 870, 871						
Oregon.....	885						

LIST OF BULLETINS OF THE BUREAU OF LABOR STATISTICS

The following is a list of all bulletins of the Bureau of Labor Statistics published since July 1912, except that in the case of bulletins giving the results of periodic surveys of the Bureau only the latest bulletin on any one subject is here listed.

A complete list of the reports and bulletins issued prior to July 1912, as well as the bulletins published since that date, will be furnished on application. Bulletins marked thus () are out of print.*

Conciliation and arbitration (including strikes and lockouts)

- *No. 124. Conciliation and arbitration in the building trades of Greater New York. [1913.]
- *No. 133. Report of the industrial council of the British Board of Trade on its inquiry into industrial agreements. [1913.]
- *No. 139. Michigan copper district strike. [1914.]
- *No. 144. Industrial court of the cloak, suit, and skirt industry of New York City. [1914.]
- *No. 145. Conciliation, arbitration, and sanitation in the dress and waist industry of New York City. [1914.]
- *No. 191. Collective bargaining in the anthracite-coal industry. [1916.]
- *No. 198. Collective agreements in the men's clothing industry. [1916.]
- No. 233. Operation of the industrial disputes investigation act of Canada. [1918.]
- No. 255. Joint industrial councils in Great Britain. [1919.]
- No. 283. History of the Shipbuilding Labor Adjustment Board, 1917 to 1919.
- No. 287. National War Labor Board: History of its formation, activities, etc. [1921.]
- *No. 303. Use of Federal power in settlement of railway labor disputes. [1922.]
- No. 322. Kansas Court of Industrial Relations. [1923.]
- No. 341. Trade agreement in the silk-ribbon industry of New York City. [1923.]
- No. 402. Collective bargaining by actors. [1926.]
- No. 463. Trade agreements, 1927.
- No. 481. Joint industrial control in the book and job printing industry. [1928.]

Cooperation

- No. 313. Consumers' cooperative societies in the United States in 1920.
- *No. 314. Cooperative credit societies (credit unions) in America and in foreign countries. [1922.]
- No. 437. Cooperative movement in the United States in 1925 (other than agricultural).
- No. 531. Consumers', credit, and productive cooperative societies, 1929.

Employment and unemployment

- *No. 109. Statistics of unemployment and the work of employment offices [in the United States]. [1913.]
- *No. 172. Unemployment in New York City, N.Y. [1915.]
- *No. 183. Regularity of employment in the women's ready-to-wear garment industries. [1915.]
- *No. 195. Unemployment in the United States. [1916.]
- *No. 196. Proceedings of Employment Managers' Conference, held in Minneapolis, Minn., January 19 and 20, 1916.
- *No. 202. Proceedings of the conference of Employment Managers' Association of Boston, Mass., held May 10, 1916.
- No. 206. The British system of labor exchanges. [1916.]
- *No. 227. Proceedings of Employment Managers' Conference, Philadelphia, Pa., April 2 and 3, 1917.
- *No. 235. Employment system of the Lake Carriers' Association. [1918.]
- *No. 241. Public employment offices in the United States. [1918.]
- *No. 247. Proceedings of Employment Managers' Conference, Rochester, N.Y., May 9-11, 1918.
- *No. 310. Industrial unemployment: A statistical study of its extent and causes. [1922.]
- No. 409. Unemployment in Columbus, Ohio, 1921 to 1925.
- No. 542. Report of the Advisory Committee on Employment Statistics. [1931.]
- No. 544. Unemployment-benefit plans in the United States and unemployment insurance in foreign countries. [1931.]
- No. 553. Fluctuations in employment in Ohio, 1914 to 1929.
- No. 555. Social and economic character of unemployment in Philadelphia, April 1930.

Foreign labor laws

- *No. 142. Administration of labor laws and factory inspection in certain European countries. [1914.]
- No. 494. Labor legislation of Uruguay. [1929.]
- No. 510. Labor legislation of Argentina. [1930.]
- No. 529. Workmen's compensation legislation of the Latin American countries. [1930.]
- No. 549. Labor legislation of Venezuela. [1931.]
- No. 554. Labor legislation of Paraguay. [1931.]
- No. 559. Labor legislation of Ecuador. [1931.]
- No. 569. Labor legislation of Mexico. [1932.]

