

U. S. DEPARTMENT OF LABOR

JAMES J. DAVIS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director

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**STATE LAWS AFFECTING
WORKING WOMEN**



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LETTER OF TRANSMITTAL.

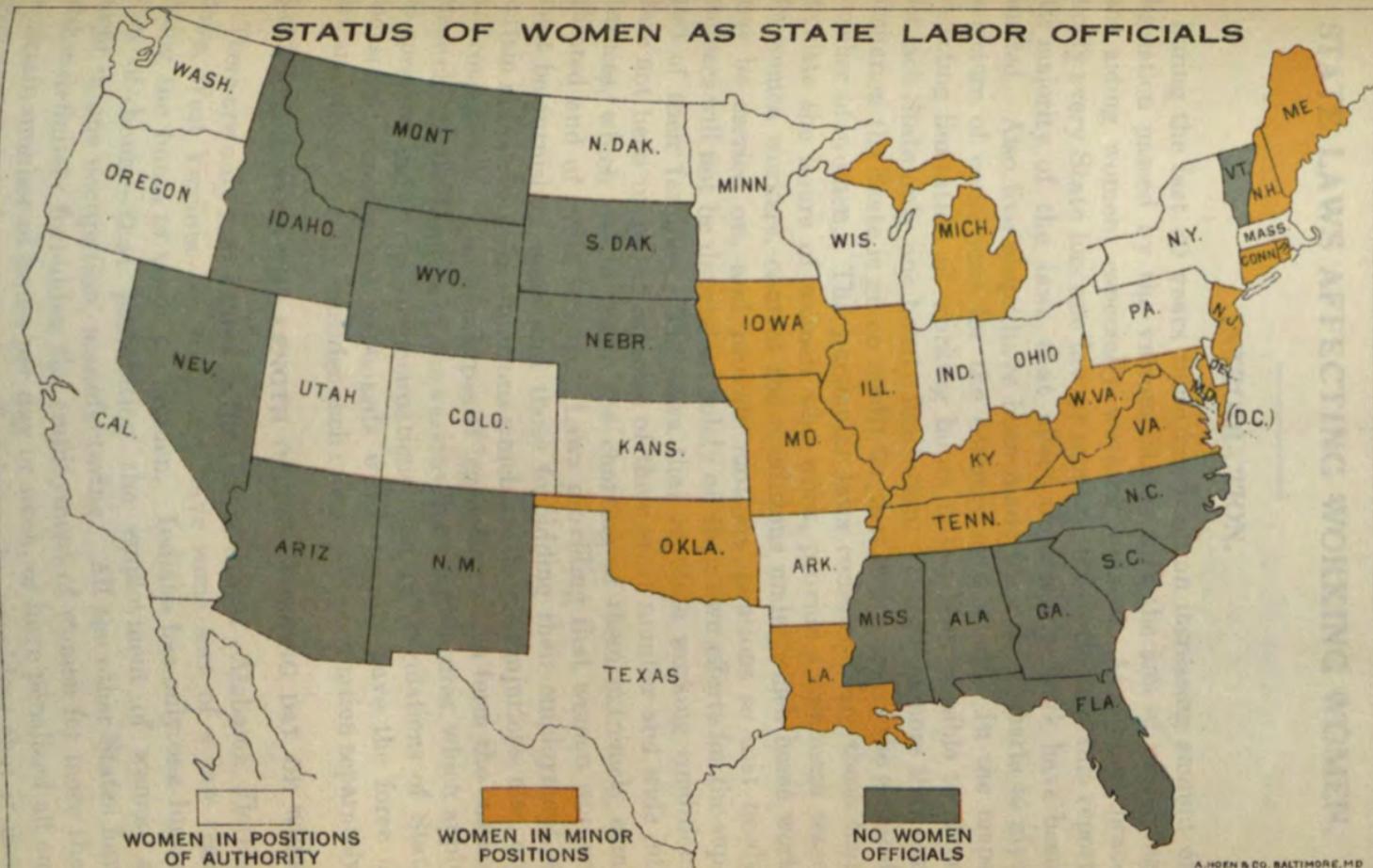
UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, July 1, 1921.

SIR: Herewith is transmitted a report showing the State laws affecting working women which are in effect at the present time. This material has been prepared by Mrs. Mildred J. Gordon, industrial research assistant of the Women's Bureau.
Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. JAMES J. DAVIS,
Secretary of Labor.

STATUS OF WOMEN AS STATE LABOR OFFICIALS



WOMEN IN POSITIONS OF AUTHORITY

WOMEN IN MINOR POSITIONS

NO WOMEN OFFICIALS

A. HOEN & CO. BALTIMORE, MD

THIS MAP SHOWS THE STATES THAT HAVE WOMEN IN THE DEPARTMENTS OF LABOR AIDING IN THE ENFORCEMENT OF THE LAWS DISCUSSED IN THIS BULLETIN.

STATE LAWS AFFECTING WORKING WOMEN.

INTRODUCTION.

During the last 30 years there has been an increasing amount of legislation passed by the various States with the aim of protecting and aiding women, especially working women. At present practically every State has one law or more of this type. In this report the majority of the laws that affect women who work have been charted. Also five maps have been made from these charts to give a picture of conditions for the country as a whole. In the maps depicting limitation of working hours it has been possible to show for each State only one hourly limitation. If there is more than one limitation the State is given credit for that which covers the greatest number of women. The particular laws considered are those that regulate the hours of women who work, provide a minimum wage for women workers, control the conditions under which home work may be carried on, and provide mothers' pensions so that needy mothers will not be dependent solely on their own efforts for the support of their families. The laws that regulate working conditions have not been included because of their great number and wide differences, which would make the charting of them extremely complicated and of great length. Laws providing that women workers must be furnished seats and those forbidding their employment in certain industries or occupations which are deemed injurious, also, are not considered. The two types of legislation which form the basis of these charts are (1) acts of the various State legislatures, which apply to specified industries or occupations, and (2) regulations of State industrial commissions or boards which usually have the force of law and which usually consider each industry or occupation separately.

LAWS REGULATING THE LENGTH OF THE WORKING DAY OR WEEK.

There are only four States in the United States—Alabama, Florida, Iowa, West Virginia—that do not have some sort of a law regulating the hours of work for women. Indiana has only one limitation of hours—that prohibiting the employment of women at night in one occupation, manufacturing. All the other States have either definitely forbidden the employment of women for more than a certain number of hours per day or week, or have penalized all employment beyond certain specified hours by providing that it must be paid for at an increased rate.

Eight-hour laws.—The shortest period to which hours of work are limited is 8 hours per day in 9 States—Arizona, California, Colorado, Kansas, Montana, Nevada, New Mexico, Utah, Washington, the District of Columbia, and the Territory of Porto Rico. The number of industries or occupations included in these laws varies greatly.

California has the most inclusive legislation. An act of the legislature in that State limits the hours of work strictly to 8 per day and 48 per week in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, hospital, place of amusement or restaurant, or telephone or telegraph establishment or office, or the operation of elevators in office buildings, or any express or transportation company. In addition to the industries and occupations covered by this act of the legislature the hours of work in a number of other industries and occupations have been limited by orders of the industrial welfare commission. One of these limits the hours of those employed as "labelers" in the fruit or vegetable or fish-canning industry to 8 per day and 48 per week; another order limits the hours of workers employed in unclassified occupations to 48 per week; another limits the employment of workers in the dried-fruit industry and in offices to 6 days per week unless time and a half is paid for the seventh day, and even in this case only 48 hours a week may be worked; still another order requires that time and a half be paid for all hours worked beyond 48 per week or for work done on the seventh day of the week in the fruit and vegetable canning or packing industry, the fish-canning industry, and in agricultural field occupations. Thus by a combination of the two methods of legislation California has limited the hours of work for practically all women workers, except domestic servants.

Although the States in this group limit daily hours uniformly to 8, the number of hours that a woman may work per week varies. California, Utah, the District of Columbia, and the Territory of Porto Rico allow only 48 hours work per week. Arizona, Colorado, Nevada, and Washington allow 56 hours; Kansas, 48 hours in one occupation, 54 hours in another, and 56 hours in a third, and New Mexico has different limits in various occupations, ranging from 48 hours to 60 hours per week.

Eight-and-a-half-hour laws.—One State, North Dakota, by an act of the legislature provides for a working day of $8\frac{1}{2}$ hours in specified industries and occupations but limits the weekly hours to 48. This act applies only to places with a population of more than 500, but North Dakota is following the same principle as California and bringing all women workers under some hour law. Through rulings of the minimum wage department the same limit of $8\frac{1}{2}$ hours per

day and 48 hours per week has been extended to the entire State for manufacturing, office, laundry, and mercantile occupations.

Nine-hour laws.—Fifteen States—Arkansas, Idaho, Kansas, Maine, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New York, North Dakota, Ohio, Oklahoma, Oregon, Texas—limit the working day of women in specified industries or occupations to 9 hours. Two of these States, Massachusetts and Oregon, limit the weekly hours to 48. Ohio allows 50 working hours per week; North Dakota, 58 hours; Idaho, 63 hours, and the remaining 10 States permit 54 hours per week.

In Kansas an order of the industrial welfare commission regulates hours in the public housekeeping occupation to either a 6-day week of 9 hours per day, or a 7 day week of 8 hours per day. North Dakota is establishing hour limitations in small communities that vary from the standard set by the 8½-hour act of the legislature, but is continuing to increase the number of women workers coming under some hour law.

Ten-hour laws.—In this group are found the greatest number of States—Connecticut, Delaware, Georgia, Illinois, Kentucky, Louisiana, Maryland, Minnesota, Mississippi, New Jersey, North Dakota, Virginia, Wisconsin, and Wyoming—19 in all. The weekly hours permitted vary. New Jersey, Pennsylvania, and Rhode Island have the shortest limit, 54 hours per week. Connecticut, Delaware, and Wisconsin allow 55 hours; Georgia, Kentucky, Louisiana, Maryland, Mississippi, and South Carolina, 60 hours; Illinois, Oregon, South Dakota, and Virginia, 70 hours. In Wyoming 60 hours per week is permitted if a woman works 7 days per week but only 52 hours per week is allowed if she works 6 days. Three of these States—Minnesota, North Dakota, Oregon—limit the hours of the majority of their women workers to less than 10 per day and only include a few groups in their 10-hour laws. They appear on the maps not as States having 10-hour laws but according to the legislation which covers the greatest number of women workers.

Ten-and-a-quarter, ten-and-a-half, eleven, and twelve hour laws.—In this miscellaneous group of laws are found the States of New Hampshire, permitting a 10¼-hour day and a 54-hour week; Vermont, a 10½-hour day and a 56-hour week; Tennessee, a 10½-hour day and a 57-hour week; and North Carolina, an 11-hour day and a 60-hour week. South Carolina appears on two charts (III and IV), as one of its laws limits cotton manufacturing establishments to 10 hours per day and another limits mercantile establishments to 12 hours.

Weekly hour laws.—In addition to laws limiting daily hours in specified industries or occupations, five States—Connecticut, Maine, Minnesota, New York, Oregon—have legislation supplementing

Errata, p. 9.

Group of States having 10-hour laws should include New Mexico, Oregon, Pennsylvania, Rhode Island, South Carolina, and South Dakota, making 20 in all.

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

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

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

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

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

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

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

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

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

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

NIGHT-WORK LAWS.

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

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

SUMMARY OF ALL THE LAWS AFFECTING WOMEN'S HOURS OF LABOR.

Although no State has adequately protected its working women from injurious hours of labor until it has regulated each industry or occupation by the passage of all types of hour-law legislation discussed in the preceding paragraphs, no one State has achieved this standard. A law limiting hours needs to specify not only a definite number of hours per week but a definite number of hours per day and days per week. Neither a daily nor an hourly limitation alone is adequate. Then, too, provision needs to be made against too long continuous periods of employment. Simply to provide for a lunch period of definite length is not enough. A law should provide that either a lunch or rest period must be granted after a limited number of hours of continuous employment. States that regulate daily hours often fail to prohibit night work, but the two laws are corrolaries, for prohibition of night work makes it easier to enforce daily hour laws, because hour schedules must be fitted into the regular hours when work is allowed. A few States have all three types of laws for their industries which employ the greatest number of women, notably Massachusetts, New York, and Pennsylvania, where the laws cover manufacturing establishments. The States that have industrial commissions are establishing legislation that covers all these points more rapidly than the ones that depend on separate acts of their legislatures for each step forward.

LAWS REGULATING HOME WORK.

About one-fourth of the States have laws either prohibiting or regulating home work. Since women form a very large proportion of all home workers, so that large numbers of them are affected by such legislation, these laws are included in this report. Ten States—Illinois, Indiana, Maryland, Massachusetts, Michigan, Missouri, New York, Ohio, Pennsylvania, Tennessee—have prohibited for all, except the immediate members of a family, certain forms of home work, in general the manufacture of clothing, trimmings, and tobacco products. Moreover, certain requirements that must be met by any one doing home work are established by law in Connecticut, New Jersey, and Wisconsin, and similar requirements for the immediate members of the family doing home work are established by law in all of the States, except Ohio, listed in the preceding paragraph, which prohibit home work for persons other than the immediate members of a family. In general these conditions provide for cleanliness, adequate lighting and ventilation, and freedom from infectious and contagious diseases. The majority of these laws were passed a number of years ago. While all the other types of laws considered in this report are constantly changing, only one of the States that have

home-work laws, New Jersey, has enacted or amended any home-work legislation in the last five years.

MINIMUM-WAGE LAWS.

Twelve States—Arizona, Arkansas, California, Colorado, Kansas, Massachusetts, Minnesota, North Dakota, Oregon, Utah, Washington, Wisconsin—the District of Columbia, and the Territory of Porto Rico have laws establishing a minimum wage for women workers. Two States—Arizona and Utah—and the Territory of Porto Rico have set a minimum wage by law in specified industries or occupations. Arkansas also has a minimum wage set by law, but the minimum-wage and maximum-hour commission has power to change this rate for any of the industries or occupations in the State and has done so in mercantile establishments in Fort Smith. The remaining States—California, Colorado, Kansas, Massachusetts, Minnesota, North Dakota, Oregon, Washington, Wisconsin—and the District of Columbia have created boards or commissions with power to study the various occupations or industries and establish minimum-wage rates for each or all of them. This has been done for one or more groups of workers in all the States except Colorado, where through lack of an appropriation the commission has never functioned. The awards of the boards or commissions are mandatory in all the States except Massachusetts, where they can be enforced only through publicity and the strong support of public opinion. The highest wages set in any of these awards are \$18 per week for the public housekeeping occupation in the State of Washington and \$20 per week for office workers in North Dakota. Where the rates are set by law they have not responded to the great rise in the cost of living since 1914. The rate in Utah and Arkansas is \$7.50 per week for experienced women.

MOTHERS' PENSIONS LAWS.

Forty States and two Territories (Alaska and Hawaii) have mothers' pensions laws. Only eight States—Alabama, Georgia, Kentucky, Mississippi, New Mexico, North Carolina, South Carolina, Rhode Island—have no laws granting aid to needy mothers. There are almost as many classes of women entitled to pensions under these laws as there are States having such laws. Five States—Florida, Minnesota, Wisconsin, North Dakota, and Missouri, outside of Jackson County and St. Louis—have laws broad enough to include grandmothers, or stepmothers, or women other than their mothers, on whom children are dependent. Colorado alone provides for giving a pension to needy parents—i. e., mother, father, or mother and father. Only two States—Michigan and Nebraska—and the Terri-

tory of Hawaii give pensions to needy unmarried mothers; and only three States—Colorado, Missouri, outside of Jackson County and St. Louis, and Pennsylvania—make any provision for expectant mothers. The more recent laws are, in general, more liberal, trying to include all women who need assistance in order to bring up their children properly in their own homes. In contrast, however, to the inclusiveness of some laws, nine States—California, Utah, Arizona, Connecticut, Louisiana, Maryland, New Jersey, Texas, Virginia—limit the payment of pensions to widows only. Moreover, in all the States the actual sums paid to the women are small. Two States—Florida and Nevada—allow \$25 per month for one child, but two other States—Delaware and New Jersey—allow only \$9 per month and two more States—Iowa and Vermont—allow only \$2 per week. Between these extremes of high and low there are more States granting \$12 to \$15 than there are States that allow around \$20 per month.

SUMMARY.

When the entire group of 10 charts is considered, it is even more striking than when only the hour-law charts were considered to find that every State has failed to cover fully the possible types of legislation for the protection and help of its women citizens. A comparison of the different maps will show that there is not a single State which appears either as white (white signifies the best laws in each class) or as the next best color in every map.

CHART I.—EIGHT-HOUR AND EIGHT-AND-A-HALF HOUR LAWS FOR WOMEN WORKERS.

PART A.—EIGHT-HOUR LAWS.¹

State and date of enactment.	Weekly limit.	Overtime.	Occupations or industries specified.
Arizona. 1913. In "The Revised Statutes of Arizona," 1913, Penal Code, sec. 717, p. 149.	56 hours...	Mercantile establishments, confectionery store, bakery; 2 hours on 1 day weekly, provided employee works only 6 days a week.	Mercantile establishment, confectionery store, bakery, laundry, hotel, restaurant, or telephone or telegraph office or exchange. <i>Exceptions:</i> Nurses, telephone or telegraph office or exchange in which not more than 3 females are employed.
California. 1911, 1913, 1919, 1920. In "General Laws of California," 1915 (ed. by James H. Deering), act 1537, p. 586, and in "Consolidated Supplement to the Codes and General Laws of California of 1915," 1917-1919 (ed. by James H. Deering), Title 242, p. 1200.	48 hours.....		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, hospital, place of amusement, or restaurant, or telegraph or telephone establishment or office, or the operation of elevators in office buildings, or any express or transportation company. <i>Exceptions:</i> Graduate nurses in hospitals, fruit, fish, or vegetable canning, or drying establishments during period necessary to save products from spoiling.
Industrial Welfare Commission Orders, Nos. 3, 6, 1920.	48 hours, 6 days.....		Labeling in the fruit and vegetable canning industry or in the fish-canning industry.
Industrial Welfare Commission Orders, Nos. 3, 6, 8, 14, 1920.	48 hours (basic). 6 days (basic).	If time and a quarter is paid for all hours up to 12 and double time for all hours in excess of 12, and if time and a quarter is paid for the first 8 hours of the day of rest and double this time and a quarter for all hours over 8.	Fruit and vegetable canning industry, fresh fruit and vegetable packing industry, fish-canning industry, agricultural field occupations.
Industrial Welfare Commission Orders, Nos. 8, 9, 1920.	48 hours. 6 days (basic).	Work may be done on the seventh day if time and a quarter is paid.	Dried fruit industry, general and professional offices.
Industrial Welfare Commission Order, No. 10, 1920.	48 hours.....		Unclassified occupations.
Colorado. 1913, 1917. In "Session Laws of Colorado," 1913, p. 692, and "Session Laws of Colorado," 1917, ch. 98, p. 380.	.....	Industrial commission may allow overtime in cases of emergency, provided an increased minimum wage is paid.	Manufacturing, mechanical, or mercantile establishments, laundry, hotel, or restaurant.
District of Columbia. 1914. In "The Code for the District of Columbia," 1919 (ed. by William S. Torbet), p. 403.	48 hours, 6 days.....		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, or restaurant, or telegraph or telephone establishment or office, or any express or transportation company.

¹ Wisconsin has an industrial commission order limiting the working hours of women on street railways to 8 per day, but no women are employed in such a capacity in Wisconsin.

PART A.—EIGHT-HOUR LAWS¹—Concluded.

State and date of enactment.	Weekly limit.	Overtime.	Occupations or industries specified.
Kansas. 1918, 1919. Industrial Welfare Commission Order, No. 8, 1918. Industrial Welfare Commission Order, No. 9, 1918. Industrial Welfare Commission Order, No. 10, 1919.	54 hours, 7 days ² 8 hours (basic), 6 days. 8 hours (basic), 55 hours, 6 days.	If time and a half is paid for all hours over the basic day. In emergencies if time and a half is paid for all hours over the basic day.	Public housekeeping establishments. Telephone operators. Manufacturing establishments.
Montana. 1917. In "Session Laws of Montana," 1917, ch. 70, pp. 92-93.	.....	Retail stores; 2 hours daily during the week before Christmas.	Manufacturing, mechanical, or mercantile establishment, telephone exchange room or office, or telegraph office, laundry, hotel, or restaurant.
Nevada. 1917. In "Session Laws of Nevada," 1917, ch. 14, pp. 16-17.	56 hours.....	.....	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, or restaurant, express or transportation company. <i>Exceptions:</i> Nurses or nurses in training, harvesting, curing, canning, or drying of perishable fruit or vegetables.
New Mexico. 1921. Senate Bill No. 81, sec. 1, sec. 4.....	.....	4 hours weekly if time and a half is paid and the total hours of labor for a 7-day week do not exceed 60.	Any mechanical establishment or factory, or laundry, or hotel, or restaurant, café, or eating house, or any place of amusement. <i>Exceptions:</i> Females employed in offices as stenographers, bookkeepers, clerks, or in other clerical work and not required to do manual labor; canneries or other establishments engaged in preparing for use perishable goods; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
Sec. 7.....	48 hours.....	Indefinite overtime allowed in emergencies resulting from flood, fire, storm, epidemic of sickness or other like causes.	Telephone establishment or office thereof. <i>Exceptions:</i> Shift working between 9 p. m. and 7 a. m.; establishments where 5 or less operators are employed and where the average number of calls per hour answered by one operator does not exceed 230; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
Porto Rico. 1919. In "Session Laws of Porto Rico," 2d sess., 1919, No. 73, pp. 496-506.	48 hours.....	1 hour daily if double time is paid and the maximum weekly hours are not exceeded.	Any lucrative occupation. <i>Exceptions:</i> Telephone operators, telegraphers, artists, nurses, or domestics, over 16 years of age.

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Utah. 1919.
In "Session Laws of Utah," 1919, ch. 70, p. 242.

48 hours.....

Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or telegraph or telephone establishment, hospital, or office, or any express or transportation company. *Exceptions:* Packing or canning of perishable fruits or vegetables, manufacturers of containers of same during packing season, emergencies when life or property is in imminent danger.

Washington. 1911.

In "Pierce's Code State of Washington," 1919, Vol. I, sec. 3450, p. 1057.

Mechanical or mercantile establishment, laundry, hotel, or restaurant. *Exceptions:* Harvesting, packing, curing, canning, or drying perishable fruits or vegetables, canning fish and shellfish.

PART B.—EIGHT-AND-A-HALF-HOUR LAWS.

North Dakota. 1919, 1920.

In "Session Laws of North Dakota," 1919, ch. 170, p. 314.

48 hours, 6 days.....

Manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, or telephone or telegraph establishment or office, or any express or transportation company. *Exceptions:* Rural telephone exchanges or in villages and towns of less than 500 population.

Minimum-wage department orders, Nos. 7, 8, 9, 11, 1920.

48 hours, 6 days.....

Manufacturing, office, laundry, mercantile occupations in villages or towns of less than 500 population.

¹ For six-day schedule see Chart II.

CHART II.—NINE-HOUR LAWS FOR WOMEN WORKERS.

State and date of enactment.	Weekly limit.	Overtime.	Occupations or industries specified.
Arkansas. 1915, 1919. In "Digest of the Statutes of Arkansas," 1916 (ed. by William F. Kirby and John T. Castle), ch. 107, secs. 5446-5457, pp. 1301-1304, and in "Session Laws of Arkansas," 1919, No. 275, pp. 203-204. Minimum wage and maximum hour commission order "Regulating Employment of Females in Hotels and Restaurants," 1919.	54 hours, 6 days.	Canning and candy factories may work overtime 90 days a year, with the permission of the minimum-wage commission if time and a half is paid for all hours over 9 per day.	Manufacturing, mechanical, or mercantile establishment, laundry, or any express or transportation company. <i>Exceptions:</i> Cotton factories, gathering of fruits, or farm products.
	6 days.....	.....	Hotels and restaurants.
Idaho. 1913. In "Compiled Statutes of Idaho," 1919, Vol. I, Political Code, sec. 2330, p. 653.	.....	.....	Mechanical or mercantile establishment, laundry, hotel, or restaurant, or telegraph or telephone establishment or office, or any express or transportation company. <i>Exceptions:</i> Harvesting, packing, curing, canning, or drying perishable fruits or vegetables.
Kansas. 1917, 1918. Industrial Welfare Commission Order, No. 3a, 1917. Industrial Welfare Commission Order, No. 7, 1918. Industrial Welfare Commission Order, No. 8, 1918.	6 days..... 54 hours..... 54 hours, 6 days ¹.....	..... ..... .....	Mercantile establishments. Laundries. Public housekeeping establishments.
Maine. 1915. In "Revised Statutes of Maine, 6th ed.," 1916, p. 1650-1652.	54 hours.....	In order to get 1 short day per week, overtime is permitted if the maximum weekly hours are not exceeded.	Workshop, factory, manufacturing, or mechanical establishment, or laundry. <i>Exceptions:</i> Manufacturing establishment or business the materials and products of which are perishable.
Massachusetts. 1918, 1919. In "Session Laws of Massachusetts," 1918, ch. 147, p. 118. In "Session Laws of Massachusetts," 1919, ch. 113, pp. 84-86, and in "Session Laws of Massachusetts," 1921, ch. 280, p. 2.	..... 48 hours.....	..... In seasonal employments, 52 hours per week if average for year is 48 hours per week. In emergencies overtime is allowed in public-service occupations. Hotel employees not employed in a manufacturing, mercantile, or mechanical establishment connected with a hotel are permitted to work one hour overtime daily if the maximum weekly hours are not exceeded.	Elevators in establishments previously covered or that may be covered by future enactments, buildings occupied by such establishments, office buildings. Factory or workshop or any manufacturing, mercantile, mechanical establishment, telegraph office, or telephone exchange, or any express or transportation company, or any laundry, hotel, manieuring or hair-dressing establishment, motion-picture theater, or an elevator operator or a switchboard operator in a private exchange.
Michigan. 1900, 1919. In "Compiled Laws of Michigan," 1915, sec. 5330, p. 2023, and in "Session Laws of Michigan," 1919, act No. 341, p. 613.	54 hours.....	One hour of overtime daily if the weekly hours are not exceeded.	Factory, mill, warehouse, workshops, clothing, dress-making or millinery establishments or any place where the manufacture of any kind of goods is carried on or where any goods are prepared for manufacturing, or any

<p>Minnesota. 1913. In "General Statutes of Minnesota," 1913, sec. 3851, p. 879.</p>	54 hours	In order to get 1 shorter work day per week, overtime is permitted, if the maximum weekly hours are not exceeded.	<p>laundry, store, shop, or any other mercantile establishment; any office or restaurant, theater, concert hall, music hall, hotel, or operating an elevator or on street or electric railways. <i>Exceptions:</i> Preserving perishable goods in fruit and vegetable canning establishments.</p>
<p>Missouri. 1900, 1911, 1913, 1910. In "Revised Statutes of Missouri" 1909, sec. 7815, p. 616, in "Session Laws of Missouri," 1911, p. 311, in "Session Laws of Missouri," 1913, p. 406, in "Session Laws of Missouri," 1919, p. 447.</p>	54 hours.....		<p>Manufacturing, mechanical, or mercantile establishment or factory, workshop, laundry or bakery or restaurant or any place of amusement, or stenographic or clerical work of any character in the above industries, or any express or transportation or public utility business or common carrier or public institution. <i>Exceptions:</i> Establishments canning and packing perishable farm products in places under 10,000 population for 90 days annually, telephone companies; towns, or cities having a population of 3,000 or less.</p>
<p>Nebraska. 1899, 1913, 1915, 1919. In "Session Laws of Nebraska," 1919, ch. 190, Title IV, Article II, sec. 5, p. 547.</p>	54 hours		<p>Manufacturing, mechanical, or mercantile establishment, laundry, hotel, or restaurant, office, any public-service corporation in metropolitan cities and cities of the first-class.</p>
<p>New Mexico. 1921. Senate Bill No. 81, sec. 2, sec. 3, sec. 5, sec. 6.</p>	56 hours.....	2 hours on Saturday in mercantile establishments provided the maximum weekly hours are not exceeded; 4 hours weekly in emergencies if time and a half is paid and the total hours of labor for a 7-day week do not exceed 60.	<p>Mercantile establishments; any person, firm, or corporation engaged in any express or transportation or public utility business or any common carrier. <i>Exceptions:</i> Drug stores; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.</p>
<p>New York. 1909, 1910, 1913, 1914, 1915, 1917, 1918, 1919, 1920. In "Annotated Consolidated Laws of New York" 1918 (2d ed., by Birdseye, Cumming, and Gilbert), ch. 31, secs. 77-78, pp. 4578 and 4613, and in "Cumulative Supplement, 1918-1920, Annotated Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), secs. 77-78, p. 1040.</p>	54 hours, 6 days.	Overtime regularly on 5 days of the week to make a shorter work day or holiday on the sixth day; irregularly 1 hour per day on 3 days of the week, provided weekly maximum is not exceeded; 1 hour daily, 6 hours weekly, June 15-Oct. 15, in establishments canning perishable products, 3 hours daily, 12 hours weekly, June 25-Aug. 5, in such establishments by permission of the industrial commission.	<p>Factory, i. e., mill, workshop, manufacturing establishment, laundry.</p>
<p>Industrial commission order in "Industrial Code of New York," 1920, p. 187.</p>	.....	<p><i>Exceptions:</i> Work requiring continuous standing, labeling, or packing cans.</p>	

¹ For 7-day schedule see Chart I.

State and date of enactment.	Weekly limit.	Overtime.	Occupations or industries specified.
<p>New York. 1909, 1910, 1913, 1914, 1915, 1917, 1918, 1919, 1920—Concluded. In "Annotated Consolidated Laws of New York," 1918 (2d ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, pp. 4651-4652, and in "Cumulative Supplement, 1918-1920, Annotated Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, p. 1057.</p>	54 hours, 6 days.	One day weekly in order to get 1 or more shorter days weekly.	Mercantile establishments. <i>Exceptions:</i> Dec. 18-24, 2 days annually for stock taking. Writers or reporters in newspaper offices may work 7 days per week.
<p>In "Annotated Consolidated Laws of New York," 1918 (2d ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, p. 4651.</p>	54 hours, 6 days.	.....	Work in or in connection with restaurants in cities of the first and second class. <i>Exceptions:</i> Singers and performers of any kind, attendants in ladies' cloak rooms and parlors, employees in or in connection with the dining rooms and kitchens of hotels or in connection with employees' lunch-rooms or restaurants.
<p>In "Cumulative Supplement 1918-1920, Annotated Consolidated Laws of New York" (ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161-d, pp. 1058-1059.</p>	54 hours, 6 days.	.....	Conductor or guard on any street, surface, electric, subway, or elevated railroad.
<p>In "Cumulative Supplement 1918-1920, Annotated Consolidated Laws of New York" (ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 176, p. 1064.</p>	54 hours, 6 days.	.....	Custody or management of or operation of any elevator for freight or passengers in any building or place.
<p>North Dakota. 1920. Minimum wage department orders, Nos. 5 and 6, 1920.</p>	58 hours.	.....	Public housekeeping occupation, personal service occupation in towns of less than 500 population.
<p>Ohio. 1917, 1919. In "General Code of Ohio Page's Compact Edition," 1921, Vol. I, sec. 1008, pp. 494-495.</p>	50 hours, 6 days.	Mercantile establishments; 1 hour on Saturday.	Factory, workshops, telephone or telegraph office, millinery or dressmaking establishment, restaurant, the distribution or transmission of messages in or on any inter-urban or street railway car, or as ticket sellers or elevator operators, or in any mercantile establishment located in any city. <i>Exceptions:</i> Canneries and establishments preparing for use perishable goods during the canning season.
<p>Oklahoma. 1915, 1919. In "Session Laws of Oklahoma," 1919, ch. 163, p. 235.</p>	54 hours.	Telephone operators in time of disaster and epidemic, if consent of employee is secured and double time paid. Hotel and restaurant employees in emergencies may work 1 hour overtime per day if consent of employee is secured and double time paid.	Manufacturing, mechanical, or mercantile establishment, laundry, bakery, hotel, or restaurant, office building or warehouse, telegraph or telephone establishment or office, or printing establishment, or book bindery, or any theater, show house, or place of amusement, or any other establishment employing any female. <i>Exceptions:</i> Registered pharmacists, nurses, agricultural or domestic labor, establishments outside of towns or cities of 5,000 population and employing less than 5 females.

<p>Oregon. 1919. Industrial welfare commission orders, Nos. 37, 38, 39, 40, 41, 42, 45, 1919.</p>	48 hours, 6 days		<p>Manufacturing occupation, mercantile occupation, laundry occupation, personal service establishment (i. e., man- icuring, hairdressing, barbering, and other work of like nature, and the work of ushers in theaters), telephone or telegraph occupations in the city of Portland, public housekeeping occupation (i. e., hotel, restaurant, board- ing house, car cleaners, janitresses, elevator operators). <i>Exceptions:</i> Fruit and vegetable drying, canning, pre- serving and packing establishments, rural telephone es- tablishments which do not require the uninterrupted attention of an operator may be granted special license by commission.</p>
<p>Industrial welfare commission order No. 43, 1919.</p>	48 hours		<p>Telephone and telegraph occupations, outside of the city of Portland.</p>
<p>Texas. 1915. In "Complete Texas Statutes," 1920, Penal Code, secs. 1451-h to 1451-m, p. 223.</p>	54 hours	<p>Laundries in cases of extraordinary emergency, provided consent of employee is secured, may work 2 hours overtime per day, provided weekly maximum is not exceeded and double time is paid for all hours above 9 daily. Woolen and cotton mills 1 hour daily, 6 hours weekly, if double time is paid for all hours above 9 daily.</p>	<p>Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or rooming house, theater or moving picture show, barber shop, tele- graph, telephone, or other office, express or transportation company, State institution, or any other establishment, institution, or enterprise where females are employed. <i>Exceptions:</i> Stenographers, pharmacists, telephone and telegraph companies, mercantile establishments in rural districts and in cities of less than 3,000 population.</p>

CHART III.—TEN-HOUR LAWS FOR WOMEN WORKERS.

State and date of enactment.	Weekly limit.	Overtime.	Occupations or industries specified.
<p>Connecticut. 1902, 1907, 1909, 1911, 1913, 1917. In "General Statutes of Connecticut, Revision of 1918," sec. 5301, p. 1486.</p>	55 hours.....		Manufacturing or mechanical establishment.
<p>Delaware. 1913, 1917. In "Session Laws of Delaware," 1917, ch. 230, pp. 741-742.</p>	55 hours, 6 days.	Two hours on 1 day weekly provided weekly maximum is not exceeded.	Mercantile, mechanical, or manufacturing establishment, laundry, baking or printing establishment, telephone and telegraph office or exchange, restaurant, hotel, place of amusement, dressmaking establishment or office. <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits and vegetables.
<p>Georgia. 1889, 1911. In "Park's Annotated Code of Georgia," 1914, Vol. II, sec. 3137, p. 1570.</p>	60 hours.....	Permitted to make up time lost, not to exceed 10 days annually, caused by accidents or other unavoidable circumstances.	Cotton or woolen manufacturing establishments. <i>Exceptions:</i> Engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical forces, cleaners repairmen.
<p>Illinois. 1909, 1911. In "Revised Statutes of Illinois," 1919, ch. 48, sec. 121, p. 1449.</p>			Mechanical or mercantile establishment, or factory, or laundry, or hotel or restaurant, or telegraph or telephone establishment or office thereof, or any place of amusement, or any express or transportation or public utility business, or common carrier, or public institution.
<p>Kentucky. 1912. In "The Kentucky Statutes," 1915, 5th ed. (ed. by John D. Carroll), Vol. II, ch. 135, sec. 4866 b, p. 2458.</p>	60 hours.....		Laundry, bakery, factory, workshop, store, or mercantile, manufacturing or mechanical establishment, or hotel, restaurant, telephone exchange or telegraph office.
<p>Louisiana. 1908, 1916. In "Constitution and Statutes of Louisiana," 1920 (ed. by Solomon Wolf), Vol. II, pp. 1082 and 1084.</p>	60 hours.....		Mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dressmaking stores, or mercantile establishment in which more than five persons are employed, hotel or restaurants, or any theater or concert hall, on, in, or about any place of amusement where intoxicating liquors are made or sold, or any bowling alley, bootblackening establishment, freight or passenger elevator, or in the transmission or distribution of messages, either telephone or telegraph, or any other messages, or merchandise, or in any other occupation not herein enumerated which may be deemed unhealthful or dangerous. <i>Exceptions:</i> Stores or mercantile establishments on Saturday nights.

<p>Maryland. 1912, 1916. In "Annotated Code of the Public General Laws of Maryland," 1918 (ed. by George P. Bagby), Vol. IV, Article C, sec. 51, pp. 747-748.</p>	60 hours.....	Two hours on Saturdays and the 6 days before Christmas in retail mercantile establishments outside of the city of Baltimore, if 2 rest periods of 1 hour each are granted on each day overtime is worked and 9 hours constitute the maximum day during the remainder of the year.	Manufacturing, mechanical, mercantile, printing, baking or laundering establishment. <i>Exceptions:</i> Canning, preserving or preparing for canning or preserving of perishable fruits and vegetables.
<p>Minnesota. 1909, 1911, 1913. In "General Statutes of Minnesota," 1913, sec. 3851, p. 879.</p>	58 hours.....	In order to get 1 shorter workday per week overtime is permitted, if the weekly maximum hours are not exceeded. Mercantile establishments may work 11 hours on Saturdays, provided the weekly maximum hours are not exceeded.	Mercantile establishment, restaurant, lunchroom, or eating house, or kitchen operated in connection therewith in cities of the first or second class.
<p>In "Labor Laws of Minnesota," 1919. Laws 1909, ch. 499, p. 100 (issued by the Department of Labor and Industries, St. Paul, Minn.).</p>	58 hours.....	In order to get 1 short work day per week overtime is permitted, if the weekly maximum hours are not exceeded.	Manufacturing or mechanical establishment outside cities of the first or second class.
<p>Mississippi. 1914. In "Annotated Mississippi Code," 1917 (ed. by William R. Hemingway), Vol. II, sec. 4527, p. 2166.</p>	60 hours.....	Permitted in cases of emergency or public necessity.	Laundry, millinery, dressmaking, store or office, mercantile establishments, theater, telegraph or telephone office, or any other occupation. <i>Exceptions:</i> Domestic servants.
<p>New Jersey. 1912. In "First Supplement to the Compiled Statutes of New Jersey," 1911-1915, sec. 83, p. 866, and in Session Laws 1921, ch. 194, p. 510.</p>	54 hours, 6 days.....	.....	Manufacturing or mercantile establishment, bakery, laundry or restaurant. <i>Exceptions:</i> Canneries engaged in packing a perishable product, such as fruits or vegetables; hotels or other continuous business where working hours do not exceed 8 per day.
<p>New Mexico. 1921. Senate bill No. 81, sec. 7.....</p>	60 hours.....	Indefinite overtime allowed in emergencies resulting from flood, fire, storm, epidemic of sickness, or other like causes.	Any telephone establishment or office thereof; shift working between 9 p. m. and 7 a. m. <i>Exceptions:</i> Establishments where 5 or less operators are employed and where the average number of calls per hour answered by 1 operator does not exceed 230; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
<p>North Dakota. 1920. Minimum Wage Department Order, No. 12, 1920.</p>	63 hours.....	.....	Telephone establishment in towns of less than 500 population, rural telephone exchanges.
<p>Oregon. 1907, 1909, 1917. In "Oregon Laws," 1920, Vol. II, sec. 6689, p. 2676.</p>	.....	Overtime is allowed if time and a half is paid for all hours over 10 per day.	Canneries or driers or packing plants.
<p>Pennsylvania. 1913, 1915. In "Cumulative Supplement to Purdon's Digest of the Statute Law of Pennsylvania," 1905-1915, Vol. V, secs. 35-46, pp. 6115-6116.</p>	54 hours, 6 days.....	Two hours on not more than 3 days of the week, if a legal holiday occurs during the week and the maximum weekly hours are not exceeded.	Any establishment. "The term 'establishment' when used in this act shall mean any place within this Commonwealth where work is done for compensation of any sort to whomever payable." <i>Exceptions:</i> Nurses in hospitals, work in private homes, farming, canning of fruit and vegetable products.

CHART III.—TEN-HOUR LAWS FOR WOMEN WORKERS—Concluded.

State and date of enactment.	Weekly limit.	Overtime.	Occupations or industries specified.
Rhode Island. 1900, 1913. In "Session Laws," 1913-14, ch. 912, p. 6.....	54 hours.....	.....	Factory, manufacturing, mechanical, business or mercantile establishment.
South Carolina. 1911, 1914. In "Session Laws of South Carolina," 1916, No. 547, pp. 937-939.	60 hours.....	One hour of overtime per day is allowed, if weekly hours are not exceeded. Sixty hours of overtime may be worked annually to make up lost time caused by accident or unavoidable cause.	Cotton and woolen manufacturing establishments. <i>Exceptions:</i> Mechanics, engineers, firemen, watchmen, teamsters, yard employees, and clerical force.
South Dakota. 1913. In "South Dakota Revised Code," 1919, Vol. II, sec. 10014, p. 2602.	.....	.....	Any employment. <i>Exceptions:</i> Farm laborers, domestic servants, or persons engaged in the care of live stock.
Virginia. 1889-90, 1912, 1914, 1918. In "Code of Virginia," 1919, Vol. I, sec. 1808, p. 676, and in "Session Laws of Virginia," 1918, chs. 214 and 414, pp. 363 and 756.	(1).....	.....	Factory, workshop, laundry, mercantile or manufacturing establishment. <i>Exceptions:</i> Mercantile establishments in towns of less than 2,000 or in country districts, bookkeepers, stenographers, cashiers, or office assistants, factories packing fruits or vegetables.
Wisconsin. 1913. In "Wisconsin Statutes," 1919, sec. 1729-2, pp. 1420-1421.	55 hours.....	.....	Place of employment, i. e., manufacturing, mechanical, or mercantile establishment, laundry, restaurant, confectionery store, or telegraph or telephone office or exchange, or any express or transportation establishment.
Wyoming. 1917. In "Session Laws of Wyoming," 1917, ch. 106, p. 167.	60 hours, 7 days, or 52 hours, 6 days.	.....	Manufacturing, mechanical, mercantile, printing, baking, laundering, canning establishment, hotel, restaurant, theater, or place of public amusement.

¹ Virginia enforces section 4570 of the code of 1918, which prohibits work on Sunday.

CHART IV.—TEN-AND-A-QUARTER-HOUR, TEN-AND-A-HALF-HOUR, ELEVEN-HOUR, AND TWELVE-HOUR LAWS FOR WOMEN WORKERS.