Housing

- *No. 158. Government aid to home owning and housing of working people in foreign countries. [1914.]
- No. 263. Housing by employers in the United States. [1920.]
- No. 295. Building operations in representative cities, 1920.
- No. 545. Building permits in principal cities of the United States in [1921 to] 1930.

Industrial accidents and hygiene

- *No. 104. Lead poisoning in potteries, tile works, and porcelain-enameled sanitary-ware factories. [1912.]
- No. 120. Hygiene of the painters' trade. [1913.]
- *No. 127. Dangers to workers from dusts and fumes, and methods of protection. [1913.]
- *No. 141. Lead poisoning in the smelting and refining of lead. [1914.]
- *No. 157. Industrial accident statistics. [1915.]
- *No. 165. Lead poisoning in the manufacture of storage batteries. [1914.]

Industrial accidents and hygiene—Continued

- *No. 179. Industrial poisons used in the rubber industry. [1915.]
- No. 188. Report of British departmental committee on the danger in the use of lead in the painting of buildings. [1916.]
- *No. 201. Report of the committee on statistics and compensation insurance costs of the International Association of Industrial Accident Boards and Commissions. [1916.]
- No. 209. Hygiene of the printing trades. [1917.]
- *No. 219. Industrial poisons used or produced in the manufacture of explosives. [1917.]
- No. 221. Hours, fatigue, and health in British munition factories. [1917.]
- No. 230. Industrial efficiency and fatigue in British munition factories. [1917.]
- *No. 231. Mortality from respiratory diseases in dusty trades (inorganic dusts). [1918.]
- *No. 234. The safety movement in the iron and steel industry, 1907 to 1917.
- No. 236. Effects of the air hammer on the hands of stonecutters. [1918.]
- *No. 249. Industrial health and efficiency. Final report of British Health of Munitions Workers' Committee. [1919.]
- *No. 251. Preventable death in the cotton-manufacturing industry. [1919.]
- No. 256. Accidents and accident prevention in machine building. [1919.]
- No. 267. Anthrax as an occupational disease. [1920.]
- No. 276. Standardization of industrial accident statistics. [1920.]
- *No. 280. Industrial poisoning in making coal-tar dyes and dye intermediates. [1921.]
- *No. 291. Carbon monoxide poisoning. [1921.]
- No. 293. The problem of dust phthisis in the granite-stone industry. [1922.]
- No. 298. Causes and prevention of accidents in the iron and steel industry, 1910-19.
- No. 392. Survey of hygienic conditions in the printing trades. [1925.]
- No. 405. Phosphorus necrosis in the manufacture of fireworks and in the preparation of phosphorus. [1926.]
- No. 427. Health survey of the printing trades, 1922 to 1925.
- No. 428. Proceedings of the Industrial Accident Prevention Conference, held at Washington, D.C., July 14-16, 1926.
- No. 460. A new test for industrial lead poisoning. [1928.]
- No. 466. Settlement for accidents to American seamen. [1928.]
- No. 488. Deaths from lead poisoning, 1925-27.
- No. 490. Statistics of industrial accidents in the United States to the end of 1927.
- No. 507. Causes of death, by occupation. [1930.]
- No. 582. Occupational hazards and diagnostic signs: A guide to impairments to be looked for in hazardous occupations. [1933.]

Industrial relations and labor conditions

- No. 237. Industrial unrest in Great Britain. [1917.]
- *No. 340. Chinese migrations, with special reference to labor conditions. [1923.]
- No. 349. Industrial relations in the West Coast lumber industry. [1923.]
- *No. 361. Labor relations in the Fairmont (W. Va.) bituminous-coal field. [1924.]
- No. 380. Postwar labor conditions in Germany. [1925.]
- No. 383. Works council movement in Germany. [1925.]
- No. 384. Labor conditions in the shoe industry in Massachusetts, 1920-24.
- No. 399. Labor relations in the lace and lace-curtain industries in the United States. [1925.]
- No. 483. Conditions in the shoe industry in Haverhill, Mass. [1928.]
- No. 534. Labor conditions in the Territory of Hawaii, 1929-30.