TEN-AND-A-QUARTER-HOUR LAW.

State and date of enactment.	Weekly limit.	Overtime.	Occupations or industries specified.
New Hampshire. 1917. In "Session Laws of New Hampshire," 1917, ch. 196, p. 750.	54 hours.....		Manual or mechanical labor in any employment. <i>Exceptions:</i> Household labor and nurses, domestic, hotel, and boarding house labor, operators in telephone and telegraph offices, and farm labor, manufacture of munitions or supplies for the United States or State during war time. Mercantile establishments on the 7 days preceding Christmas, provided annual weekly average does not exceed 54 hours.

TEN-AND-A-HALF-HOUR LAWS.

Tennessee. 1913, 1915. In "Thompson's Shannon's Tennessee Code," 1918, secs. 4342a-51—4342a-52, pp. 1863-1864.	57 hours.....		Workshop, factory (i. e., manufacturing, mills, mechanical, electrical, mercantile, art, and laundering establishments, printing, telegraph and telephone offices, department stores, or any kind of establishment wherein labor is employed or machinery is used). <i>Exceptions:</i> Domestic service and agricultural pursuits.
Vermont. 1917, 1919. In "General Laws of Vermont," 1917, sec. 5837, p. 1001, and in "Session Laws of Vermont," 1919, No. 160, p. 172.	56 hours.....		Mine or quarry, manufacturing or mechanical establishment. <i>Exceptions:</i> In any manufacturing establishment or business, the materials or products of which are perishable, the commissioner of industries, with the approval of the governor, may suspend the law for a period not to exceed two months in any one year.

ELEVEN-HOUR LAW.

North Carolina. 1915. In "Consolidated Statutes of North Carolina," 1919, sec. 6554, p. 595.	60 hours.....		All factories and manufacturing establishments. <i>Exceptions:</i> Engineers, firemen, superintendents, overseers, section and yard hands, office men, watchmen, repairers of breakdowns.
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TWELVE-HOUR LAW.

South Carolina. 1911, 1914. In "Session Laws of South Carolina," 1914, No. 202, p. 481.	60 hours.....		Mercantile establishments.
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CHART V.—WEEKLY HOUR LAWS FOR WOMEN WORKERS.

State and date of enactment.	Weekly limit.	Overtime.	Occupations or industries specified.
<p>Connecticut. 1902, 1907, 1909, 1911, 1913, 1917. In "General Statutes of Connecticut," Revision of 1918, sec. 5302 and sec. 5306, pp. 1486, 1487.</p>	58 hours.....		Any bowling alley or mercantile establishment, public restaurant or café, dining room, barber shop, hair dressing or manicuring establishment, photograph gallery. <i>Exceptions:</i> Hotels, mercantile establishments from Dec. 17 to 25 if employer grants at least seven holidays with pay annually.
<p>Maine. 1915. In "Revised Statutes of Maine," 6th ed., 1916, pp. 1650-1652.</p>	54 hours.....		Telephone exchange employing more than 3 operators, mercantile establishment, store, restaurant, telegraph office, or any express or transportation company. <i>Exceptions:</i> Millinery establishments on the 8 days prior to Easter Sunday, mercantile establishments on Dec. 17 to 24, inclusive, public service in cases of emergency or in cases of extraordinary public requirement.
<p>Minnesota. 1909, 1911, 1921. In "Labor Laws of Minnesota," 1919, Laws of 1909, ch. 499, p. 100 (issued by the Department of Labor and Industries, St. Paul, Minn.). Minimum Wage Commission Order No. 12, 1921.</p>	58 hours.....		Mercantile establishments outside cities of the first or second class.
<p>New York. 1909, 1910, 1918. In "Cumulative Supplement, 1918-1920, Annotated Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161-c, pp. 1057-1058.</p>	54 hours, 6 days.....	All hours over 48 per week must be paid for at the rate of 25 cents an hour in cities having 5,000 or more population and 21½ cents an hour in cities of less than 5,000 population.	Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages.
<p>Oregon. 1919. Industrial Welfare Commission Order No. 44, 1919.</p>	48 hours, 6 days.....		Office occupation.
<p>Industrial Welfare Commission Order No. 48, 1920.</p>	56 hours.....		Student nurses.

CHART VI.—LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS.

State and date of enactment.	Day of rest or one shorter workday.	Time for meals.	Rest periods.	Occupations or industries specified.
Arizona. 1913. In "The Revised Statutes of Arizona," 1913, Penal Code, sec. 717, p. 149.	.....	At least one hour for meals shall be allowed each female during her working period.	.....	Mercantile establishment, confectionery store, bakery, laundry, hotel, restaurant, or telephone or telegraph office or exchange. <i>Exceptions:</i> Nurses, telephone or telegraph office or exchange in which not more than 3 females are employed.
Arkansas. 1915, 1919. In "Digest of the Statutes of Arkansas," 1916 (ed. by William F. Kirby and John T. Castle), ch. 107, secs. 5446-5450, pp. 1301-1304, and in "Session Laws of Arkansas," 1919, No. 275, pp. 203-204.	No female shall be employed * * * more than 6 days in any one week.	Time allowed for noon luncheon shall not be less than three-quarters of an hour. (Females.)	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least three-quarters of an hour. <i>Exceptions:</i> 6½ hours' continuous labor if such employment ends not later than half-past 1 in the afternoon and the worker is dismissed for the remainder of the day.	Manufacturing, mechanical, or mercantile establishment, laundry, or any express or transportation company. <i>Exceptions:</i> Cotton factories, gathering of fruits or farm products.
Minimum wage and maximum hour commission order "Regulating employment of females in hotels and restaurants," 1919.	No female shall be employed * * * more than 6 days in any one week.	.....	.....	Hotels and restaurants.
California. 1919, 1920. Industrial Welfare Commission Order No. 4, 1919, Nos. 7 and 11, 1920.	No person, firm, or corporation shall employ or suffer or permit any woman * * * to work more than 6 days in any one week.	Females are entitled to 1 hour for meals, either at noontime or at evening, but at noon they may not be permitted to return to work in less than one-half hour.	.....	Laundry and dry cleaning and manufacturing industries.
Industrial Welfare Commission Orders Nos. 5 and 11, 1920.	No person, firm, or corporation shall employ or suffer or permit any woman * * * to work more than 6 days in any one week.	Females are entitled to three-quarters of an hour for the noontime meal, but they may not be permitted to return to work in less than one-half hour. They are allowed 1 hour for the evening meal.	.....	Mercantile establishments.

STATE LAWS AFFECTING WORKING WOMEN.

CHART VI.—LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued.

State and date of enactment.	Day of rest or one shorter workday.	Time for meals.	Rest periods.	Occupations or industries specified.
California. 1919, 1920 —Con. Industrial Welfare Commission Orders Nos. 3, 6, 8, 9, and 14, 1920.	Females shall be entitled to 1 day's rest in 7. <i>Exceptions:</i> Emergencies, in which case work may go on if time and a quarter is paid for the first 8 hours and double time for all hours above 8.	-----	-----	Fruit and vegetable canning industry, fish-canning industry, fruit and vegetable packing industry (dried fruit packing) (fresh fruit and vegetable packing); general and professional offices, agricultural field occupations.
Industrial Welfare Commission Orders Nos. 6 and 8, 1920.	No person, firm, or corporation shall employ or suffer or permit any woman to work more than 6 days in any one week.	-----	-----	Fish-canning industry (labeling); fruit and vegetable packing industry (dried-fruit industry).
Industrial Welfare Commission Orders Nos. 10 and 12, 1920.	Every person, firm, or corporation shall provide 1 full day of rest a week for all females who are employed more than 6 hours per day.	-----	-----	Hotels and restaurants, unclassified occupations.
Delaware. 1917. In "Session Laws of Delaware," 1917, ch. 230, pp. 741-742.	No female shall be employed more than 6 days in any one calendar week.	Not less than 30 minutes shall be allowed to every female * * * for the midday or evening meal.	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least three-quarters of an hour. <i>Exceptions:</i> 6½ hours continuous labor if such employment ends not later than half-past 1 in the afternoon and the worker is dismissed for the remainder of the day.	Mercantile, mechanical, or manufacturing establishment; laundry, baking, or printing establishment; telephone and telegraph office or exchange; restaurant, hotel, place of amusement, dressmaking establishment, or office.
District of Columbia. 1914. In "The Code of Law for the District of Columbia," 1919 (ed. by William S. Torbet), p. 403.	No female shall be employed more than 6 days in any one week.	-----	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least three-quarters of an hour. <i>Exceptions:</i> (1) 6½ hours continuous labor if such employment ends not later than half-past 1 in the afternoon and the worker is dismissed for the	Manufacturing, mechanical, or mercantile establishments; laundry; hotel or restaurants, or telegraph or telephone establishment or office, or any express or transportation company.

<p>Indiana. 1899. In "Burns Annotated Indiana Statutes," 1914, vol. 3, sec. 8031, p. 999.</p>		<p>Not less than 60 minutes shall be allowed for the noonday meal. <i>Exceptions:</i> Chief inspector may issue written permits allowing shorter meal time at noon.</p>	<p>remainder of the day. (2) Establishments or occupations in which less than three females are employed.</p>	<p>Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office.</p>
<p>Kansas. 1917, 1918, 1919. Industrial Welfare Commission Order No. 3a, 1917.</p>	<p>No female person shall be employed * * * more than 6 days during each week.</p>			<p>Mercantile establishments.</p>
<p>Industrial Welfare Commission Order No. 7, 1918.</p>		<p>Not less than 1 hour shall be allowed for lunch. (Females.)</p>	<p>No female person shall be compelled to work more than 6 consecutive hours without * * * time for lunch.</p>	<p>Laundries.</p>
<p>Industrial Welfare Commission Order No. 8, 1918.</p>		<p>One hour shall be allowed for meals. (Females.)</p>		<p>Public housekeeping establishments.</p>
<p>Industrial Welfare Commission Order No. 9, 1918.</p>	<p>Six days shall constitute a basic week for all women and minors.</p>		<p>No shift shall exceed 5 hours' duration.</p>	<p>Telephone operators.</p>
<p>Industrial Welfare Commission Order No. 10, 1919.</p>	<p>Employment for women and minors shall be limited to 6 days in a week, with 1 day of rest in every 7 days.</p>	<p>The meal relief shall be not less than 45 minutes.</p>	<p>Not more than 5 hours shall be worked in any one period without relief for meals.</p>	<p>Manufacturing establishments.</p>
<p>Louisiana. 1900, 1904, 1908, 1916.</p>				
<p>In "Constitution and Statutes of Louisiana," 1920 (ed. by Solomon Wolf), vol. 2, p. 1090.</p>			<p>Each day, between the hours of 10 a. m. and 3 p. m., not less than 30 minutes for lunch or recreation shall be allowed female labor or female clerks.</p>	<p>All persons, firms, or corporations doing business at retail.</p>
<p><i>Ibid.</i>, p. 1091</p>			<p>Each day, between the hours of 10 a. m. and 3 p. m., at least 1 hour for a midday meal, lunch, or recreation shall be allowed all clerks.</p>	<p>Retail business, retail department stores, retail establishments. <i>Exception:</i> Cities of 50,000 or less inhabitants.</p>

CHART VI.—LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued.

State and date of enactment.	Day of rest or one shorter workday.	Time for meals.	Rest periods.	Occupations or industries specified.
<p>Louisiana. 1900, 1904, 1908, 1916—Concluded. In "Constitution and Statutes of Louisiana," 1920 (ed. by Solomon Wolf), vol. 2, p. 1084.</p>		<p>All females shall be allowed 1 hour each day for dinner. <i>Exceptions:</i> In case two-thirds of employees so desire, 30 minutes only may be allowed.</p>		<p>Mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery, or dress-making stores or hotel and restaurants, or mercantile establishments in which more than 5 persons are employed, or any theater, concert hall, or in or about any place of amusement where intoxicating liquors are made or sold; or any bowling alley, bootblacking establishment, freight or passenger elevator, or in the transmission or distribution of messages, either telephone or telegraph, or any other messages or merchandise; or in any other occupation not herein enumerated which may be deemed unhealthful or dangerous. <i>Exceptions:</i> Stores or mercantile establishments on Saturday nights.</p>
<p>Maine. 1915. In "Revised Statutes of Maine," 6th ed., 1916, pp. 1650-1652.</p>			<p>No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least 1 hour. <i>Exceptions:</i> 6½ hours' continuous labor if such employment ends not later than half past 1 in the afternoon and the worker is dismissed for the remainder of the day.</p>	<p>Workshop, factory, manufacturing, or mechanical establishment, or laundry, telephone exchange employing more than 3 operators, or mercantile establishment, store, restaurant, telegraph office, or any express or transportation company. <i>Exceptions:</i> Public service in cases of emergency, or in cases of extraordinary public requirement, manufacturing establishment, or business the materials and products of which are perishable.</p>

<p>Maryland. 1912, 1916. In "Annotated Code of the Public General Laws of Maryland," 1918 (ed. by George F. Bagby), vol. 4, Art. C, sec. 51, pp. 741-748.</p>			<p>No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least a half hour. <i>Exceptions:</i> 6½ hours' continuous labor if she shall not be permitted to work during the remainder of the day. All females shall have at least two rest intervals of not less than 1 hour each.</p>	<p>Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. <i>Exceptions:</i> Establishments employing less than 5 persons; canneries.</p>
<p>Massachusetts. 1909, 1913, 1917. In "Session Laws of Massachusetts," 1909, ch. 514, sec. 52, p. 740.</p>	<p>It shall be unlawful * * * to require an employee * * * to work on the Lord's Day unless such employee is allowed during the next 6 days 24 consecutive hours without labor.</p>			<p>Mercantile establishments outside of the city of Baltimore where work is permitted for 12 hours on Saturdays, Christmas eve, and the 5 days preceding Christmas eve.</p>
<p><i>Ibid.</i>, pp. 747-748, and in "Session Laws of Massachusetts," 1917, ch. 110, pp. 107-108.</p>		<p>No woman * * * shall be employed more than 6 hours at one time without an interval of at least 45 minutes for a meal. <i>Exceptions:</i> 6½ hours at any one time if such employment ends not later than 1 o'clock in the afternoon and the worker is dismissed for the remainder of the day; 7½ hours at any one time if worker is allowed sufficient opportunity to eat a lunch, and if such employment ends not later than 2 o'clock in the afternoon and the worker is dismissed for the remainder of the day.</p>	<p>See "Time for meals"</p>	<p>Factory or workshop in which 5 or more women or persons under 18 years of age are employed. <i>Exceptions:</i> Ironworks, glass works, paper mills, letter-press establishments, print works, bleaching works, or dyeing works, or continuous processes exempted by the chief of the district police on approval of the governor.</p>
<p>In "Session Laws of Massachusetts," 1913, ch. 619, pp. 551-552.</p>	<p>Every person shall be allowed at least 24 consecutive hours of rest in every 7 consecutive days.</p>			<p>Manufacturing or mercantile establishment. <i>Exceptions:</i> Gas or electric plants, milk stations, waterworks, hotels, restaurants, drug stores, livery stables, or garages.</p>

CHART VI.—LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued.

State and date of enactment.	Day of rest or one shorter workday.	Time for meals.	Rest periods.	Occupations or industries specified.
<p>Minnesota. 1909, 1911, 1913. In "General Statutes of Minnesota," 1913, sec. 3851, p. 879.</p>		<p>At least 60 minutes shall be allowed for the noonday meal. <i>Exceptions:</i> Commissioner of labor may issue permits allowing a shorter time.</p> <p>At least 20 minutes for lunch shall be allowed when employees are required or permitted to work more than 1 hour overtime after 6 p. m.</p>		<p>Mercantile establishment, restaurant, lunch room, or eating house, or kitchen operated in connection therewith; mechanical or manufacturing establishment; telephone or telegraph establishment in cities of the first and second class.</p>
<p>In "Labor Laws of Minnesota," 1919. Laws, 1909, ch. 499, p. 101 (issued by the department of labor and industries, St. Paul, Minn.).</p>		<p>At least 60 minutes shall be allowed for the noonday meal. <i>Exceptions:</i> Commissioner of labor may issue permits allowing a shorter time.</p> <p>At least 20 minutes for lunch shall be allowed when employees are required or permitted to work more than 1 hour overtime after 6 p. m.</p>		<p>Factory, workshop, store, or mill.</p>
<p>New Jersey. 1911, 1912. In "First Supplement to the Compiled Statutes of New Jersey," 1911-1915, sec. 54, p. 861.</p>		<p>All operatives and employees shall be given at least one-half hour for their midday meal, after not more than 6 hours continuous employment. <i>Exceptions:</i> Saturday.</p>	<p>See "Time for meals".</p>	<p>Factory, mill, or workshop; mill or place where the manufacture of goods of any kind is carried on.</p>
<p><i>Ibid.</i>, sec. 83, p. 866</p>	<p>No female shall be employed, allowed, or permitted to work * * * more than 6 days in any one week.</p>			<p>Manufacturing or mercantile establishment; bakery, laundry, restaurant. <i>Exceptions:</i> Canneries.</p>
<p>New York. 1909, 1910, 1913, 1914, 1915, 1917, 1918, 1919. In "Annotated Consolidated Laws of New York" 1918 (2d ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 8-a, pp. 4518-4519, and in Cumulative Supple-</p>	<p>Every person employed shall be allowed at least 24 consecutive hours of rest in every calendar week.</p>			<p>Factory or mercantile establishment, custody, or management of or operation of elevators. <i>Exceptions:</i> Commissioner of Labor may suspend statute at his discretion for continuous processes where the employees</p>

<p>ment 1918-1920 to Annotated, Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 8-a, p. 1031.</p>				<p>are not permitted to work more than 8 hours per day.</p>
<p>In "Annotated Consolidated Laws of New York" 1918 (2d ed. by Birdseye, Cumming, and Gilbert), ch. 31, secs. 77-78, pp. 4576 and 4578, and in "Cumulative Supplement 1918-1920 to Annotated Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 77, p. 1046.</p>	<p>No woman shall be employed or permitted to work * * * more than 6 days in any one week.</p>			<p>Factory (i. e., mill, workshop, manufacturing establishment, laundries).</p>
<p>In "Annotated Consolidated Laws of New York" 1918 (2d ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 89, p. 4611.</p>		<p>At least 60 minutes shall be allowed for the noonday meal. <i>Exceptions:</i> The commissioner of labor may grant permission for a shorter meal period.</p>		<p>Factory (i. e., mill, workshop, manufacturing establishment, laundries).</p>
		<p>At least 20 minutes for lunch shall be allowed when employees are required or permitted to work more than 1 hour overtime after 6 p. m.</p>		
<p>In "Annotated Consolidated Laws of New York" 1918 (2d ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, pp. 4651-4652, and in "Cumulative Supplement 1918-1920 to Annotated Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, p. 1057.</p>	<p>No female employee shall be required, permitted, or suffered to work * * * more than 6 days * * * in any one week.</p>			<p>Mercantile establishment. <i>Exceptions:</i> Writers or reporters in newspaper offices may work 7 days per week.</p>
<p>In "Annotated Consolidated Laws of New York" 1918 (2d ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, pp. 4651-4652.</p>		<p>Not less than 45 minutes shall be allowed for the noonday meal. <i>Exceptions:</i> The commissioner of labor may grant permission for a shorter meal period.</p> <p>At least 20 minutes for lunch shall be allowed between 5 p. m. and 7 p. m. where employees are employed or permitted to work after 7 p. m.</p>		<p>Mercantile establishment, business office, telegraph office, restaurant, hotel, apartment house, theater or other place of amusement, bowling alley, barber shop, shoe-polishing establishment, messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages.</p>

CHART VI.—LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued.

State and date of enactment.	Day of rest or one shorter workday.	Time for meals.	Rest periods.	Occupations or industries specified.
<p>New York. 1909, 1910, 1913, 1914, 1915, 1917, 1918, 1919—Concluded. In "Annotated Consolidated Laws of New York" 1918 (2d ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, p. 4651.</p>	<p>No female shall be employed, permitted, or suffered to work * * * more than 6 days * * * in any one week.</p>	<p>Not less than 45 minutes shall be allowed for the noonday meal. <i>Exceptions:</i> The commissioner of labor may grant permission for a shorter meal period. At least 20 minutes for lunch shall be allowed between 5 p. m. and 7 p. m. where employes are employed or permitted to work after 7 p. m.</p>	<p>-----</p>	<p>Work in or in connection with restaurants in cities of the first and second class. <i>Exceptions:</i> Singers and performers of any kind, attendants in ladies' cloak rooms and parlors; employes in or in connection with the kitchens of hotels, in connection with "employees' " lunch rooms or restaurants.</p>
<p>In "Cumulative Supplement 1918-1920 to Annotated Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161-c, pp. 1057-1058.</p>	<p>No woman shall be employed or permitted to work * * * more than 6 days in any one week.</p>	<p>Not less than 45 minutes shall be allowed for the noonday meal. <i>Exceptions:</i> The commissioner of labor may grant permission for a shorter meal period. At least 20 minutes for lunch shall be allowed between 5 p. m. and 7 p. m. where employes are employed or permitted to work after 7 p. m.</p>	<p>-----</p>	<p>Messenger for a telegraph or messenger company in the distribution, transmission or delivery of goods or messages.</p>
<p>In "Cumulative Supplement 1918-1920 to Annotated Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161-d, pp. 1059-1059.</p>	<p>No female * * * shall be employed, permitted, or suffered to work * * * more than 6 days in any one week.</p>	<p>Not less than 1 hour in any 1 day shall be allowed for meals. <i>Exceptions:</i> The commissioner of labor may grant permission for a shorter meal period (females).</p>	<p>-----</p>	<p>Conductor or guard on any street, surface, electric, subway, or elevated railroad.</p>
<p>In "Cumulative Supplement 1918-1920 to Annotated Consolidated Laws of New York" (ed. by Birdseye, Cumming, and Gilbert), ch. 31, sec. 178, pp. 1064-1065.</p>	<p>No woman shall be employed or permitted to work * * * more than 6 days in any one week.</p>	<p>Not less than 45 minutes shall be allowed for the noonday meal. <i>Exceptions:</i> The commissioner of labor may grant permission for a shorter meal period. At least 20 minutes for lunch shall be allowed between 5 p. m. and 7 p. m. where employes are employed or permitted to work after 7 p. m.</p>	<p>-----</p>	<p>Custody or management of or operation of any elevator for freight or passengers in any building or place.</p>

<p>North Dakota. 1919, 1920. In "Session Laws of North Dakota" 1919, ch. 170, p. 314.</p>	<p>No female shall be employed * * * more than 6 days * * * in any one week.</p>			<p>Manufacturing, mechanical, or mercantile establishment; laundry, hotel, or restaurant, or telephone or telegraph establishment or office, or any express or transportation company. <i>Exceptions:</i> Rural telephone exchanges and in villages and towns of less than 500 population.</p>
<p>Minimum Wage Department Order No. 5, 1920.</p>			<p>No woman shall be employed for more than 5 hours of continuous labor without rest periods aggregating at least 45 minutes.</p>	<p>Public housekeeping occupation.</p>
<p>Minimum Wage Department Orders Nos. 6 and 9, 1920.</p>			<p>No woman shall be employed for more than 5 hours of continuous labor without a rest period of at least 45 minutes.</p>	<p>Personal-service occupation; laundry occupation.</p>
<p>Minimum Wage Department Order No. 7, 1920.</p>	<p>No woman shall be employed more than 6 days in one calendar week.</p>		<p>No woman shall be employed for more than 5 hours of continuous labor without a rest period of at least 45 minutes.</p>	<p>Office occupation.</p>
<p>Minimum Wage Department Orders Nos. 8 and 11, 1920.</p>			<p>No woman shall be employed for more than 6 hours of continuous labor without a rest period of at least 45 minutes.</p>	<p>Manufacturing occupation; mercantile occupation.</p>
<p>Minimum Wage Department Order No. 10, 1920.</p>	<p>Each woman shall be given a 12-hour free period at least once a week.</p>			<p>Student nurses.</p>
<p>Minimum Wage Department Order No. 12, 1920.</p>	<p>No woman * * * shall work more than 8 consecutive days without 1 day off. <i>Exceptions:</i> Rural telephone exchanges.</p>		<p>No woman shall be employed for more than 6 hours of continuous labor between 7.30 a. m. and 8.30 p. m. without a rest period of at least 45 minutes.</p>	<p>Telephone establishments.</p>
<p>Ohio. 1917, 1919. In "General Code of Ohio, Page's Compact Edition," 1921, Vol. I, sec. 1008, pp. 494-495.</p>		<p>Females shall be entitled to not less than 30 minutes for meal time in establishments where lunch rooms are provided and to not less than 1 hour for meal time in establishments where no lunch rooms are provided.</p>		<p>Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile, or other establishment.</p>
	<p>No females shall be employed, permitted, or suffered to work more than 6 days in any one week.</p>			<p>Factory, workshop, telephone or telegraph office, millinery or dressmaking establishment, restaurant; the distribution or transmission of messages in or on any interurban or street railway car or as ticket sellers or elevator operators or in any mercantile establishment located in any city. <i>Exceptions:</i> Canneries and establishments preparing for use perishable goods during the canning season.</p>

CHART VI.—LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORKDAY, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Concluded.

State and date of enactment.	Day of rest or one shorter workday.	Time for meals.	Rest periods.	Occupations or industries specified.
Oregon. 1918, 1919. Industrial Welfare Commission Order No. 36, 1918.			No woman shall be employed on two successive days without an interval of 9 hours' rest between such days.	All occupations.
Industrial Welfare Commission Orders, Nos. 37, 38, 39, and 41, 1919.	No person shall employ any woman * * * for more than 6 days in one calendar week.		No person shall employ any woman * * * for more than 6 hours of continuous labor without a rest period of at least 45 minutes.	Mercantile occupation, manufacturing occupation, laundry occupation.
Industrial Welfare Commission Orders, Nos. 40 and 44, 1919.	No person shall employ any woman * * * for more than 6 days in one calendar week.		No person shall employ any woman * * * for more than 6 hours of continuous labor between 7 a. m. and 8.30 p. m. without a rest period of at least 45 minutes.	Personal-service occupation, office occupation.
Industrial Welfare Commission Orders, Nos. 42, 43, and 45, 1919.			No person shall employ any woman * * * for more than 6 hours of continuous labor between 7 a. m. and 8.30 p. m. without a rest period of at least 45 minutes.	Telephone or telegraph occupations, public housekeeping occupation.
Industrial Welfare Commission Orders, Nos. 42 and 43, 1919.	No person shall employ any woman * * * for 7 consecutive days without allowing one day during which the hours of employment shall not exceed 6 hours.			Telegraph occupation.
Industrial Welfare Commission Order, No. 42, 1919.	No person shall employ any woman * * * for more than 6 days in one calendar week. Commission may except exchanges employing less than 10 operators.			Telephone occupation in the city of Portland.
Industrial Welfare Commission, Order No. 43, 1919.	No person shall employ any woman for 14 consecutive days without one full day of rest. No person shall employ any woman * * * for 14 consecutive days without			Telephone occupation outside the city of Portland.

<p>Pennsylvania. 1913, 1915. In "Cumulative Supplement to Purdon's Digest of the Statute Law of Pennsylvania" 1905-1915, secs. 35-46, pp. 6115-6116.</p>	<p>one day of not more than 8 hours' work. Commission may except exchanges employing less than 10 operators.</p> <p>No females shall be employed or permitted to work for more than 6 days in any one week.</p>	<p>Not less than 45 minutes shall be allowed to every female employed or permitted to work * * * for the midday meal. <i>Exceptions:</i> If females work less than 8 hours per day the midday meal time may be reduced to not less than 30 minutes.</p>	<p>No females shall be employed or permitted to work more than 6 hours continuously without an interval of at least 45 minutes. If females work less than 8 hours per day, the interval between work periods may be reduced to not less than 30 minutes.</p>	<p>Any establishment. "The term 'establishment' when used in this act shall mean any place within this Commonwealth where work is done for compensation of any sort to whomsoever payable." <i>Exceptions:</i> Nurses in hospitals, work in private homes, farming, canning of fruit and vegetable products.</p> <p>Hotels, boarding houses, charitable, educational, and religious institutions.</p>
<p>Porto Rico. 1919. In "Session Laws of Porto Rico" 2d sess., 1919, No. 73, pp. 490-497.</p>	<p>The 1 day of holiday in 7 may be subdivided into 2 days of 12 hours each at the discretion of the industrial board. (Females.)</p>	<p>Time allowed for meals shall be not less than 1 hour.</p>	<p>No woman shall work in each period for more than 4 hours.</p>	<p>Any lucrative occupation.</p>
<p>Washington. 1918, 1920. Industrial Welfare Commission Order, No. 18, 1918.</p> <p>Industrial Welfare Commission Order, No. 21, 1920.</p>	<p>This order shall be interpreted to mean a 6-day week. (Females.) No females shall be employed more than 6 days in any one week.</p>	<p>No female shall be allowed less than .1 hour during each day or night for dinner or other meals.</p>	<p>No female shall be employed on a shift over 6 hours without a rest period of 15 minutes. No female shall be employed more than 5 hours without a rest period of at least one-half hour.</p>	<p>Any occupation, trade, or industry.</p> <p>Public housekeeping industry.</p>
<p>Wisconsin. 1913. In "Wisconsin Statutes" 1919, sec. 1728-2, pp. 1420-1421.</p>	<p>The lunch period for female workers may be 45 minutes.</p> <p>The meal period may be 30 minutes provided the stretch of labor between meals does not exceed 5 hours.</p>	<p>The lunch period for female workers may be 45 minutes.</p> <p>The meal period may be 30 minutes provided the stretch of labor between meals does not exceed 5 hours.</p>	<p>Place of employment (i. e., manufacturing, mechanical, or mercantile establishment; laundry, restaurant, confectionary store, or telegraph or telephone office, or exchange, or any express or transportation establishment).</p> <p>In cities of the first class, manufactories which have convenient, adequately equipped lunch rooms.</p> <p>In restaurants where employees eat on premises.</p>	

CHART VII.—NIGHT-WORK LAWS FOR WOMEN WORKERS.

State and date of enactment.	Prohibition of night work.	Limitation of night work.	Occupations or industries specified.
California. 1920. Industrial Welfare Commission Orders Nos. 7 and 8, 1920. Industrial Welfare Commission Order No. 11, 1920.	10 p. m. to 6 a. m. 11 p. m. to 6 a. m.	..... In continuous processes where a permission to work at night is granted by the industrial commission, time and one-half must be paid.	Laundry and dry cleaning industry. Dried fruit industry. Manufacturing industry. <i>Exceptions:</i> In continuous processes under a permission from the industrial commission.
Connecticut. 1917, 1919. In "General Statutes of Connecticut," revision of 1918, sec. 5303, p. 1486, and sec. 5306, p. 1487, and in "Session Laws of Connecticut," 1919, ch. 165, p. 2844.	10 p. m. to 6 a. m.	.....	Public restaurant, café, dining room, barber shop, hair-dressing or manicuring establishment, photograph gallery, any manufacturing, mechanical, or mercantile establishment. <i>Exceptions:</i> Hotels. In the event of war or other serious emergency governor may suspend limitations where he deems it necessary.
Delaware. 1913, 1917. In "Revised Statutes of Delaware," 1915, sec. 3135, p. 1457, and in "Laws," 1917, ch. 230, pp. 741-742.	10 p. m. to 6 a. m.	..... If any part of a female's work is performed between 11 p. m. and 7 a. m. not more than 8 hours of work in any 24 are permitted.	Mechanical or manufacturing establishment, laundry, baking or printing establishment, office or dressmaking establishment. <i>Exceptions:</i> Canning or preserving, or preparation for canning or preserving of perishable fruits and vegetables. Mercantile establishments, telephone and telegraph office or exchange, restaurant, hotel, place of amusement.
Indiana. 1899. In "Burn's Annotated Indiana Statutes," 1914, Vol. III, sec. 8023, p. 995.	10 p. m. to 6 a. m.	.....	Manufacturing.
Kansas. 1917, 1918, 1919. Industrial Welfare Commission Order No. 3a, 1917. Industrial Welfare Commission Order, No. 8, 1918.	After 9 p. m.	..... If any part of a female's work is performed after 12 midnight, not more than 8 hours of work in any 24 hours or 48 hours in any 6-day week are permitted, or more than 7 hours of work in any 24 hours or 48 hours in any 7-day week are permitted.	Mercantile establishments. Public housekeeping establishment.
Industrial Welfare Commission Order No. 9, 1918.	.....	..... Maximum hours shall not exceed 12 for total work time, plus rest time and plus time of all operators regularly employed after 10.30 p. m.	Telephone operators.
Industrial Welfare Commission Order No. 10, 1919.	9 p. m. to 6 a. m.	.....	Manufacturing establishment
Maryland. 1912, 1916. In "Annotated Code of the Public General Laws of Maryland," 1918 (ed. by George P. Bagby), Vol. IV, Art. C, sec. 51, pp. 747-748.	.....	..... If any part of a female's work is performed before 6 a. m. or after 10 p. m., not more than 8 hours' work in any one day are permitted.	Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. <i>Exceptions:</i> Canning, preserving, or preparing for canning or preserving of perishable fruits and vegetables.

Massachusetts. 1909. In "Session Laws of Massachusetts," 1909, ch. 514, sec. 51, p. 710.	10 p. m. to 6 a. m. 6 p. m. to 6 a. m.	Manufacturing. Manufacture of textile goods.
Nebraska. 1899, 1913, 1915, 1919. In "Session Laws of Nebraska," 1919, ch. 100, Title IV, Art. II, sec. 5, p. 547.	10 p. m. to 6 a. m.	Manufacturing, mechanical, or mercantile establishments laundry, hotel, or restaurant, office in metropolitan cities and cities of the first class. <i>Exceptions:</i> Public service corporation.
New Hampshire. 1917. In "Session Laws of New Hampshire," 1917, ch. 196, p. 750.		Manual or mechanical labor in any employment. <i>Exceptions:</i> Household labor and nurses, domestic, hotel, and boarding house labor, operators in telephone and telegraph offices, and farm labor, manufacture of munitions and supplies for the United States or the State during war time, mercantile establishments on the 7 days preceding Christmas, provided annual weekly average does not exceed 54 hours per week.
New York. 1909, 1910, 1913, 1914, 1915, 1917, 1918, 1919. In "Annotated Consolidated Laws of New York," 1918 (2d ed., by Birdseye, Cumming, and Gilbert), ch. 36, sec. 93-b, p. 4618.	10 p. m. to 6 a. m.	Factory (i.e., millwork shop, manufacturing establishment, laundry).
In "Annotated Consolidated Laws of New York," 1918 (2d ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, pp. 4651-4652, and in "Cumulative Supplement," 1918-1920; Annotated Consolidated Laws of New York" (ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, p. 1057.	10 p. m. to 7 a. m.	Mercantile establishment. <i>Exceptions:</i> Dec. 18 to 24, 2 days annually for stock taking, writers or reporters in newspaper offices.
In "Annotated Consolidated Laws of New York," 1918 (2d ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161, p. 4651.	10 p. m. to 6 a. m.	Work in or in connection with restaurants in cities of the first and second class. <i>Exceptions:</i> Singers and performers of any kind, attendants in ladies' cloak rooms and parlors, employees in or in connection with the dining rooms and kitchens of hotels or in connection with employees, lunch rooms or restaurants.
In "Cumulative Supplement, 1918-1920, Annotated Consolidated Laws of New York" (ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161-c, pp. 1057-1058.	10 p. m. to 7 a. m.	Messenger for a telegraph or messenger company, in the distribution, transmission, or delivery of goods or messages.
In "Cumulative Supplement, 1918-1920, Annotated Consolidated Laws of New York" (ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 161-d, pp. 1058-1059.	10 p. m. to 6 a. m.	Conductor or guard on any street surface, electric, subway or elevated railroad.
In "Cumulative Supplement, 1918-1920, Annotated Consolidated Laws of New York" (ed., by Birdseye, Cumming, and Gilbert), ch. 31, sec. 176, p. 1064, and sec. 181, p. 1065.	10 p. m. to 7 a. m.	Custody, management of or operation of elevator for freight or passengers in any building or place. <i>Exceptions:</i> If the industry occupying the building starts work at 6 a. m. the elevator operator may begin work at that hour.
Ohio. 1919. In "General Code of Ohio, Page's Compact Edition," 1921, Vol. I, sec. 1008-1, p. 495.	10 p. m. to 6 a. m.	Ticket seller.

CHART VII.—NIGHT-WORK LAWS FOR WOMEN WORKERS—Concluded.

State and date of enactment.	Prohibition of night work.	Limitation of night work.	Occupations or industries specified.
Oregon. 1919.			
Industrial Welfare Commission Order No. 37, 1919.	After 6 p. m. ....	.....	Mercantile occupation in Portland. <i>Exceptions:</i> Cigar stands in hotels, confectionery stores.
Industrial Welfare Commission Order No. 38, 1919.	After 8.30 p. m. ....	.....	Mercantile occupation outside of Portland. <i>Exceptions:</i> Cigar stands in hotels, confectionery stores.
Industrial Welfare Commission Orders Nos. 39 and 41, 1919.	After 8.30 p. m. ....	.....	Manufacturing occupation and laundry occupation. <i>Exceptions:</i> Fruit and vegetable drying, canning, preserving, and packing establishment.
Industrial Welfare Commission Order No. 45, 1919.	11 p. m. to 7 a. m. ....	.....	Elevator operators.
Pennsylvania. 1913, 1915.			
In "Cumulative Supplement to Purdon's Digest of the Statute Law of Pennsylvania," 1905-1915, secs. 35-46, pp. 6115-6116.	10 p. m. to 6 a. m. ....	.....	Manufacturing establishment. <i>Exceptions:</i> Managers, superintendents, or persons doing clerical or stenographic work.
Porto Rico. 1919.			
In "Session Laws of Porto Rico," 2d sess., 1919, No. 73, pp. 496-506.	10 p. m. to 6 a. m. ....	.....	Any lucrative occupation. <i>Exceptions:</i> Telephone operators or telegraphers, artists, nurses, domestics, over 16 years of age.
South Carolina. 1911, 1914.			
In "Session Laws of South Carolina," 1914, No., 262, p. 481.	After 10 p. m. ....	.....	Mercantile establishments.
Wisconsin.¹ 1917.			
Industrial Commission Orders Nos. 1 and 2, 1917.	6 p. m. to 6 a. m. ....	.....	Manufactories and laundries. <i>Exceptions:</i> Pea canneries.
Industrial Commission Order No. 3, 1917.....		If any work is performed between 6 p. m. and 6 a. m., it shall be limited to 8 hours per night, 48 hours per week.	Mechanical or mercantile establishment, restaurant, confectionery store, telegraph or telephone, express or transportation.

¹ Wisconsin has an industrial commission order prohibiting night work for women on street railways, but no women are employed in such a capacity in Wisconsin.

CHART VIII.—HOME-WORK LAWS IN THE UNITED STATES.

PART A.—LAWS PROHIBITING HOME WORK.

State and date of enactment.	Mandatory clause.	Places covered by law.	Occupations or industries covered by law.	Exceptions.
<p>Illinois. 1893. In "Revised Statutes of the State of Illinois" 1919, ch. 48, secs. 21-23, pp. 1421-1422.</p>	No room or rooms * * * shall be used * * *.	Room or rooms, apartment or apartments in any tenement or dwelling house used for eating or sleeping purposes.	Manufacture, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, cigars * * * made, altered, repaired, cleaned, sorted, or finished, in whole or in part, for sale or for wages.	Immediate members of family living therein.
<p>Indiana. 1899. In "Burn's Annotated Indiana Statutes" 1914, secs. 8034-8035, pp. 999-1000.</p>	No room or rooms * * * shall be used * * *.	Room or rooms, apartment or apartments in any tenement or dwelling house.	Manufacture of coats, vests, trousers, knee pants, overalls, cloaks, furs, fur trimmings, fur garments, shirts, purses, feathers, artificial flowers, or cigars for sale.	Immediate members of family living therein.
<p>Maryland. 1894, 1896, 1902, 1904, 1914. In "The Annotated Code of the Public General Laws of Maryland" 1918 (ed. by George P. Bagby), art. 27, vol. 3, secs. 268-275, pp. 390-401.</p>	No room or apartment * * * shall be used * * *.	Room or apartment in any tenement or dwelling house, or part of any tenement or dwelling house.	Manufacture, in whole or in part, altering, repairing, or finishing of any articles whatsoever.	Immediate members of family living therein, i. e., husband, wife, their children, or the children of either. Tailor or seamstress employed by family on articles for family. Articles for exclusive use of person occupying house. Workshop on main or ground floor not used for cooking or sleeping purposes and having a separate entrance and which is entirely separate from the rest of the building.
<p>Massachusetts. 1909. In "Session Laws of Massachusetts" 1909, ch. 514, secs. 106-111, pp. 757-759.</p>	A room or apartment * * * shall not be used for the purpose of making * * *.	A room or apartment in a tenement or dwelling house.	Making, altering, repairing, or finishing therein, coats, vests, trousers, or wearing apparel of any description.	Members of family dwelling therein. Room or apartment in a tenement or dwelling house, not used for living or sleeping purposes, having a separate entrance and not connected with any room used for such purposes.

CHART VIII.—HOME-WORK LAWS IN THE UNITED STATES—Continued.

PART A.—LAWS PROHIBITING HOME WORK—Concluded.