Labor laws of the United States (including decisions of courts relating to labor)

- No. 211. Labor laws and their administration in the Pacific States. [1917.]
- *No. 229. Wage payment legislation in the United States. [1917.]
- No. 285. Minimum wage laws of the United States: Construction and operation. [1921.]
- No. 321. Labor laws that have been declared unconstitutional. [1922.]
- No. 343. Laws providing for bureaus of labor statistics, etc. [1923.]
- No. 370. Labor laws of the United States, with decisions of courts relating thereto. [1925.]
- No. 408. Laws relating to payment of wages. [1926.]
- No. 548. Decisions of courts and opinions affecting labor, 1929-30.
- No. 552. Labor legislation, 1930.
- No. 581. Laws relating to employment agencies in the United States as of January 1, 1933.

Proceedings of annual conventions of the Association of Governmental Officials in Industry of the United States and Canada. (Name changed in 1928 from Association of Governmental Labor Officials of the United States and Canada.)

- *No. 266. Seventh, Seattle, Wash., July 12-15, 1920.
- No. 307. Eighth, New Orleans, La., May 2-6, 1921.
- *No. 323. Ninth, Harrisburg, Pa., May 22-26, 1922.
- *No. 352. Tenth, Richmond, Va., May 1-4, 1923.
- *No. 389. Eleventh, Chicago, Ill., May 19-23, 1924.
- *No. 411. Twelfth, Salt Lake City, Utah, August 13-15, 1925.
- *No. 429. Thirteenth, Columbus, Ohio, June 7-10, 1926.
- *No. 455. Fourteenth, Paterson, N.J., May 31 to June 3, 1927.
- *No. 480. Fifteenth, New Orleans, La., May 21-24, 1928.
- No. 508. Sixteenth, Toronto, Canada, June 4-7, 1929.
- No. 530. Seventeenth, Louisville, Ky., May 20-23, 1930.
- *No. 563. Eighteenth, Boston, Mass., May 18-22, 1931.

Proceedings of annual meetings of the International Association of Industrial Accident Boards and Commissions

- No. 210. Third, Columbus, Ohio, April 25-26, 1916.
- No. 248. Fourth, Boston, Mass., August 21-25, 1917.
- No. 264. Fifth, Madison, Wis., September 24-27, 1918.
- *No. 273. Sixth, Toronto, Canada, September 23-26, 1919.
- No. 281. Seventh, San Francisco, Calif., September 20-24, 1920.
- No. 304. Eighth, Chicago, Ill., September 19-23, 1921.
- No. 333. Ninth, Baltimore, Md., October 9-13, 1922.
- *No. 359. Tenth, St. Paul, Minn., September 24-26, 1923.
- No. 385. Eleventh, Halifax, Nova Scotia, August 26-28, 1924.
- No. 395. Index to proceedings, 1914-24.

Proceedings of annual meetings of the International Association of Industrial Accident Boards and Commissions—Continued

- No. 406. Twelfth, Salt Lake City, Utah, August 17-20, 1925.
- No. 432. Thirteenth, Hartford, Conn., September 14-17, 1926.
- No. 456. Fourteenth, Atlanta, Ga., September 27-29, 1927.
- No. 485. Fifteenth, Paterson, N.J., September 11-14, 1928.
- No. 511. Sixteenth, Buffalo, N.Y., October 8-11, 1929.
- No. 536. Seventeenth, Wilmington, Del., September 22-26, 1930.
- No. 564. Eighteenth, Richmond, Va., October 5-8, 1931.
- No. 577. Nineteenth, Columbus, Ohio, September 26-29, 1932.