State and date of enactment.	Mandatory clause.	Places covered by law.	Occupations or industries covered by law.	Exceptions.
<p>Michigan. 1899, 1901, 1907, 1909. In "Compiled Laws of the State of Michigan" 1915, vol. 2, ch. 100, sec. 5343, pp. 2032-2033.</p>	<p>None of the work mentioned in this section shall be done in any room or apartment * * *.</p>	<p>Any room or apartment used for living or sleeping purposes or which is connected with room or rooms used for such purposes, and which has not a separate and distinct outside entrance.</p>	<p>Manufacture of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waist bands, underwear, neckwear, furs, fur trimmings, fur garments, shirts, hosiery, purses, feathers, artificial flowers, cigars, cigarettes, * * *, or making of these articles in whole or in part.</p>	<p>Seamstress manufacturing articles for family use.</p>
<p>Missouri. 1899, 1909. In "Revised Statutes of Missouri" 1909, vol. 2, art. 7, secs. 7853, 7855, pp. 2474-2475.</p>	<p>No room or apartment * * * shall be used * * *.</p>	<p>Room or apartment in any tenement or dwelling house.</p>	<p>Manufacture of wearing apparel, purses, feathers, artificial flowers, or other goods for male or female wear.</p>	<p>Members of family dwelling therein and three additional persons.</p>
<p>New York. 1909, 1913. In "Annotated Consolidated Laws of New York" 1918 (2d ed. by Birdseye, Cumming, and Gilbert), vol. 4, ch. 31, art. 7, secs. 100-106, pp. 4620-4626.</p>	<p>No article shall be manufactured * * *.</p> <p>No article of food * * * shall be manufactured * * *.</p> <p>No articles shall be manufactured * * *.</p>	<p>Any room or apartment of a tenement house.</p> <p>Tenement house, in any portion of an apartment, any part of which is used for living purposes.</p> <p>In a part of a cellar or basement of a tenement house more than one-half of its height below the level of the curb.</p>	<p>Any article manufactured, altered, repaired, or finished.</p> <p>Food, dolls, or dolls' clothing, article of children's or infants' wearing apparel, manufactured, altered, repaired, finished, in whole or in part.</p> <p>Articles manufactured, altered, repaired, finished.</p>	<p>Immediate members of family living therein.</p> <p>Dressmakers who deal solely in the custom trade direct to the consumer and whose shops are on the ground or second floor, and who have a permit issued by the commissioners of labor certifying that the premises are well lighted, well ventilated, and sanitary, and that there is 1,000 cubic feet of air space for each person employed therein.</p> <p>Bakeries for which certificate of exemption is issued.</p>

<p>Ohio. 1896. In "General Code of Ohio, Page's Compact Edition" 1920, secs. 1020-1021, p. 497.</p>	<p>No dwelling * * * shall be used * * *</p>	<p>Dwelling or building or room or apartment thereof in or connected with a tenement, dwelling, or other building.</p>	<p>Carrying on any process of making wearing apparel or goods for wear, use, or adornment, manufacturing cigars, cigarettes or tobacco goods in any form.</p>	<p>Immediate members of family living therein. Room or apartment having no window or door or other opening into a living or sleeping room of a tenement or dwelling, and having a separate entrance, and not in use for living or sleeping purposes, and sufficiently lighted, heated, and ventilated.</p>
<p>Pennsylvania. 1895, 1905.</p>	<p>No room or apartment in any tenement or dwelling house * * * shall be used * * * for the manufacture * * *.</p>	<p>Room or apartment in any tenement or dwelling house.</p>	<p>Manufacture of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waist bands, underwear, neckwear, furs, fur trimmings, fur garments, shirts, hosiery, purses, leathers, artificial flowers, cigars, or cigarettes, or making in whole or in part of these articles.</p>	<p>Immediate members of family living therein.</p>
<p>In "Stewart's Purdon's Digest of the Statute Law of Pennsylvania" 1700-1903, secs. 52-56, pp. 1606-1607, and in "Supplement to Purdon's Digest of the Statute Law of Pennsylvania" 1905-1915, secs. 70-72, p. 6123.</p>	<p>No person, firm, or corporation shall hire or employ any person * * *.</p>	<p>Any room or apartment in any rear building or building in the rear of a tenement or dwelling house.</p>	<p>Manufacture of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waist bands, underwear, neckwear, furs, fur trimmings, fur garments, shirts, hosiery, purses, leathers, artificial flowers, cigars, or cigarettes, or making in whole or in part of these articles.</p>	<p>Resident members of family, i. e., parents and their children or the children of either.</p>
<p>Tennessee. 1915.</p>	<p>No person, firm, or corporation engaged in the manufacture or sale of clothing * * * shall bargain or contract with any person * * * for the manufacture * * *.</p>	<p>Kitchen, living room, or bedroom in any tenement house or dwelling house.</p>	<p>Manufacture, or partial manufacture of clothing or other wearing apparel, cigars, cigarettes.</p>	<p>Resident members of family, i. e., parents and their children or the children of either.</p>
<p>In "Thompson's Shannon's Tennessee Code" 1918, secs. 4342a-59-4342a-65, pp. 1865-1866.</p>	<p>No room or rooms * * * shall be used for the manufacture for sale * * *.</p>	<p>Room or rooms, apartment or apartments in any tenement or dwelling house used for eating or sleeping purposes.</p>	<p>Manufacture for sale, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, leathers, artificial flowers, cigars, all wearing apparel.</p>	<p>Immediate members of family living therein.</p>

CHART VIII.—HOME-WORK LAWS IN THE UNITED STATES—Continued.

PART B.—LAWS REGULATING HOME WORK.

State and date of enactment.	Places covered by law.	Occupations or industries covered by law.	Persons whose work is controlled by law.	Requirements which must be met before home work is permitted.	Exceptions.
<p>Connecticut. 1902, 1909, 1915. In "General Statutes of Connecticut," 1918, secs. 2355-2358, p. 729.</p>	All buildings, apartments, rooms, and places in any tenement or dwelling house used for residential purposes.	Manufacture of artificial flowers, purses, cigars, cigarettes, or any articles of wearing apparel intended for sale.	Others than the immediate members of the family.	Persons engaged in such work to notify factory inspector within 30 days after the time of commencing work. Work to be done in clean, sanitary rooms properly lighted and ventilated.	
<p>Illinois. 1893. In "Revised Statutes of the State of Illinois," 1919, ch. 48, secs. 21-28, pp. 1421-1422.</p>	Room or rooms, apartment or apartments in any tenement or dwelling house used for eating or sleeping purposes. House, room, or place.	Manufacture, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, cigars, or any wearing apparel of any kind whatsoever. Any process of making, altering or finishing, cleaning, sorting, in whole or in part for sale or for wages.	Immediate members of family living therein.	Persons so occupied or having control of such workshop to notify board of health within 14 days after the time of commencing work. Hours of work for females and list of children employed, with their ages, to be posted. Premises to be kept in a cleanly state, free from any matter of infectious or contagious nature. All articles made are subject to inspection and examination. Employer to keep list of all workshops in his employ.	
<p>Indiana. 1899. In "Burn's Annotated Indiana Statutes," 1914, secs. 8034-8035, pp. 999-1000.</p>	One room or rooms, apartment or apartments in any tenement or dwelling house, or building in the rear of a tenement or dwelling house.	Making, in whole or in part, any vests, coats, trousers, knee pants, fur, fur trimmings, shirts, purses, feathers, artificial flowers, or cigars for sale.	Immediate members of family living therein.	Person, firm, or corporation hiring work done to obtain written permit from chief inspector who investigates before granting permit. Premises to be adequately ventilated. Permit states maximum number of persons who may be employed, providing for not less than 250 cubic feet of air space per person between the hours of 6 a. m. and 6 p. m., and for not less than 400 cubic feet of air space per person between the hours of 6 p. m. and 6 a. m. Chief inspector may modify latter provision allowing 250 cubic feet of air space per person if electricity is used for lighting. Permit may be revoked at any time if health of community or of those employed therein require it. Permit to be posted.	
<p>Maryland. 1894, 1896, 1902, 1904, 1914. In "The Annotated</p>	A room or apartment	Manufacturing in whole or	Immediate mem-	License to be obtained by persons desiring to do	Articles for the exclusive

<p><i>Code of the Public General Laws of Maryland," 1918 (ed. by George L. Bagby), vol. 3, art. 27, secs. 288-275, pp. 306-401.</i></p>	<p><i>In any tenement or dwelling house, part of any tenement or dwelling house.</i></p>	<p><i>In part, altering, repairing, or finishing therein any articles whatsoever.</i></p>	<p><i>bers of family living therein (husband, wife, their children or the children of either).</i></p>	<p><i>Home work from chief of bureau of statistics, who consults records of local health authorities and if premises are reported satisfactory has premises reinspected to verify report.</i> <i>License states maximum number of persons who may be employed, providing for not less than 500 cubic feet of air space per person.</i> <i>Promises to be inspected every six months.</i> <i>Promises to be free from infectious, contagious, or communicable disease, and from all insanitary conditions.</i> <i>Permit may be revoked at any time if health of community or of those employed therein require it.</i> <i>Employer giving out work to keep register of persons employed on home work and to be sure that such home workers are licensed.</i></p>	<p><i>Use of person occupying house.</i> <i>Employment of tailor or seamstress by person or family to do work for such person or family.</i> <i>Workshop on main or ground floor of any tenement or dwelling house not used for cooking or sleeping purposes and having separate entrance and which is entirely separate from the rest of the building.</i></p>
<p>Massachusetts. 1909. <i>In "Session Laws of Massachusetts," 1909, ch. 514, secs. 106-111, pp. 757-759.</i></p>	<p>A room or apartment in a tenement or dwelling house.</p>	<p>Making, altering, repairing, or finishing coats, vests, trousers, or wearing apparel of any description.</p>	<p>Family dwelling therein.</p>	<p>License to be obtained by persons desiring to do home work from State inspector of health. Premises subject to inspection by State inspector of health. Premises to be in cleanly condition, free from vermin and all infectitious and contagious matter. Employer giving out work to keep register of persons employed on home work and to forward such requests monthly to State board of health and to be sure that such home workers are licensed. License to be posted.</p>	<p>Room or apartment in a tenement or dwelling house not used for living or sleeping purposes having a separate entrance and not connected with any room used for such purposes. Tailor or seamstress making articles for family wear.</p>
<p>Michigan. 1899, 1901, 1907, 1909. <i>In "Compiled Laws of the State of Michigan," 1915, vol. 2, ch. 100, sec. 5343, pp. 2032-2033.</i></p>	<p>Room or apartment in any tenement or dwelling house, building, or parts of building.</p>	<p>Manufacture of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waistbands, underwear, neckwear, furs, fur trimming, fur garments, shirts, hose, purses, feathers, artificial flowers, cigars, cigarettes, or making of these articles in whole or in part.</p>	<p>.....</p>	<p>Written permit, to be obtained by persons desiring to do home work from factory inspector, who investigates before granting permit. Permit states maximum number of persons who may be employed, providing for not less than 250 cubic feet of air space per person. Permit may be revoked at any time if health of community or of those employed therein require it. Factory inspector to prescribe amount of light, heat, and ventilation. Premises to be clean, sanitary, fit for occupancy, and free from contagious and infectious diseases. Employer giving out work to keep register of persons employed on home work and to be sure that such home workers are licensed. Permit to be posted.</p>	<p>Seamstress manufacturing articles for family use.</p>

CHART VIII.—HOME-WORK LAWS IN THE UNITED STATES—Continued.

PART B.—LAWS REGULATING HOME WORK—Continued.

State and date of enactment.	Places covered by law.	Occupations or industries covered by law.	Persons whose work is controlled by law.	Requirements which must be met before home work is permitted.	Exceptions.
<p>Missouri. 1899, 1909. In "Revised Statutes of Missouri," 1909, vol. 2, art. 7, secs. 7853-7855, pp. 2474-2475.</p>	<p>Room or apartment in any tenement or dwelling house.</p>	<p>Manufacture of wearing apparel, purses, feathers, artificial flowers or other goods for male or female wear.</p>	<p>Members of family dwelling therein and three additional persons.</p>	<p>Premises to be in clean and healthy condition. Employer giving out work to keep register of persons employed on home work.</p>	
<p>New Jersey. 1917. In "Session Laws of New Jersey," 1917, ch. 176, pp. 159-522.</p>	<p>Room or rooms, apartment, or apartments in any tenement or dwelling house. Building situated in the rear of any apartment or dwelling house.</p>	<p>Manufacturing, altering, repairing, or finishing for wages or for sale any articles whatsoever.</p>	<p>-----</p>	<p>Written permit to be obtained by persons desiring to do home work or by employer desiring to give out home work from commissioner of labor, who investigates premises for which permit is requested before granting permit. Permit to last not longer than six months. Permit states maximum number of persons who may be employed therein, providing for not less than 250 cubic feet of air space per person between the hours of 6 a. m. and 6 p. m. and for not less than 400 cubic feet of air space per person between the hours of 6 p. m. and 6 a. m., but the commissioner of labor may modify the latter provision. Permit may be revoked at any time if health of the community or of those employed therein require it. Premises to be properly lighted, in clean and healthful condition, free from vermin and every matter of infectious and contagious nature. Employer to be sure that all home workers in his employ have a license. Permit to be posted.</p>	<p>Tailor, seamstress, women's exchanges not organized for profit.</p>
<p>New York. 1909, 1913. In "Annotated Consolidated Laws of New York," 1918 (2d ed. by Birdseye, Gummig, and Gilbert), vol. 4, ch.</p>	<p>Tenement house or any part thereof. Any room or apartment of a tenement house.</p>	<p>Manufacturing, altering repairing, or finishing of any articles whatsoever.</p>	<p>Immediate members of family living therein.</p>	<p>License to be obtained by owner of tenement where persons desire to do home work from commissioner of labor, who acts upon favorable report by local board of health and verification of this report by his own office. Premises to be inspected every six months, to be</p>	<p>Articles for sole use of occupant or his family. Collars, cuffs, shirts, or shirt waists made of cotton or linen and laundered before selling.</p>

Pennsylvania. 1806, 1897, 1901, 1906, 1915.

In "Stewart's Purdon's Digest of the Statute Law of Pennsylvania," 1700-1903, secs. 52-65, pp. 1606-1608, and in "Supplement to Purdon's Digest of the Statute Law of Pennsylvania," 1905-1915, secs. 70-72, p. 6123, and sec. 350, p. 6816.

No room or apartment in any tenement or dwelling house.

Manufacture of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waistbands, underwear, neckwear, furs, fur trimmings, fur garments, shirts, hosiery, purses, leathers, artificial flowers, cigars, or cigarettes, or making in whole or in part of these articles.

Immediate members of family living therein.

well lighted and ventilated and allow 500 cubic feet of air space per worker, to be in clean, healthful, and sanitary condition, to be free from infectious, contagious, or communicable diseases, and from vermin.

Permit may be revoked at any time if health of community or of those employed therein may require it or if children under 14 years of age are employed therein.

Employer giving out work to obtain permit from commissioner of labor and to keep a register of persons employed on home work and to be sure that such home workers are licensed.

Permit to be obtained by persons desiring to give out home work from factory inspector who investigates premises where work is to be done before granting it.

Permit to state maximum number of persons who may be employed therein providing for not less than 250 cubic feet of air space per person.

Permit may be revoked at any time if health of community or of those employed therein require it.

Premises to be clean, sanitary, fit for occupancy. Employer giving out work to keep register of persons employed on home work and so be sure that such home workers are licensed.

Permit to be posted.

Presse-makers who deal solely in the custom trade direct to the consumer and whose shops are on the ground or second floor, and who have a permit issued by the commissioner of labor certifying that the premises are well lighted, well ventilated, and sanitary and that there is 1,000 cubic feet of air space for each person employed therein.

Rooms on main or ground floor having separate entrance unconnected with living rooms not used for cooking or sleeping purposes.

CHART VIII.—HOME-WORK LAWS IN THE UNITED STATES—Concluded.

PART B.—LAWS REGULATING HOME WORK—Concluded.

State and date of enactment.	Places covered by law.	Occupations or industries covered by law.	Persons whose work is controlled by law.	Requirements which must be met before home work is permitted.	Exceptions.
<p>Pennsylvania. 1895, 1897, 1901, 1905, 1915—Concluded.</p>	<p>Room or apartment in any tenement or dwelling house or any building or parts of buildings.</p> <p>Kitchen, living room, or bedroom in any tenement or dwelling house.</p> <p>Room or rooms in any house, rooming house, or tenement.</p>	<p>Manufacture of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waistbands, underwear, neckwear, furs, fur trimmings, fur garments, shirts, hosiery, purses, feathers, artificial flowers, cigarettes or cigars—or making in whole or in part of these articles.</p> <p>Manufacture of clothing, wearing apparel, cigars, cigarettes, or the partial manufacture of these articles.</p> <p>Manufacturing purposes.</p>	<p>.....</p> <p>Resident members of family—i. e., parents and their children or the children of either.</p> <p>.....</p>	<p>Permit to be obtained by persons desiring to give out home work from factory inspector who investigates premises where work is to be done before granting it.</p> <p>Permit to state maximum number of persons who may be employed therein, providing for not less than 250 cubic feet of air space per person.</p> <p>Permit may be revoked at any time if health of community or of those employed therein require it.</p> <p>Premises to be clean, sanitary, fit for occupancy, adequately ventilated, and provided with fire escapes.</p> <p>Employer giving out work to keep register of persons employed on home work and so be sure that such home workers are licensed.</p> <p>Permit to be posted.</p> <p>Certificates to be obtained by persons desiring to do home work from board of health.</p> <p>Premises to be free from infectious or contagious diseases.</p> <p>Permit may be revoked at any time if health of community or of those employed therein require it.</p> <p>Permit to be obtained by persons desiring to do home work from board of health.</p> <p>Permit to last one year.</p> <p>Processes of work not to be hazardous to health or to create dust, foul odors, or undue noise.</p> <p>Premises to allow 400 cubic feet of air space per person.</p>	<p>Seamstress, manufacturing articles for use of family living therein.</p>
<p>Tennessee. 1916. In "Thompson's Shannon's Tennessee Code" 1918, secs.</p>	<p>Room or rooms, apartment or apartments in any tenement or</p>	<p>Manufacture for sale, in whole or in part, of coats, vests, trousers, knee pants,</p>	<p>Immediate members of family living therein.</p>	<p>Persons engaged in such work to notify board of health within 14 days of the time of commencing work.</p>	

Wisconsin, 1899,
1901, 1906, 1907,
1911.

In "Wisconsin Stat-
utes" 1919, Vol. I,
secs. 1636-71-1636-
77, pp. 1309-1311.

Dwelling house used
for eating or sleeping
purposes.

Room or apartment in
any tenement or
dwelling house, or
building situated in
the rear of any tenement
or dwelling
house.

overalls, cloaks, shirts,
ladies' waists, purses,
feathers, artificial flowers,
cigars, all wearing apparel.
Workshop—i. e., place where
goods or products are man-
ufactured, repaired,
cleaned, sorted, in whole
or in part, for sale or for
wages.

Manufacturing, altering, re-
pairing, or finishing for
wages or for sale, coats,
vests, knee pants, trousers,
overalls, cloaks, hats, caps,
suspenders, jerseys,
blouses, dresses, waists,
waist bands, underwear,
neckwear, knit goods of all
kinds; furs, fur trimmings,
fur garments, skirts, shirts,
purses, feathers, cigars,
cigarettes, umbrellas.

Premises to be kept in a cleanly state, free from
all matters of infectious or contagious nature,
and free from vermin.

Articles manufactured to be inspected.
Employer giving out work to keep register of per-
sons employed on home work.

License to be obtained by persons desiring to do
home work from the industrial commission
which investigates before granting it.

License to state maximum number of persons
who may be employed therein, providing for
not less than 250 cubic feet of air space per
person between the hours of 6 a. m. and 6 p. m.
and for not less than 400 cubic feet of air space
per person between the hours of 6 p. m. and
6 a. m., but this latter provision may be mod-
ified by a special permit if the building has
suitable lighting.

License may be revoked at any time if health of
community or of those employed therein re-
quire it.

Premises to be in a clean and proper sanitary
condition, free from vermin and all matter of
infectious and contagious nature; to be heated
properly, provided with toilets, and suitable
light and ventilation at all times.

License to be posted.

Employer giving out work to keep register of
persons employed on home work and to be
sure that such home workers are licensed.

Industrial commission may require that rooms
used for manufacturing have no door, window,
or other opening into rooms used for living or
sleeping purposes, and that they contain no
bed, bedding, or cooking utensils, and have
an outside entrance.

Tailor, seamstress, for mak-
ing any article of wearing
apparel for family use.

CHART IX.—MINIMUM WAGE LEGISLATION IN THE UNITED STATES.