Proceedings of annual meetings of the International Association of Public Employment Services

- No. 192. First, Chicago, December 19 and 20, 1913; second, Indianapolis, September 24 and 26, 1914; third, Detroit, July 1 and 2, 1915.
- *No. 220. Fourth Buffalo, N.Y., July 20 and 21, 1916.
- No. 311. Ninth, Buffalo, N.Y., September 7-9, 1921.
- No. 337. Tenth, Washington, D.C., September 11-13, 1922.
- No. 355. Eleventh, Toronto, Canada, September 4-7, 1923.
- No. 400. Twelfth, Chicago, Ill., May 19-23, 1924.
- No. 414. Thirteenth, Rochester, N.Y., September 15-17, 1925.
- No. 478. Fifteenth, Detroit, Mich., October 25-28, 1927.
- No. 501. Sixteenth, Cleveland, Ohio, September 18-21, 1928.
- No. 538. Seventeenth, Philadelphia, September 24-27, 1929; eighteenth, Toronto, Canada, September 9-12, 1930.

Productivity of labor and technological unemployment

- No. 356. Productivity costs in the common-brick industry. [1924.]
- No. 360. Time and labor costs in manufacturing 100 pairs of shoes, 1923.
- No. 407. Labor cost of production and wages and hours of labor in the paper box-board industry. [1926.]
- *No. 412. Wages, hours, and productivity in the pottery industry, 1925.
- No. 441. Productivity of labor in the glass industry. [1927.]
- No. 474. Productivity of labor in merchant blast furnaces. [1928.]
- No. 475. Productivity of labor in newspaper printing. [1929.]
- No. 560. Cargo handling and longshore labor conditions. [1932.]
- No. 574. Technological changes and employment in the United States Postal Service. [1932.]
- No. 585. Labor productivity in the automobile-tire industry. [1933.]

Retail prices and cost of living

- *No. 121. Sugar prices, from refiner to consumer. [1913.]
- *No. 130. Wheat and flour prices, from farmer to consumer. [1913.]
- *No. 164. Butter prices, from producer to consumer. [1914.]
- *No. 170. Foreign food prices as affected by the war. [1915.]
- No. 357. Cost of living in the United States. [1924.]
- No. 369. The use of cost-of-living figures in wage adjustments. [1925.]
- No. 495. Retail prices, 1890 to 1928.

Safety codes

- *No. 336. Safety code for the protection of industrial workers in foundries.
- No. 350. Rules governing the approval of headlighting devices for motor vehicles.
- *No. 351. Safety code for the construction, care, and use of ladders.
- *No. 375. Safety code for laundry machinery and operations.
- *No. 382. Code of lighting school buildings.
- No. 410. Safety code for paper and pulp mills.
- *No. 430. Safety code for power presses and foot and hand presses.
- No. 447. Safety code for rubber mills and calenders.
- No. 451. Safety code for forging and hot-metal stamping.
- No. 463. Safety code for mechanical power-transmission apparatus—first revision.
- No. 509. Textile safety code.
- No. 512. Code for identification of gas-mask canisters.
- No. 519. Safety code for woodworking plants, as revised 1930.
- No. 527. Safety code for the use, care, and protection of abrasive wheels, as revised 1930.
- No. 556. Code of lighting: Factories, mills, and other work places. (Revision of 1930.)
- No. 562. Safety codes for the prevention of dust explosions.

Vocational and workers' education

- *No. 159. Short-unit courses for wage earners, and a factory school experiment. [1915.]
- *No. 182. Vocational education survey of Richmond, Va. [1915.]
- *No. 199. Vocational education survey of Minneapolis, Minn. [1917.]
- No. 271. Adult working-class education in Great Britain and the United States. [1920.]
- No. 459. Apprenticeship in building construction. [1928.]

Wages and hours of labor

- *No. 146. Wages and regularity of employment and standardization of piece rates in the dress and waist industry of New York City. [1914.]
- *No. 147. Wages and regularity of employment in the cloak, suit, and skirt industry. [1914.]
- No. 161. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913.
- *No. 163. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913.
- *No. 190. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1914.
- No. 204. Street railway employment in the United States. [1917.]
- *No. 218. Wages and hours of labor in the iron and steel industry, 1907 to 1915: With a glossary of occupations.
- *No. 225. Wages and hours of labor in the lumber, millwork, and furniture industries, 1915.
- No. 265. Industrial survey in selected industries in the United States, 1919.
- No. 297. Wages and hours of labor in the petroleum industry, 1920.
- No. 356. Productivity costs in the common-brick industry. [1924.]
- No. 358. Wages and hours of labor in the automobile-tire industry, 1923.
- No. 360. Time and labor costs in manufacturing 100 pairs of shoes, 1923.
- No. 865. Wages and hours of labor in the paper and pulp industry, 1923.