State and date of enactment.	Administration of minimum wage laws.							Awards issued under minimum wage laws.				
	Body empowered to administer law.	Method of selecting occupation or industry to be considered by this body.	Method of arriving at wage awards.	Means provided for securing enforcement of award.	Principles by which amount of award is determined.	Occupations or industries covered by law.	Classes of employees covered by law.	Exceptions.	Date of award.	Occupations or industries.	Classes of employees.	Amount of wage.
Arizona. 1917. In "Session Laws of Arizona," 1917, ch. 38, p. 51.			Minimum wage fixed by law.	Refusal to comply with law is misdemeanor.	Amount adequate to supply the necessary cost of living, to maintain health, and to provide the common necessities of life.	Any store, office, shop, restaurant, dining room, hotel, rooming house, laundry, manufacturing establishments.	Females.					\$10 per week.
Kansas. 1915, 1919. In "Digest of the Statutes of Arkansas," 1916 (ed. by William F. Kirby and John T. Castle), sec. 542-547, pp. 1302-1304, and in "Session Laws of Arkansas," 1919, No. 25, pp. 203-204.	Minimum wage and maximum hour commission. (Commission is composed of the commissioner of labor, of one woman appointed by him, and of one woman appointed by the governor).	Investigation at discretion of commission to determine necessity of raising or lowering the minimum wage set by law.	Minimum wage fixed by law. Commission has power to raise or lower minimum set by law in any occupation, trade, or industry after investigating and holding public hearings, at which both the employers and employees engaged in the particular trade under consideration may present arguments. Commission has special authority to set a minimum wage rate for the hotel and restaurant trades after a public hearing, provided the rate so set is not in excess of that established by law.		Amount adequate to supply necessary cost of proper living and to maintain the health and welfare of such workers.	Any manufacturing, mechanical or mercantile establishment, laundry, express or transportation company.	Female workers.		Sept. 1, 1920	Any manufacturing, mechanical, or mercantile establishment, laundry, express, or transportation company. Mercantile establishments at Fort Smith.	Experienced females..... Inexperienced females.....	\$1.25 per day. \$1 per day.
California. 1913, 1915, 1919. In "General Laws of California," 1915 (ed. by James H. Deering), title 53, act 1608, p. 266, and in "Consolidated Supplement to the Codes and General Laws of California of 1913," 1917-1919 (ed. by James H. Deering), title 254, act 169, p. 123.	Industrial welfare commission. (Commission is composed of five persons, one of whom shall be a woman appointed by the governor for term of 4 years.) The members are to receive \$10 per diem when employed at their duties.	Investigation at discretion of commission to determine necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify.	Commissioner calls a wage board composed of an equal number of representatives of employers and employees in the trade in question with a member of the commission as chairman. The board investigates the trade and reports to the commission, fixes the minimum wage necessary. After a public hearing the commissioner fixes the minimum wage for the trade.	Refusal to comply with law a misdemeanor. Employee may recover back wages and costs.	Amount necessary to supply the cost of proper living and to maintain the health and welfare of such workers.	The various occupations, trades, and industries in which women and minors are employed.	Women; minors (persons of either sex under 18 years of age).	Women physically defective by age or otherwise may be granted special license by commission. License must be renewed every 6 months. Apprentices: Special wages set by commission during specified period of apprenticeship.	June 21, 1921	Fruit and vegetable canning.	Experienced women or minors. Inexperienced— Women..... Minors (female)..... Minors (male).....	\$16 per week; \$0.33½ per hour. \$12 per week; \$0.25 per hour. \$10.56 per week; \$0.22 per hour. \$12 per week; \$0.25 per hour.
									July 31, 1920	Mercantile industry.	Experienced women or minors. Inexperienced— Women..... Minors.....	\$16 per week; \$69.33½ per month. \$12 per week. \$32 per month. \$10 per week; \$43.33½ per month.
									July 24, 1920	Fish canning industry.	Women or minors— Experienced..... Inexperienced.....	\$16 per week; \$0.38 per hour. \$12 per week; \$0.25 per hour.
									July 31, 1920	Laundry and dry-cleaning.	Women or minors— Experienced..... Inexperienced.....	\$16 per week; \$69.33½ per month. \$12 per week; \$52 per month.
									July 24, 1920	Fruit and vegetable packing industry.	Experienced women or minors. Inexperienced— Women..... Minors.....	\$16 per week; \$0.33½ per hour. \$10.56 per week; \$0.22 per hour.
									July 31, 1920	General and professional offices.	Experienced women or minors. Inexperienced— Women 18 years and over. Under 18 years.....	\$16 per week; \$69.33½ per month. \$12 per week; \$52 per month. \$10 per week; \$43.33½ per month.
									July 31, 1920	Unclassified occupations.	Experienced— Women..... Minors..... Inexperienced— Women..... Minors.....	\$16 per week; \$0.33½ per hour. \$12 per week; \$0.25 per hour. \$12 per week; \$0.25 per hour. \$10.56 per week; \$0.22 per hour.
									Sept. 25, 1920	Manufacturing industry.	Experienced women or minors. Inexperienced— Women..... Minors.....	\$16 per week; \$69.33½ per month. \$12 per week; \$52 per month. \$10 per week; \$43.33½ per month.
									July 31, 1920	Hotels and restaurants.	Women or minors.....	\$16 per week; \$69.33½ per month.
									July 24, 1920	Agricultural field occupations.	Adult women.....	\$16 per week; \$0.33½ per hour.

CHART IX.—MINIMUM WAGE LEGISLATION IN THE UNITED STATES—Continued.

State and date of enactment.	Administration of minimum wage laws.								Awards issued under minimum wage laws.			
	Body empowered to administer law.	Method of selecting occupation or industry to be considered by this body.	Method of arriving at wage awards.	Means provided for securing enforcement of award.	Principles by which amount of award is determined.	Occupations or industries covered by law.	Classes of employees covered by law.	Exceptions.	Date of award.	Occupations or industries.	Classes of employees.	Amount of wage.
Colorado, 1917. In "Session Laws of Colorado" 1917, ch. 98, pp. 380-390.	Industrial commission. (Commission is composed of three members appointed by the governor, with the consent of the senate, for terms of 6 years, at a salary of \$4,000 per annum. Not more than one member may represent employees' interests, nor may more than one represent employers.)	Investigation at discretion of commission or at the request of not less than 25 persons engaged in the occupation to determine necessity of establishing a minimum wage in the occupation. Investigation conducted by examining books, papers, and witnesses, and by holding public hearings at which employers, employees, or other interested persons may testify.	Commission investigates an occupation by examining books and records and by holding public hearings at which employers, employees, or other interested persons may testify. Commission then sets minimum wage for such occupation. Commission establishes a wage board composed of not more than 3 representatives of employers in the occupation in question, an equal number of representatives of female employees, an equal number of representatives of the public, and a member of the commission. The representatives of the employers and the employees to be elected by their respective groups; at least one member of every group to be a woman. The wage board investigates the occupation and reports to the commission a minimum wage, which the commission may accept or reject.	Refusal to comply with law a misdemeanor.	Wages adequate to supply the necessary cost of living and to maintain health. Wages sufficient for living wages for women and minors of ordinary ability.	Any occupation. (Occupation construed to include "any and every vocation, trade, pursuit, and industry.")	Women, minors (persons of either sex under 18 years of age).	Women physically defective or crippled by age or otherwise, or less efficient than woman workers of ordinary ability, may be granted special license, stating wage; number so licensed must not exceed one-tenth of the total number employed in any establishment.				
District of Columbia, 1918. In "The Code of Law for the District of Columbia," 1919 (ed. by William S. Torbet), Appendix, pp. 405-411.	Minimum-wage board. (Board is composed of three unsalaried members appointed by the District Commissioners for terms of three years, one member to represent the employers, one to represent the employees, one to represent the public.)	Investigation at discretion of board to determine the necessity of establishing a minimum wage in the occupation.	Organization by the board of a conference composed of not more than three representatives of the employers in the occupation in question, an equal number of representatives of the employees, an equal number of representatives of the public, all appointed by the board and one or more members of the board. After the investigation the conference recommends a minimum wage, which the board may accept or reject.	Refusal to comply with law a misdemeanor. Violations of law to be reported by board to corporation counsel, who prosecutes case. Employee may recover back wages and costs.	Wages adequate to supply the necessary cost of living and to maintain women in good health and to protect their morals. Wages unreasonably low for minor workers are to be raised.	The different occupations. (Occupations to include a business, industry, trade, or branch thereof.)	Women, minors (a person of either sex under 18 years of age). Exception: Domestic servants.	Women whose earning capacity has been impaired by age or otherwise may obtain a license fixing a lower wage.	Aug. 15, 1919	Printing, publishing, and allied industries.	Females: Learners.....	\$15.50 per week. \$8 per week.
									Oct. 28, 1919	Mercantile industry.....	Women: Experienced..... Inexperienced.....	\$16.50 per week. \$12.50 per week.
									Dec. 14, 1919	Mercantile industry.	Minors: Experienced.....	\$16 per week.
									May 26, 1920	Hotel, restaurant, and allied industries.	Inexperienced.....	\$10 per week.
									Mar. 19, 1921	Laundry and dry-cleaning industry.	Females: Experienced..... Inexperienced.....	\$17.50 per month; \$18.50 per week. \$0.54 per hour.
Kansas, 1915. In "General Statutes of Kansas," 1915, ch. 108, art. 42, secs. 10495-10515, pp. 2147-2151.	Industrial welfare commission. Commission is composed of the commissioner of labor and two other unsalaried members, one of whom shall be a woman, appointed by the governor for terms of 4 years.	Investigation at discretion of commission or on request of 25 persons engaged in the occupation in question to determine the necessity of establishing a minimum wage in the occupation.	Organization by the commission of a wage board composed of not less than three representatives of the employers in the occupation in question, an equal number of representatives of the employees, and one or more representatives of the public. After examination the board recommends a minimum wage, which the commission may accept or reject.	Refusal to comply with law a misdemeanor. Employee may recover back wages and costs.	Wages adequate for their maintenance.	Any occupation. (Occupation to include any and every vocation and trade and industry.)	Women, apprentices, learners, minors (a person under 18 years of age).	Employees physically defective or crippled or of less than ordinary ability may obtain a license fixing a lower wage.	Mar. 18, 1918	Mercantile establishments.	Females: Experienced..... Women..... Minors..... Inexperienced: Women..... Minors.....	\$15 per week. \$9 per week. \$8.50 per week. \$6 per week. \$6 per week. \$5 per week.
									May 14, 1918	Laundries.....	Females: Experienced..... Inexperienced.....	\$8.50 per week. \$6 per week.
									Sept. 5, 1918	Telephone operators.....	Females: Experienced— Community of less than 1,000 population. Community whose population is between 1,000 and 5,000. Community whose population is between 5,000 and 20,000. Community whose population is 20,000 and over. Inexperienced— Community whose population is less than 20,000. Community whose population is 20,000 or over.	\$7 per week. \$7.50 per week. \$8 per week. \$9 per week. \$6 per week. \$6.50 per week.
									Feb. 21, 1919	Manufacturing.....	Females: Experienced..... Inexperienced.....	\$11 per week. \$7 per week.

¹ Legislature has never made an appropriation to put this law into effect.

CHART IX.—MINIMUM WAGE LEGISLATION IN THE UNITED STATES—Continued.

State and date of enactment.	Administration of minimum wage laws.							Awards issued under minimum wage laws.				
	Body empowered to administer law.	Method of selecting occupation or industry to be considered by this body.	Method of arriving at wage awards.	Means provided for securing enforcement of award.	Principles by which amount of award is determined.	Occupations or industries covered by law.	Classes of employees covered by law.	Exceptions.	Date of award.	Occupations or industries.	Classes of employees.	Amount of wage.
Massachusetts. 1912, 1913, 1914, 1919. In "Session Laws of Massachusetts," 1912, ch. 706, pp. 780-784, and in "Session Laws of Massachusetts," 1913, ch. 673, pp. 618-621, and ch. 330, p. 271, and in "Session Laws of Massachusetts," 1914, ch. 368, pp. 335-339, and in "Session Laws of Massachusetts," 1919, ch. 350, Part III, sec. 69 and sec. 672, pp. 412 and 414, and ch. 77, p. 51, and ch. 76, pp. 50-51, and ch. 72, pp. 46-47.	Board of conciliation and arbitration. (Board is composed of the three associate commissioners of the department of labor and industries. These commissioners must include one representative of labor and one representative of employers of labor, appointed by the governor for terms of 3 years.)	Investigation at discretion of board to determine necessity of establishing a minimum wage in an occupation.	Organization by the board of a wage board composed of an equal number of representatives of the employers of the occupation in question and of the employees, and of one-half the number of persons in either of these groups to represent the public. After examination the wage board recommends a minimum wage, which the board may accept or reject.	Publish names of all employers refusing to comply with awards of the board.	Wages suitable for a female of ordinary ability based on needs of the employee and the financial condition of the industry. Wages adequate to supply the necessary cost of living and to maintain the worker in health.	Any occupation.....	Females, minors.....	Any woman physically defective may obtain a license fixing a lower wage.	Aug. 15, 1914	Brush industry.....	Females: Experienced.....	\$0.155 per hour.
									Sept. 1, 1915	Laundry.....	Females: Experienced.....	\$8 per week.
									Jan. 1, 1916	Retail stores.....	Inexperienced.....	\$6 per week.
											Experienced females over 19 years.	\$3.50 per week.
											Inexperienced females: 18 years or over.....	\$7 per week.
											17 years.....	\$0 per week.
											Less than 17 years.....	\$5 per week.
									Feb. 1, 1918	Men's furnishing factories.....	Females: Experienced.....	\$9 per week.
											Inexperienced.....	\$7 per week.
									Aug. 1, 1918	Muslin underwear, apron, kimono, neckwear, children's clothing factories, Retail millinery workrooms.	Experienced females over 18 years.	\$9 per week.
											Inexperienced females.....	\$6 per week.
											Experienced females over 19 years.	\$10 per week.
									Jan. 1, 1919	Wholesale millinery.....	Inexperienced females.....	\$3 per week.
											Experienced females over 18 years.	\$11 per week.
									Sept. 1, 1919	Canning and preserving.....	Inexperienced females.....	\$6 per week.
		Experienced females 18 years and over.	\$11 per week.									
Jan. 1, 1920	Candy making.....	Inexperienced females.....	\$3.50 per week.									
		Females: Experienced.....	\$12.50 per week.									
		Inexperienced.....	\$8 per week.									
Feb. 1, 1920	Men's clothing and raincoats.	Experienced females 18 years and over.	\$15 per week.									
Mar. 1, 1920	Corset factories.....	Inexperienced females.....	\$7 per week.									
		Experienced females.....	\$13 per week.									
		Inexperienced females: 17 years and over.....	\$10 per week.									
		Under 17 years.....	\$8 per week.									
July 1, 1920	Women's clothing factories..	Experienced females over 18 years.	\$15.25 per week.									
		Inexperienced females: 18 years and over.....	\$12 per week.									
		Under 18 years.....	\$10 per week.									
	Knit goods.....	Experienced females.....	\$13.75 per week.									
		Inexperienced females.....	\$8.50 per week.									
	Paper box occupation.....	Experienced females.....	\$15.50 per week.									
		Inexperienced females: 18 years and over.....	\$11 per week.									
		Under 18 years.....	\$9 per week.									
Feb. 1, 1921	Office and building cleaners.	Females.....	\$15.40 per week; \$0.37 per hour.									
Jan. 1, 1921	Any occupation.....	Experienced women or minors in cities of 5,000 or more population.	\$12 per week; \$0.25 per hour for all hours in excess of 48 per week.									
		Women of minors in towns of less than 5,000 population.	\$10.25 per week; \$0.215 per hour for all hours in excess of 48 per week.									
		Inexperienced females 18 years or over in cities of 5,000 or more population.	\$9.12 per week; \$0.19 per hour for all hours in excess of 48 per week.									
		Females 18 years or over in cities of less than 5,000 population.	\$7.68 per week; \$0.16 per hour for all hours in excess of 48 per week.									
		Females under 18 years of age in cities of 5,000 or more population.	\$7.68 per week; \$0.16 per hour for all hours in excess of 48 per week.									
		Females under 18 years in cities of less than 5,000 population.	\$5.48 per week; \$0.13 per hour for all hours in excess of 48 per week.									

CHART IX.—MINIMUM WAGE LEGISLATION IN THE UNITED STATES—Concluded.

State and date of enactment.	Administration of minimum wage laws.								Awards issued under minimum wage laws.			
	Body empowered to administer law.	Method of selecting occupation or industry to be considered by this body.	Method of arriving at wage awards.	Means provided for securing enforcement of award.	Principles by which amount of award is determined.	Occupations or industries covered by law.	Classes of employees covered by law.	Exceptions.	Date of award.	Occupations or industries.	Classes of employees.	Amount of wage.
<p>North Dakota. 1919. In "Session Laws of North Dakota," 1919, ch. 174, pp. 317-322.</p>	<p>Workmen's compensation bureau. (Bureau is composed of the commissioner of agriculture and labor and two other workmen's compensation commissioners appointed by the governor for terms of 5 years at a salary of \$2,500 per annum.)</p>	<p>Investigation at discretion of bureau to determine necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, and witnesses, and by holding public hearings at which any interested persons may testify.</p>	<p>Organization by the bureau of a conference composed of not more than 3 representatives of the employers and an equal number of representatives of the employees in the occupation in question, an equal number of representatives of the public, and one or more commissioners. After investigation the conference recommends a minimum wage, which the bureau may accept or reject.</p>	<p>Refusal to comply with law a misdemeanor. Employee may recover back wages and costs.</p>	<p>Wages adequate to supply the necessary cost of living and maintain women workers in health. Reasonable wages for minor workers.</p>	<p>Any occupation. (Occupation to include a business, industry, trade, or branch thereof. <i>Exceptions:</i> Agricultural or domestic service.)</p>	<p>Women; minors (under 18 years of age.)</p>	<p>Any female physically defective by age or otherwise may obtain a license fixing a lower wage.</p>	<p>Aug. 16, 1920</p>	<p>Student nurses.....</p> <p>Manufacturing (candy, biscuit making, printing, or job press feeding.) All other manufacturing.</p> <p>Public housekeeping (waitresses, counter help.)</p> <p>Aug. 15, 1920 Chambermaids and kitchen help.</p> <p>Personal service.</p> <p>Laundry and telephone.</p> <p>Mercantile.</p> <p>Office.</p>	<p>Women: 1st year..... 2d year..... 3d year.....</p> <p>Women and minors: Experienced..... Inexperienced.....</p> <p>Women and minors, experienced.</p> <p>Women and minors: Experienced..... Inexperienced.....</p>	<p>\$1 per month. \$2 per month. \$5 per month.</p> <p>\$16.50 per week. \$12 per week. \$16.50 per week.</p> <p>\$17.50 per week. \$14 per week.</p> <p>\$16.70 per week. \$13.20 per week.</p> <p>\$17.50 per week. \$13 per week.</p> <p>\$16.50 per week. \$12 per week.</p> <p>\$17.50 per week. \$12 per week.</p> <p>\$20 per week. \$14 per week.</p> <p>\$13.20 per week. \$9 per week.</p> <p>\$9 per month. \$9 per week.</p> <p>\$0.27 per hour. \$0.22 per hour.</p>
<p>Oregon. 1913, 1915. In "Oregon Laws," 1920, Vol. II, secs. 6668-6687, pp. 2671-2676.</p>	<p>Industrial welfare commission. (Commission is composed of three members appointed by the governor for terms of 3 years, one to represent the employing class and one the employed.)</p>	<p>Investigation at discretion of commission to determine necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, and witnesses, and by holding public hearings at which interested persons may testify.</p>	<p>Organization by the commission of a conference composed of not more than three representatives of the employers in the occupation in question, an equal number of representatives of the employees, an equal number of representatives of the public, and one or more commissioners. After investigation the conference recommends a minimum wage, which the commission may accept or reject.</p>	<p>Refusal to comply with law a misdemeanor. Employee may recover back wages and costs.</p>	<p>Wages adequate to supply the necessary cost of living and to maintain health.</p>	<p>Any occupation. (Occupation to include any and every vocation, pursuit, trade, and industry.)</p>	<p>Women, minors (under 18 years of age.)</p>	<p>Any woman physically defective or crippled by age or otherwise may obtain a license fixing a lower wage.</p>	<p>Oct. 11, 1919</p>	<p>Mercantile, manufacturing, personal service, laundry, telephone or telegraph, public housekeeping.</p> <p>Office.</p> <p>Packing, drying, preserving, canning, perishable fruits or vegetables.</p>	<p>Women: Experienced..... Inexperienced.....</p> <p>Women: Experienced..... Inexperienced.....</p> <p>Females: Over 18 years of age..... Under 18 years of age.....</p>	<p>\$13.20 per week. \$9 per week.</p> <p>\$9 per month. \$9 per week.</p> <p>\$0.27 per hour. \$0.22 per hour.</p> <p>\$9 per week. \$4 per week.</p>
<p>Porto Rico. 1919. In "Session Laws of Porto Rico," 21 sess., 1919, No. 45, p. 200.</p>	<p>Bureau of labor</p>		<p>Minimum wage fixed by law.</p>	<p>Refusal to comply with law a misdemeanor.</p>		<p>Industrial occupations or commercial or public service. <i>Exceptions:</i> First three weeks of apprenticeship; agriculture and agricultural industries.</p>	<p>Females</p>					
<p>Utah. 1913. In "Compiled Laws of Utah" 1917, secs. 3671-3674, pp. 782-783.</p>	<p>Commissioner of immigration, labor, and statistics.</p>			<p>Violation of law a misdemeanor, to be prosecuted by all the city, State, and county prosecuting officers.</p>		<p>Any regular employer of female labor.</p>	<p>Women</p>					
<p>Washington. 1913. In "Pierce's Annotated Code State of Washington" 1919, Vol. I, secs. 17298-17299, pp. 1099-1102.</p>	<p>Industrial welfare commission. (Commission is composed of five persons, the commissioner of labor, and four others appointed by the Governor for terms of 4 years. No appointee may have been a member of manufacturers' or employers' association or a labor union during the 5 years prior to his appointment.)</p>	<p>Investigation at discretion of the commission to determine the necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, and witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify.</p>	<p>Organization by the commission of a conference composed of an equal number of representatives of the employers and of the employees in the occupation in question, and one or more representatives of the public, but no more representatives of the public than in either one of the other groups, and a member of the commission. The conference recommends a minimum wage, which the commission may accept or reject.</p>	<p>Refusal to comply with the law a misdemeanor. Employee may recover back wages and costs.</p>	<p>Wages adequate for their maintenance. Wages adequate to supply the necessary cost of living and to maintain the workers in health.</p>	<p>The various occupations, trades, and industries.</p>	<p>Women, minors (under 18 years of age.)</p>	<p>Any woman physically defective or crippled, by age or otherwise, may obtain a license fixing a lower wage.</p>	<p>Nov. 10, 1918 June 2, 1920</p>	<p>Any occupation, trade, or industry. Public housekeeping occupation.</p>	<p>Any female over 18 years of age. Females over 18 years of age.</p>	<p>\$15.20 per week. \$18 per week, \$3 per day, \$0.37 per hour.</p>
<p>Wisconsin. 1913, 1919. In "Wisconsin Statutes," 1919, Vol. I, secs. 17298-17299, pp. 1434-1436.</p>	<p>Industrial commission. (Commission is composed of 3 members appointed by the governor, with the advice and consent of the senate, for terms of 6 years at a salary of \$5,000 per year.)</p>	<p>Investigation at discretion of the commission, or on the filing of a verified complaint of any person, to determine the necessity of establishing a minimum wage in the occupation.</p>	<p>Organization by the commission of an advisory wage board selected to represent fairly the employers, the employees, and the public. The living wage determined on by the commission and this advisory board shall be the legal minimum wage.</p>	<p>Each day an employer employs a person at less than the legal minimum wage shall be a separate offense.</p>	<p>"Living wage" i. e., compensation sufficient to enable the employee to maintain herself under conditions consistent with her welfare.</p>	<p>Every person in receipt of, or entitled to, any compensation for labor performed for any employer.</p>	<p>Females, minors</p>	<p>Any female or minor unable to earn a "living wage" may obtain a license fixing a lower wage.</p>	<p>Aug. 1, 1921</p>	<p>Any occupation, trade, or industry. <i>Exceptions:</i> Seasonable industries.</p>	<p>Women and boys over 17 years of age: Experienced— In cities of 5,000 or more..... In cities under 5,000..... Inexperienced.....</p> <p>Minors: Experienced..... Inexperienced.....</p> <p>Females or minors: In cities of 5,000 or more..... In cities under 5,000.....</p>	<p>\$0.25 per hour. \$0.22 per hour. \$0.16 per hour.</p> <p>\$0.20 per hour. \$0.16 per hour.</p> <p>\$0.25 per hour. \$0.22 per hour.</p>

CHART X.—MOTHERS' PENSIONS LAWS IN THE UNITED STATES.

State and date of enactment.	Persons to whom allowance may be given.	Conditions on which allowance is granted.				Age of child.	Amount of allowance.	Continuance of allowance.	Administration.			Source of funds.
		Economic conditions.	Home conditions.	Outside employment of mother.	Residence and citizenship.				Agency granting allowance.	Investigation and suspension of cases.	State supervision.	
Alaska. 1913, 1917. In "Session Laws of Alaska," 1913, ch. 32, pp. 33-41, and in "Session Laws of Alaska," 1917, ch. 16, pp. 34-36.	Mothers—Widowed; divorced; whose husbands are in prison; whose husbands are in State institutions for the insane or feeble-minded; whose husbands are totally incapacitated. (Law applies to white child only.)	Mother dependent upon own efforts for support. Mother unable to support child.	Mother fit and proper person to have custody of child.			Under 17 years.	One child, \$15 per month; each additional child, \$10 per month.	If allowance is to continue for more than 1 year, it must be renewed after examination by the juvenile court and board of children's guardians.	Board of children's guardians upon report of the juvenile court. (There is one board for each of the three judicial divisions of Alaska; board consists of judge of district court, United States marshal of the division, and one woman citizen, to be appointed by the governor, to serve without compensation.)			Territorial funds appropriated for the care of dependent children. (Paid by treasurer of Alaska on warrants drawn by board of children's guardians, and approved by the governor.)
Arizona. 1917. In "Session Laws of Arizona," 1917, ch. 70, pp. 104-107.	Mothers, widowed	Aid necessary to enable mother to give proper care.	Mother of good habits and character. Children living at home with mother. Mother a suitable person to bring up child.		One year in the county. Citizen of United States. (Husband must have been a citizen and resident of the State at time of his death.)	Under 16 years.	One child, \$20 per month; second child, \$15 per month; each additional child, \$10 per month. Maximum for one family, \$60 per month.	If allowance is to continue for more than 6 months, it must be renewed by the board of child welfare.	County board of child welfare upon approval of board of supervisors. (Board of child welfare consists of seven members: County superintendent of the poor, member ex officio; one representative of the public health authorities; one representative of the juvenile court; three additional members, two of whom shall be women; appointed by the judge of the superior court for terms of 6 years without compensation. Applications may be made direct to any member of the board or through the public schools.)	Board of child welfare shall make careful investigation of all applicants and adequately supervise all persons in receipt of allowances.		County funds. (Appropriated by local authorities for this purpose on estimates submitted by board of child welfare.)
Arkansas. 1917. In "Session Laws of Arkansas," 1917, No. 326, pp. 1633-1636.	Mothers—Widowed; permanently deserted; whose husbands are in prison in the State; whose husbands are totally incapacitated.	Aid necessary to save the child from neglect. Aid necessary to enable mother to remain at home.	Mother a fit person, morally, physically, and mentally to bring up child. Child living at home with mother.		One year in county. Citizen of United States.	Under 15 years.	One child, \$10 per month; each additional child, \$5 per month.	Allowance may be discontinued or modified at any time at discretion of court. Allowance shall cease if mother marries again. Allowance shall cease if father is released from penitentiary.	Juvenile court, or county court where no juvenile court exists.	Probation officers, appointed by court for indeterminate term of office, investigate and report to court, after which hearing shall be held. Such officers also supervise families to whom aid is granted.		County funds, on order from the court.
California. 1907, 1913, 1917, 1919. In "Consolidated Supplement to the Codes and General Laws of California," 1917-1919 (ed. by James H. Deering), Political Code, secs. 2283, 2285, 2286, 2289, pp. 384-387.	Mothers, widowed				Two years in State (unless child was born in State).	Under 16 years.	Each child, \$10 per month. (Grant of equal amount from city or county is possible.)		State board of control	State children's agents investigate applicants for aid and supervise families after granting of allowance.	State board of control can appoint chief State children's agent at \$2,700 a year, and salaried assistants who, with unpaid advisory committee of three persons in each county, supervise working of the law. ¹	State and local funds. (County or township reimbursed from State funds appropriated for this purpose.)
Colorado. 1913, 1919. In "Supplement to Courtright's Colorado Statutes," 1914, sec. 58, pp. 62-64, and in "Session Laws of Colorado," 1919, ch. 160, pp. 331-332.	Mothers unable to provide properly for self and infant child during certain periods before and after child-birth. Parents unable because of poverty to properly care for child. Child found by court to be dependent or neglected.	Mother unable because of poverty to care properly for self and child. Parent unable because of poverty to care properly for child.	Parent proper guardian. For welfare of child to live at home.			Under 16 years.	Amount must be sufficient to care properly for child at home. (Aid may be given in money or supplies.)		Juvenile or county court	Probation officers appointed by juvenile or county court to investigate, supervise, keep records, and report to court.	Court must file yearly report with State board of charities and corrections.	County funds. (Mothers' compensation fund raised by special tax on real and personal property not to exceed one-eighth of a mill on the dollar.)
Connecticut. 1919. In "Session Laws of Connecticut," 1919, ch. 32, pp. 300-3093.	Mothers, widowed	(1)	Children sufficiently clothed and fed. Children receiving religious instruction.		Mother must be resident in State. Mother can not have legal settlement in any other State.	Under 16 years.	Food: Widow, \$2 per week; child over 14 years, \$1.75 per week; child 5 to 14 years, \$1.25 per week; child under 5 years, \$1 per week; fuel, \$1 per week; clothing, for each member of the family, 50 cents per week. Rent: Reasonable monthly allowance. Sickness and death: Special allowance. (Aid may be given in money or supplies, or both.)	Allowance shall continue until suspended, revoked, or changed by State agent. Allowance shall cease if mother leaves State.	State agent in the office of the State treasurer upon recommendation of "executive officers" of the municipalities and of the county commissioners.	"Executive officers" must investigate case and make a report to county commissioners, who must approve or disapprove and forward report to State agent. If the State agent grants the aid, the "executive officers" cause home to be visited once a month and reported on. State agent may investigate and supervise cases.	State agent in office of the State treasurer.	State, county, and municipal funds. (Equal amounts from State, county, municipality.)

¹This act is inapplicable to 35 out of 75 counties in the State.
²State children's agent may make rules and regulations governing the granting of allowance.
³The department of state agencies and institutions has issued a pamphlet, "Rules and Policies," in which the "Home conditions" necessary that aid may be granted are set forth. This ruling states that the mother must be mentally, physically, and morally fit to care for the child. Mother must not neglect child; mother must not conceal possession of money or property in order to obtain the allowance; mother must not be entitled to adequate assistance from other sources; child must live regularly with the mother; not granted to mothers with one child not of working age unless under unusual circumstances.

CHART X.—MOTHERS' PENSIONS LAWS IN THE UNITED STATES—Continued.

State and date of enactment.	Persons to whom allowance may be given.	Conditions on which allowance is granted.				Age of child.	Amount of allowance.	Continuance of allowance.	Administration.			Source of funds.	
		Economic conditions.	Home conditions.	Outside employment of mother.	Residence and citizenship.				Agency granting allowance.	Investigation and suspension of cases.	State supervision.		
Delaware. 1917, 1919, 1920. In "Session Laws of Delaware," 1917, ch. 227, pp. 734-738, and in "Session Laws of Delaware," 1919, ch. 198, pp. 527-529, and in "Session Laws of Delaware," 1920, ch. 54, pp. 218-220, and ch. 5, pp. 10-11.	Mothers—Widowed; deserted; whose husbands are totally incapacitated.	Mother unable without aid to support, maintain, and educate child. Aid necessary to maintain suitable home.	Mother a fit person to bring up child. Child must attend school regularly.	.....	Three years in State.....	Under 14 years..	One child, \$9 per month; each additional child, \$5 per month. (Aid may be given in money or supplies; aid may be temporarily increased in case of sickness or emergency.)	Allowance shall cease when child reaches age at which employment certificate may be granted.	State mothers' pension commission. (Commission is composed of nine women, three from each county, who are appointed by the governor and who serve without compensation for 3-year terms. The three members from a county form the county mothers' pension commission.)	A trained woman investigator in each county, appointed by the county commission, shall investigate cases before aid is granted and supervise cases. Each family must be visited once every two months by a representative of the county commissioners.	State mothers' pension commission. The county commissions must report every three months to the State commission, which must report every three months to the levy courts of each county.	State and county funds. (State reimburses county for one-half amount paid out. This State contribution however, must not exceed \$5,000 per year to each county. The State fund is a specific appropriation for this purpose.)
Florida. 1919. In "Session Laws of Florida," 1919, ch. 7920, pp. 289-293.	Mothers—Widowed; deserted (if husband has been prosecuted for desertion and adjudged unable to support family); whose husbands are in State asylums for the insane or feeble-minded; female relative or guardian upon whom child is dependent.	Aid necessary to save child from neglect. Woman wholly or partially dependent upon own effort for support of herself and child.	Woman a fit person mentally, morally, and physically, to bring up child. Child living with woman (privilege of separation authorized by board of county commissioners). Child must attend school during full term.	.....	One year in county, four years in State.	Under 16 years..	One child, \$25 per month; each additional child, \$8 per month.	Allowance may be continued in emergency, after child is 16 at discretion of board of county commissioners. Allowance shall cease if mother marries again. Allowance shall cease if child fails to attend school regularly.	County commissioners, upon advice of county school board, Board of public instruction in each county recommends cases to county commissioners.	County school-attendance officer or social worker investigates. Their report and recommendations are filed with county commissioners.	Bureau of child welfare and education of the State board of health in cooperation with the board of public instruction of each county.	County funds. (To raise this, county commissioners can levy tax of one-half of one mill on the dollar on all taxable property.)
Hawaii. 1919. In "Session Laws of Hawaii," 1919, act No. 129, pp. 172-175.	Mothers—Widowed; deserted; unmarried; whose husbands are inmates of a Territorial or other institution.	Aid necessary to enable the mother to bring up child properly.	Mother a suitable person to bring up child.	.....	One year in county.....	.....	.....	If allowance is to continue for more than six months, it must be renewed. Allowance may be re-continued or modified at any time at discretion of the board of child welfare.	Board of child welfare. (Board is composed of five members, three men and two women, appointed by the governor. One board shall be appointed for each county and the judges of the juvenile courts of such counties shall be members ex officio. Members shall serve for four years without compensation.)	Officers, representatives, or employees of board of child welfare to investigate all applications and supervise all families granted allowances.*	.....	County funds. (Appropriated by county board of supervisors on estimate from the board of child welfare.)
Idaho. 1913, 1915. In "Compiled Statutes of Idaho," 1919, Vol. I, Political Code, sec. 3733-3741, pp. 1068-1070.	Mothers—Widowed; whose husbands are in State prisons; whose husbands are in State asylums for the insane or feeble-minded.	Aid necessary to save the child from neglect. Aid necessary to enable the mother to remain at home.	Mother a fit person mentally and physically to bring up child. Child living at home with mother.	.....	Two years in county.....	Under 15 years..	One child, \$10 per month; each additional child, \$5 per month.	Allowance may be discontinued or modified at any time at the discretion of the court. Allowance shall cease if mother marries again. Allowance shall cease if father is released from penitentiary.	Probate court of each county.....	.....	The governor must receive a yearly report from the probate judge.	County funds.
Illinois. 1913, 1915, 1917. In "Revised Statutes of Illinois," 1919, ch. 23, secs. 298-316, pp. 285-288.	Mothers—Widowed; whose husbands are totally incapacitated.	Aid necessary to save the child from neglect, or to prevent the breaking up of the home. Aid necessary to enable mother to remain at home. Mother may not own real or personal property other than household goods except a homestead entitled to exemption under the laws of the State or dower right in real estate of not more than \$1,000 value. May be no relatives able to support child.	Mother a fit person morally, mentally, and physically to bring up child. For welfare of child to live at home. Child living at home with mother.	Three years in county, citizen of United States, or applicant must have declared intention to become a citizen or filed first papers, in which case aid only for American-born children. (Husband must have been a resident of the State at the time of his death or when he became incapacitated.)	Under 14 years..	One child, \$15 per month. Each additional child, \$10 per month. Maximum for one family, \$60 per month. (Aid may be given in money or supplies. Aid may be temporarily increased in case of sickness or unnatural conditions.)	Allowance may be modified at any time at discretion of court. Allowance may be continued until child is 16 years of age, at discretion of the court if child is ill or incapacitated for work. Allowance ceases if court order for removal of incapacitated father is not complied with.	Juvenile court or county court.....	Probation officers investigate all applications and make report with recommendations. The court shall hold hearings. After the allowance has been granted the probation officers shall visit and supervise families.	County funds. (County board may levy a tax not to exceed 1 mill on a dollar annually on all taxable property in counties of not more than 300,000 population and not to exceed four-tenths of a mill in counties having over 300,000 inhabitants.) [†]
Indiana. 1901, 1907, 1919, 1920. In "Burn's Annotated Indiana Statutes," 1914, secs. 1642-1647, pp. 885-886 (Vol. I), and secs. 3657-3664, pp. 3748-3778 (Vol. II), and in "Session Laws of Indiana," 1919, ch. 95, pp. 488-489, and in "Session Laws of Indiana," 1920, ch. 9, sec. 1, p. 37.	Mothers—Who have dependent or neglected child.	Child found by court (juvenile or circuit) to be dependent or neglected and made ward of the board of children's guardians.	.....	.....	.....	Under 16 years (boys); under 17 years (girls).	Each child \$0.75 per day. (Reasonable sum in addition may be paid for funeral expenses.)	.....	Board of children's guardians. (Board consists of six persons in each county, three of whom shall be women and every member a parent. Members are appointed by judge of circuit court and serve without compensation.)	.....	Board of State charities. (County boards of children's guardians must report to board of State charities.)	County funds. (Sum appropriated by county council allowed by county commissioners.)

* May make rules and regulations for the conduct of its business.

† Should fund authorized be sufficient to permit an allowance to only a part of the mothers entitled thereto, the court shall select those in most urgent need.

CHART X.—MOTHERS' PENSIONS LAWS IN THE UNITED STATES—Continued.

State and date of enactment.	Persons to whom allowance may be given.	Conditions on which allowance is granted.				Age of child.	Amount of allowance.	Continuance of allowance.	Administration.			Source of funds.
		Economic conditions.	Home conditions.	Outside employment of mother.	Residence and citizenship.				Agency granting allowance.	Investigation and suspension of cases.	State supervision.	
Iowa. 1913, 1915, 1917, 1919. In "Supplement to the Code of Iowa," 1913, ch. 5b, secs. 254-a13-254-a15, 254-a18, 254-a20, 254-a20a, pp. 116-119, and in "Supplemental Supplement to the Code of Iowa," 1915, ch. 5b, sec. 254-a20, p. 24, and in "Session Laws of Iowa," 1917, ch. 150, p. 170, and in "Session Laws of Iowa," 1919, ch. 12, p. 32, and ch. 107, p. 115.	Mothers—Widowed; whose husbands are in institutions under the State board of control.	Mother poor and unable to care properly for child.	Mother a proper guardian. For welfare of child to live at home.			Under 16 years.	One child, \$2 per week.	Allowance shall cease if father is released from confinement.	Juvenile court, district court, or superior court.	Probation officers shall investigate and report to court, which shall hold hearings and grant or refuse allowance.		County funds. (Sum appropriated by county board of supervisors.)
Kansas. 1917. In "Session Laws of Kansas," 1917, ch. 138, pp. 190-193.	Mothers—Widowed; divorced; deserted (if for 3 months without just cause or collusion); whose husbands are totally incapacitated; whose husbands are confined in any penal or other State institution.	Mother financially unable to support and educate child. Child in danger of becoming public charge.	Mother a fit person to be guardian of child. Mother provident. Mother of good moral character.		Two years in county.	Under 16 years.	Maximum for one family, \$25 per month. (Aid may be given in money or supplies. Aid may be increased in an emergency.)	Allowance may be modified at any time at the discretion of county commissioners.	County commissioners upon report of committee of three. (Committee is composed of three reputable women residing in same township or city, appointed by the board of county commissioners and serving without compensation. Three women appointed for each applicant.)	Committee of three investigates and reports to commissioners.		County funds.
Louisiana. 1920. In "Session Laws of Louisiana," 1920, act 299, pp. 341-344.	Mothers—widowed.	Aid necessary to enable mother to maintain herself and child in the home. Aid necessary to prevent child from becoming a public charge. Aid necessary to save the child from neglect. Aid necessary to enable mother to remain at home. Mother may not own real or personal property other than household goods exceeding \$1,000 in value. May be no relatives able to support child.	Mother a fit person morally, mentally, and physically to bring up child.	Mother may be employed away from home a definite number of days a week on order of the court.	One year in parish where application is made. (Husband must have been a resident of the State at the time of his death.)	Under 16 years.	One child, \$15 per month. Each additional child \$10 per month. Maximum for one family \$50 per month.	Allowance may be modified at any time at discretion of court. Allowance may be continued until child is 18 years of age if child is ill or incapacitated for work.	Juvenile court or district court.	Commission of three residents of the ward with the probation officer as chairman investigates and reports to court with recommendations. The court shall hold hearings. Probation officer shall supervise and report on families receiving relief.		Funds appropriated by parish (\$2,000 for a parish having one representative, \$1,000 for each additional representative), New Orleans funds appropriated by city. Cities of more than 5,000 inhabitants shall contribute an amount to each beneficiary equal to that from the parish.
Maine. 1917, 1919. In "Session Laws of Maine," 1917, ch. 222, pp. 239-257, and in "Session Laws of Maine," 1919, ch. 17, pp. 16-18.	Mothers, with dependent child. (If mother is a deserted wife, desertion must have been for a period of 1 year and proceedings must have been instituted.)	Aid necessary to enable mother to maintain herself and child in the home.	Mother fit and capable mentally, morally, and physically to bring up child.		Five years in State; legal settlement in State.	Under 16 years.	No maximum set, but amount set by municipal and State boards must be sufficient to care properly for child. State board may place allowance at less but not more than sum set by municipal board. (Aid may be given in money or supplies.)	Allowance may be reviewed by State board whenever it deems it necessary, but it shall not be increased without consent of municipal board or decreased without municipal board being heard.	State and municipal boards of mothers' aid. Municipal board recommends to State board, which has final power. (State board is composed of State board of charities and correction ex officio; municipal board is composed of the overseer of the poor in each city, town, and plantation, unless the district provides for another board of three persons, one of whom must be a woman. In all cases the members serve without compensation.)	Municipal board investigates all applicants, and after allowance has been granted it supervises all families.	State board of mothers' aid.	State and municipal funds (one-half from city, town, or plantation if mother has settlement, one-half from State; entire amount from State if mother has no settlement).
Maryland. 1916. In "The Annotated Code of the Public General Laws of Maryland," 1916 (ed. by George P. Bagby), vol. 4, art. 85a, secs. 19-29, pp. 670-675.	Mothers, widowed.	Mother unable to support and educate child without aid. Aid necessary to prevent child from becoming public charge. Aid necessary to enable mother to remain at home. Mother may not own real or personal property other than household goods.	Mother a proper person, worthy and fit to bring up child. Child living at home with mother. Child must attend school regularly.	Mother may be employed away from home a definite number of days a week on order of the court.	Three years in county or city of Baltimore.	Under 14 years.	One child, \$12 per month; second child, \$10 per month; each additional child, \$6 per month; maximum for one family, \$40 per month.	Allowance may be modified at any time at the discretion of the court. Allowance may be extended at the discretion of the court until the child is 16 if child is ill or incapacitated for work.	Juvenile court or circuit court on recommendation of county commissioners or Baltimore board of mothers' relief. (Board appointed by mayor for 4-year terms at salary of \$5 a day for those days actually worked. Not more than two persons of the same sex may be serving on board. Supervisor of city charities may be substituted; has all powers and duties of board.)	County commissioners or board of mothers' relief or their agents investigate applications for relief and report to court. After allowance is granted, same agencies must supervise cases, visiting home at least once every two months. (Board may hire three investigators to carry on work.)	County commissioners and board of mothers' relief must submit report to 1918 general assembly.	County or city funds. (County treasurer or city comptroller pays from funds raised by levying a tax not exceeding one-tenth of a mill on the dollar.)
Massachusetts. 1913. In "Session Laws of Massachusetts," 1913, ch. 763, pp. 725-729.	Mothers with dependent children.	Aid necessary to enable mother to care properly for child. May be no relatives or organizations able and under obligation to support child. All members of family of working age must be working and contributing to family expenses.	Mother a fit person to bring up child. Home surroundings and other members of family such as to develop good character.		Three years in State.	Under 14 years.	No fixed amount, but sum must be sufficient to care properly for child at home.	If allowance is to continue for more than one year, it must be renewed.	City or town overseers of the poor.	City or town overseers of the poor must investigate each applicant before allowance is granted. After allowance is granted, must visit families or cause such families to be visited once every three months.	State board of charities has power to establish rules, visit and inspect cases and records. The overseers submit detailed reports to the board, which in turn reports annually to legislature.	City or town funds; State funds. (If mother has lawful settlement, State pays one-third and city or town two-thirds; if mother has no settlement, State pays all.)