Wages and hours of labor—Continued

- No. 407. Labor cost of production and wages and hours of labor in the paper box-board industry. [1928.]
- *No. 412. Wages, hours, and productivity in the pottery industry, 1925.
- No. 416. Hours and earnings in anthracite and bituminous coal mining, 1922 and 1924.
- No. 484. Wages and hours of labor of common street laborers, 1928.
- No. 499. History of wages in the United States from colonial times to 1928.
- No. 502. Wages and hours of labor in the motor-vehicle industry, 1928.
- No. 504. Wages and hours of labor in the hosiery and underwear industries, 1907 to 1928.
- No. 514. Pennsylvania Railroad wage data. From Report of Joint Fact Finding Committee in wage negotiations in 1927.
- No. 516. Hours and earnings in bituminous-coal mining, 1929.
- No. 523. Wages and hours in the manufacture of airplanes and aircraft engines, 1929.
- No. 525. Wages and hours of labor in the Portland cement industry, 1929.
- No. 532. Wages and hours of labor in the cigarette manufacturing industry, 1930.
- No. 534. Labor conditions in the Territory of Hawaii, 1929-1930.
- No. 539. Wages and hours of labor in cotton-goods manufacturing, 1910 to 1930.
- No. 547. Wages and hours of labor in the cane-sugar refining industry, 1930.
- No. 557. Wages and hours of labor in the men's clothing industry, 1911 to 1930.
- No. 560. Wages and hours of labor in the lumber industry in the United States, 1930.
- No. 566. Union scales of wages and hours of labor, May 15, 1931.
- No. 567. Wages and hours of labor in the iron and steel industry, 1931.
- No. 568. Wages and hours of labor in the manufacture of silk and rayon goods, 1931.
- No. 570. Wages and hours of labor in foundry and machine shops, 1931.
- No. 571. Wages and hours of labor in the furniture industry, 1910 to 1931.
- No. 573. Wages and hours of labor in metalliferous mines, 1924 to 1931.
- No. 575. Wages and hours of labor in air transportation, 1931.
- No. 576. Wages and hours of labor in the slaughtering and meat-packing industry, 1931.
- No. 578. Wages and hours of labor in gasoline-filling stations and motor-vehicle repair garages, 1931.
- No. 579. Wages and hours of labor in the boot and shoe industry, 1910 to 1932.
- No. 580. Wages and hours of labor in the bakery industry—bread and cake departments, 1932.
- No. 584. Wages and hours of labor in woolen and worsted goods manufacturing, 1932.
- No. 586. Wages and hours of labor in the lumber industry in the United States, 1932. (In press.)
- No. 587. Wages and hours of labor in rayon and other synthetic yarn manufacturing, 1932. (In press.)
- No. 588. Wages and hours of labor in the dyeing and finishing of textiles, 1932.
- No. 589. Wages and hours of labor in the leather industry, 1932. (In press.)

Welfare work

- *No. 123. Employers' welfare work. [1913.]
- *No. 222. Welfare work in British munition factories. [1917.]
- *No. 250. Welfare work for employees in industrial establishments in the United States. [1919.]
- No. 458. Health and recreation activities in industrial establishments, 1928.

Wholesale prices

- *No. 284. Index numbers of wholesale prices in the United States and foreign countries. [1921.]
- *No. 453. Revised index numbers of wholesale prices, 1923 to July 1927.
- No. 572. Wholesale prices, 1931.

Women and children in industry

- *No. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia. [1913.]
- *No. 117. Prohibition of night work of young persons. [1913.]
- *No. 118. Ten-hour maximum working day for women and young persons. [1913.]
- *No. 119. Working hours of women in the pea canneries of Wisconsin. [1913.]
- *No. 122. Employment of women in power laundries in Milwaukee. [1913.]
- *No. 160. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories. [1914.]
- *No. 167. Minimum-wage legislation in the United States and foreign countries. [1915.]
- *No. 175. Summary of the report on condition of woman and child wage earners in the United States. [1915.]
- *No. 176. Effect of minimum-wage determinations in Oregon. [1915.]
- *No. 180. The boot and shoe industry in Massachusetts as a vocation for women. [1915.]
- *No. 182. Unemployment among women in department and other retail stores of Boston, Mass. [1916.]
- No. 193. Dressmaking as a trade for women in Massachusetts. [1916.]
- *No. 215. Industrial experience of trade-school girls in Massachusetts. [1917.]
- *No. 217. Effect of workmen's compensation laws in diminishing the necessity of industrial employment of women and children. [1917.]
- *No. 223. Employment of women and juveniles in Great Britain during the war. [1917.]
- No. 253. Women in the lead industries. [1919.]
- No. 467. Minimum-wage legislation in various countries. [1928.]
- No. 558. Labor conditions of women and children in Japan. [1931.]

Workmen's insurance and compensation (including laws relating thereto)

- *No. 101. Care of tuberculous wage earners in Germany. [1912.]
- *No. 102. British national insurance act, 1911.
- *No. 103. Sickness and accident insurance law in Switzerland. [1912.]
- No. 107. Law relating to insurance of salaried employees in Germany. [1913.]
- *No. 155. Compensation for accidents to employees of the United States. [1914.]
- *No. 212. Proceedings of the conference on social insurance called by the International Association of Industrial Accident Boards and Commissions, Washington, D.C., December 5-9, 1916.
- *No. 243. Workmen's compensation legislation in the United States and foreign countries, 1917 and 1918.
- No. 301. Comparison of workmen's compensation insurance and administration. [1922.]
- No. 312. National health insurance in Great Britain, 1911 to 1921.
- No. 379. Comparison of workmen's compensation laws of the United States as of January 1, 1925.
- No. 477. Public-service retirement systems, United States and Europe. [1929.]
- No. 496. Workmen's compensation legislation of the United States and Canada as of January 1, 1929. (With text of legislation enacted in 1927 and 1928.)
- No. 529. Workmen's compensation legislation of the Latin American countries. [1930.]

Miscellaneous series

- *No. 174. Subject index of the publications of the United States Bureau of Labor Statistics up to May 1, 1915.
- No. 208. Profit sharing in the United States. [1910.]
- No. 242. Food situation in central Europe, 1917.
- No. 254. International labor legislation and the society of nations. [1919.]
- *No. 268. Historical survey of international action affecting labor. [1920.]
- No. 282. Mutual relief associations among Government employees in Washington, D.C. [1921.]
- No. 319. The Bureau of Labor Statistics: Its history, activities, and organization. [1922.]
- No. 326. Methods of procuring and computing statistical information of the Bureau of Labor Statistics. [1923.]
- No. 342. International Seamen's Union of America: A study of its history and problems. [1923.]
- No. 346. Humanity in government. [1923.]
- No. 372. Convict labor in 1923.
- No. 386. Cost of American almshouses. [1925.]
- No. 398. Growth of legal-aid work in the United States. [1926.]
- No. 401. Family allowances in foreign countries. [1926.]
- No. 461. Labor organizations in Chile. [1928.]
- No. 465. Beneficial activities of American trade-unions. [1928.]
- No. 479. Activities and functions of a State department of labor. [1928.]
- No. 489. Care of aged persons in United States. [1929.]
- No. 505. Directory of homes for the aged in the United States. [1929.]
- No. 506. Handbook of American trade-unions: 1929 edition.
- No. 518. Personnel research agencies: 1930 edition.
- No. 541. Handbook of labor statistics: 1931 edition.
- No. 561. Public old-age pensions and insurance in the United States and foreign countries. [1932.]
- No. 565. Park recreation areas in the United States, 1930.