*Rules and Regulations of State Board of Charities.—Deserted wives not included unless every legal effort has been made to make husbands support family; not to mother of one child unless one or the other is ill; mother can not have more than \$300 or an equity in property of more than \$500; family can not own property worth more than \$2,000; if any member of the family is tubercular, no aid granted unless person will go to hospital; family may not keep any male lodgers; no aid granted to illegitimate children unless approved by State board of charities; in cases of emergency medical aid and burial aid may be granted.

CHART X.—MOTHERS' PENSIONS LAWS IN THE UNITED STATES—Continued.

State and date of enactment.	Persons to whom allowance may be given.	Conditions on which allowance is granted.				Age of child.	Amount of allowance.	Continuance of allowance.	Administration.			Source of funds.
		Economic conditions.	Home conditions.	Outside employment of mother.	Residence and citizenship.				Agency granting allowance.	Investigation and suspension of cases.	State supervision.	
Michigan. 1913, 1915. In "Compiled Laws of Michigan," 1915, Vol. I, sec. 2017, p. 890.	Mothers—Widowed; divorced; deserted; unmarried; whose husbands are in State penal institutions; whose husbands are in State asylums for the insane and feeble-minded or other State institutions.	Mother poor and unable to provide for child. Child found to be dependent or neglected.	Mother a proper guardian for child. For welfare of child to live at home.			Under 17 years..	Each child, \$3 per week.		Probate court.	Probation officer investigates applicants for allowance and reports to court, which must hold hearing.		County funds. (County treasurer pays from general fund of the county on order from the court.)
Minnesota. 1917, 1919. In "General Statutes of Minnesota," 1917, secs. (7199-) 1 to (7199-) 18, pp. 667-670, and in "Session Laws of Minnesota," 1919, ch. 328, pp. 348-349, and ch. 333, pp. 354-355.	Mothers—Widowed; deserted (if for 1 year and proceedings instituted); whose husbands are in prison (if under sentence for more than 3 months); whose husbands are in State asylums for insane or inebriates; whose husbands are totally incapacitated; grandmothers; stepmothers (husband may mean stepfather or grandfather of child).	Woman may not own property other than a homestead, the rental of which does not exceed the amount that the family would have to pay for living quarters and \$100 personal property, exclusive of appropriate clothing and household goods, and such tools, domestic animals, etc., as the court judges it expedient to retain for the purpose of reducing expenses and increasing income of the family. May be no relatives or organizations able and under obligation to assist child. All members of family of working age must be contributing to family expenses. Aid necessary to bring up child properly in own home. Woman must prove that poverty is not due to neglect, improvidence, or other fault on her part.	Woman a proper person to have custody of child. Child living at home with woman. For welfare of child to live at home. Home surroundings and other members of family such as to develop good character. Court may request woman to learn English and use it in the home.	If court or county commissioners think it for welfare of family, mother may be required to work away from home a specified number of hours per week.	One year in county; two years in State; citizen of the United States or declared intention of becoming citizen.	Under 16 years..	One child, \$15 per month. Each additional child, \$10 per month.	If allowance is to continue for more than one year, it must be renewed by court. Allowance may be modified or discontinued at discretion of court. Allowance shall cease when child reaches age at which an employment certificate may be obtained.	Juvenile court.	Juvenile court, or representative thereof, or member of county board of child welfare must investigate all applications for relief and report to court; court holds hearings. After allowance is granted, representative of the court must visit family at least once every three months and report to court. (In more populous counties court may appoint salaried agents to conduct investigation.)	State board of control. (Supervises county board of child welfare and may visit and inspect any family and all records.)	County and State funds. (County treasurer pays from general revenue funds of the county; State reimburses county for one-third.)
Missouri. 1911, 1912, 1913, 1915, 1917. Jackson County (Kansas City)—in "Session Laws of Missouri," 1911, pp. 146-147. City of St. Louis—Ordinance 26565, approved July 8, 1912, as amended by Ordinance 28134, approved July 8, 1915.	Mothers—Widowed; whose husbands are in prison; whose husbands are in State asylums for the insane or feeble-minded. Mothers—Widowed; whose husbands are confined in any State or Federal institution.	Aid necessary to save the child from neglect. Aid necessary to enable mother to remain at home. May be no relatives able to aid in support of child.	Mother a fit and competent person morally, mentally, and physically to bring up child. Child with mother. Mother competent mentally, morally, and physically to bring up child. Home fit and suitable.		Two years in county. Two years in city.	Under 14 years..	One child, \$10 per month; each additional child, \$5 per month. One child, \$3.50 per week. (Aid may be temporarily increased on account of exceptional conditions, with consent of city comptroller. Emergency allowance of \$25 per year per child allowed for clothing or medical care.)	Allowance may be discontinued or modified at any time at discretion of juvenile court. Allowance may be modified at any time at discretion of board of children's guardians.	Juvenile court. Board of children's guardians. (Board of children's guardians consists of seven unpaid members appointed by the mayor for terms of 4 years.)	Board of children's guardians appoint salaried agents to investigate and report on all applicants for aid and supervise all cases granted allowances. [†]		County funds. (County court (i. e., county commissioners) provides sum not to exceed \$12,000 per annum from general county funds.) City funds. (City comptroller pays from general city funds on order from board of children's guardians. Comptroller must approve allowances.)
State outside Jackson County and St. Louis, in "Session Laws of Missouri," 1917, pp. 151, 153.	Mothers—Widowed; deserted; divorced; expectant mother (for 3 weeks before and after child-birth); whose husbands are totally incapacitated; whose husbands are in prison; whose husbands are in State asylums for the insane or feeble-minded.	Aid necessary to save the child from neglect. Aid necessary to enable mother to remain at home. May be no relatives able to aid in support of child.	Child living with the mother. Mother a fit and competent person morally, mentally, and physically to bring up child.		One year in county.	Under 16 years..	One child, \$16 per month; each additional child, not less than \$8 per month; maximum for one family, \$40 per month.	If allowance is to continue for more than six months, it must be renewed by county board of public welfare. Allowance may be discontinued or modified at any time by county board of public welfare.	County court (i. e., county commissioners) until county board of public welfare is established.	County boards of public welfare investigate applicants for allowances and supervise all families granted allowances.		County funds. (Appropriated by county court (i. e., county commissioners) and placed at the disposal of county boards of public welfare.)
Montana. 1917, 1919. In "Session Laws of Montana," 1917, ch. 83, pp. 137-139, and in "Session Laws of Montana," 1919, ch. 198, pp. 448-449.	Mothers—Widowed; whose husbands are totally incapacitated (if such husband has failed to provide for child for period of one year); whose husbands are in prison (if such has failed to provide for child for period of 90 days); whose husbands are in State asylums for the insane or feeble-minded.	Mother wholly dependent on her own labor for support. Aid necessary to prevent child from being sent to some public institution. Aid necessary to enable mother to remain at home.	Mother a fit person morally, mentally, and physically to bring up child. Child living at home with mother.	Mother may be employed away from home for such periods as the judge of the county court may permit.	One year in county; citizens of the United States (husband must have been disabled while a resident of the State). In case the father has been convicted of crime, the county in which he was convicted shall pay the allowance.	Under 16 years..	One child, \$20 per month. If there is more than one child in family, first child, \$15 per month; second child, \$10 per month; each additional child, \$5 per month; maximum for one family, \$50 per month.	Allowance shall cease if mother marries again.	District court.	The bureau of child and animal welfare of the State or the county probation officer investigates each applicant on a request from the court and reports the findings to the court, which then holds a hearing on the case.		County funds. (County commissioners issue warrants on general revenue fund.)
Nebraska. 1919. In "Session Laws of Nebraska," 1919, ch. 221, pp. 946-951.	Mothers—Widowed; deserted; divorced (if divorced father can not be made to support child); unmarried; whose husbands are totally incapacitated; whose husbands are in prison.	Mother can not own real or personal property except household goods of more than \$2,000 value. Aid necessary to save child from neglect and furnish it with a suitable education. Aid necessary to enable mother to remain at home. May be no relatives of the second degree able to support child.	Mother a proper guardian.	Mother may be employed away from home for such periods as the court may permit.	Two years in county.	Under 14 years..	Each child, \$10 per month. Maximum for one family, \$50 per month.	Allowance may be extended until child is 16, if child is ill or incapacitated for work, at discretion of juvenile court. If allowance is to continue more than six months, it must be renewed by juvenile court. Allowance may be modified or vacated at any time by juvenile court. Allowance ceases if court order to remove incapacitated father is not complied with.	Juvenile court, on recommendation of committee of five. (Judge of the juvenile court appoints five residents to serve without pay and to cooperate in investigation of cases and recommendations as to awards.)	Probation officers, with the cooperation of the committee of five, must investigate each applicant and report and recommend to court, which then holds hearing. Probation officer supervises family after allowance is granted.		County funds. (County commissioners may levy tax not to exceed three-tenths of a mill on the dollar on all property in the county.) [‡]

[†] Board of children's guardians has power to make rules and regulations governing the granting of allowances.

[‡] Should fund authorized be sufficient to permit an allowance to only a part of the mothers entitled thereto, the court shall select those in most urgent need.

CHART X.—MOTHERS' PENSIONS LAWS IN THE UNITED STATES—Continued.

State and date of enactment.	Persons to whom allowance may be given.	Conditions on which allowance is granted.				Age of child.	Amount of allowance.	Continuance of allowance.	Administration.			Source of funds.
		Economic conditions.	Home conditions.	Outside employment of mother.	Residence and citizenship.				Agency granting allowance.	Investigation and suspension of cases.	State supervision.	
Nevada. 1915, 1917. In "Session Laws of Nevada," 1915, ch. 131, pp. 151-153, and in "Session Laws of Nevada," 1917, ch. 11, p. 13.	Mothers—Widowed; deserted (if deserted for 1 year); whose husbands are totally incapacitated; whose husbands are in prison; whose husbands are in State asylums for the insane or feeble-minded.	Mother destitute and dependent on own efforts for support. Aid necessary to enable mother to remain at home. Aid necessary to enable mother to maintain home.	Mother a fit person morally and physically to bring up child. Child living at home with mother.		One year in county.....	Under 15 years..	One child, \$25 per month; each additional child, \$15 per month; maximum for one family, \$35 per month.	Allowance may be discontinued or modified at any time at the discretion of county commissioners.	County commissioners.....	District attorney investigates applicants and reports to commissioners.		County funds.
New Hampshire. 1915. In "Session Laws of New Hampshire," 1915, ch. 132, pp. 171-172.	Mothers, dependent on own efforts to support child.	Mother dependent on own efforts to support child. Aid necessary to enable mother to remain at home. Aid necessary to enable mother to maintain home. Mother making earnest effort at self-support.	Mother a fit person morally and physically to bring up child. Child living at home with mother. Mother of good repute.		Two years in State.....	Under 16 years..	One child, \$10 per month; each additional child, \$5 per month. (State board of education can increase amount of allowance at any time either on written recommendation from town's school board or personal investigation.)		State board of education on recommendation from town school board.	Town school board investigates each applicant and makes recommendations to State board of education, which can carry on further investigation.	State board of education....	State funds. (Special appropriation by legislature on recommendation of superintendent of public institutions.)
New Jersey. 1913, 1915, 1919. In "First Supplement to the Compiled Statutes of New Jersey," pp. 1164-1166, and in "Session Laws of New Jersey," 1919, ch. 179, p. 390.	Mothers, widowed.....	Mother unable to support and educate child properly. Aid necessary to prevent child from becoming a public charge.			Five years in county.....	Under 16 years..	One child, \$9 per month; two children, \$14 per month; each additional child, \$4 per month.	Allowance may be modified or revoked at any time at the discretion of the court.	Juvenile court or court of common pleas commits child to State board of children's guardians.	State board of children's guardians or some other agency designated by the court must investigate applicants and report to the court which holds hearings. After allowance is granted State board of children's guardians must supervise family, visiting them at least six times a year.	State board of children's guardians.	County funds.
New York. 1915, 1916, 1917, 1919, 1920. In "Annotated Consolidated Laws of New York," 1915 (2d ed. by Birdseye, Cumming, and Gilbert), vol. 3, ch. 24, art. 7A, secs. 148-153, pp. 3332-3335, and in "Cumulative Supplement," 1918-1920; Annotated Consolidated Laws of New York (2d ed. by Birdseye, Cumming, and Gilbert), vol. 10, secs. 149-154, pp. 796-799.	Mothers—Widowed; whose husbands are in prison for 5 years or more; whose husbands are in State institutions.	Aid necessary to prevent child from having to be cared for in an institutional home.	Mother a proper person mentally, morally, and physically to care for child.		Two years in county or city; citizen of United States; mother residing in city or county where she applies for allowance; children born in United States; husband resident of State for 2 years preceding demise or commitment; husband declared intention of becoming a citizen within 5 years prior to demise or commitment.	Under 16 years..	Amount not specified, but must not exceed what it would cost to care for child in an institutional home.	If allowance is to continue more than 6 months, it must be renewed by board of child welfare. Allowance may be modified or discontinued at any time by board of child welfare; allowance may be revoked at any time by State board of charities.	Board of child welfare (board in counties is composed of seven unpaid members, two of whom must be women appointed by the county judge for terms of 6 years). The county superintendent of the poor is member ex officio. When a city comprises more than one county, board consists of 10 unpaid members, 3 of whom must be women appointed by the mayor for terms of 9 years. The city commissioner of public charities is a member ex officio.	Board of child welfare appoints agents to investigate all applicants and supervise families to whom allowance is granted.	State board of charities.....	County funds. (Appropriated by "local authorities" after boards of child welfare have submitted estimate.) ("Local authorities" may put on additional tax to raise money. "Local authorities" is equivalent to county boards of supervisors or city boards of aldermen or estimate and apportionment.)
North Dakota. 1915. In "Session Laws of North Dakota," 1915, ch. 155, pp. 263-266.	Women who have one or more children dependent upon them for support.	Aid necessary to save child from neglect or prevent the breaking up of the home; aid necessary to enable woman to remain at home.	Woman a fit person morally, mentally, and physically to bring up child; child living at home with the woman.		One year in county.....	Under 14 years..	Each child, \$15 per month (if funds injudiciously used, allowance may be administered in supplies).	Allowance may be modified or discontinued at any time at discretion of court.	County court, which holds hearings.....			County funds.
Ohio. 1913, 1914, 1915, 1919. In "General Code of Ohio, Page's Compact Edition," 1920, secs. 1682-2-1683-11, pp. 1154-1156.	Mothers—Widowed; deserted (if deserted for 3 years); whose husbands are totally incapacitated; whose husbands are in prison.	Aid necessary to save child from neglect and to prevent the breaking up of the home; aid necessary to enable mother to remain at home; mother must not be receiving wages from imprisoned husband sufficient to support child.	Mother a fit person morally, mentally, and physically to bring up child; child living at home with mother; for the benefit of the child to remain at home with mother.	Mother may be employed away from home for such periods as the court or county commissioners may permit.	Two years in county.....		One child, \$15 per month; each additional child, \$7 per month.	If allowance is to continue more than 6 months, it must be renewed by court. Allowance may be modified or discontinued at any time at discretion of court. Allowance shall cease when child reaches age at which employment certificate is granted.	Juvenile court.....	Probation officers, officers of the associated charities or the humane society, or county sheriff may investigate applicants if so designated by the court and supervise families to which allowances are granted.		County funds. (County commissioners may levy tax to one-fifth of a mill on the dollar to provide this sum.) ^a
Oklahoma. 1915. In "Supplement to the Revised Laws of Oklahoma of 1910," ch. 58, art. 1B, secs. 4550h-4550p, pp. 595-600.	Mothers—Widowed; whose husbands are in State prisons; whose husbands are in State asylums for the insane or feeble-minded. (If father is in prison or asylum he must be lawful husband of mother.)	Aid necessary to save child from neglect and prevent the breaking up of the home; aid necessary to enable mother to remain at home.	Mother a fit person morally, mentally, and physically to bring up child; child living at home with mother.		Two years in county.....	Under 14 years..	One child, \$10 per month; each additional child, \$5 per month.	Allowance may be modified at any time at discretion of county court.	County court.....			County funds. (County commissioners may appropriate funds not to exceed \$4,000 per annum. County excise board may levy tax to provide this sum.)

^aShould fund authorized be sufficient to permit an allowance to only a part of the mothers entitled thereto, the court shall select those in most urgent need.

CHART X.—MOTHERS' PENSIONS LAWS IN THE UNITED STATES—Continued.

State and date of enactment.	Persons to whom allowance may be given.	Conditions on which allowance is granted.				Age of child.	Amount of allowance.	Continuance of allowance.	Administration.			Source of funds.
		Economic conditions.	Home conditions.	Outside employment of mother.	Residence and citizenship.				Agency granting allowance.	Investigation and suspension of cases.	State supervision.	
Oregon. 1913, 1915, 1917. In "Oregon Laws," 1920, ch. 15, secs. 3322-3342, pp. 1577-1580.	Mothers—Widowed; whose husbands are totally incapacitated; whose husbands are in State prisons; whose husbands are in State asylums for the insane or feeble-minded. (No assistance to illegitimate children.)	Mother dependent on own efforts for support; mother must prove that she was not in indigent circumstances when she came into the State; mother must prove that she did not deprive herself of any income in order to obtain aid; mother may own a homestead if it does not exceed \$500 in value, unless after special investigation the court allows more; all members of family over 16 years of age must be working and contributing a fair share to the family expenses.	Mother a fit person mentally, morally, and physically to bring up child; child living at home with mother.		One year in county; three years in State; citizen of the United States (father must be citizen of the United States and of the State of Oregon).	Under 16 years.	One child, \$10 per month; each additional child, \$7.50 per month; maximum to one family, \$40 per month. (Court may pay allowance to some other person to be expended for needs of the family if mother is improvident.)	Allowance may be modified at any time at the discretion of court. Allowance shall cease when child reaches age at which employment certificate is granted. If wages do not equal maximum amount of assistance court may make up difference. Allowance shall cease if mother leaves county without consent of court. Allowance shall cease if monthly expense account which mother must render court is unsatisfactory. Allowance shall cease if court order to remove incapacitated father is not complied with.	Juvenile or county court.			County funds.
Pennsylvania. 1919. In "Session Laws of Pennsylvania," 1919, No. 354, pp. 893-898.	Mothers—Widowed; whose husbands are in State asylums for the insane or feeble-minded. (Aid may be given for an unborn child if mother is already receiving assistance under the act.)	Aid necessary to maintain a home.	Mother of proper character and ability to bring up child. Child must attend school.		One year in county; two years in State. (Residence in county if once established is not lost by absence of less than one year.)	Under 16 years.	One child, \$20 per month; each additional child, \$10 per month.	Allowance may be modified or withdrawn at any time at discretion of the board. Allowance may be withdrawn when child reaches legal working age, but may be continued if child is in school with satisfactory record or is physically unable to work.	County board of trustees of mothers' assistance fund. (Board is composed of 5 to 7 women residents of the county appointed by the governor and serving without compensation.)	Board of trustees must investigate all applicants.	State supervisor appointed by governor at salary of \$2,400 per annum. Supervisor has salaried assistant and clerk to aid her in investigation and supervision of all cases. Reports annually to State board of education and general assembly. Endeavors through personal visits to get accepted by county commissioners. ¹⁰	County and State funds. (State appropriation divided among counties in ratio of their population. County must provide equal sum.) ¹¹
South Dakota. 1913, 1915, 1917, 1919. In "Revised Code of South Dakota," 1919, secs. 10023-10030, pp. 2604-2606, and in "Session Laws of South Dakota," 1919, ch. 263, pp. 303-309.	Mothers—Widowed; divorced (if divorce was granted in State at least one year prior to date of application); whose husbands are totally incapacitated; whose husbands are in State prison.	Aid necessary to save child from neglect and prevent breaking up of home. Aid necessary to enable mother to remain at home. Mother must not be receiving wages from imprisoned husband sufficient to support child.	Mother a fit person morally, mentally, and physically to bring up child. Child living at home with mother. For the benefit of child to remain with mother.	Mother may be employed away from home one day per week.	Six months in county; one year in State.	Under 16 years.	One child, \$15 per month; each additional child, \$7 per month. ¹²	If allowance is to continue more than 6 months it must be renewed by court. Allowance may be modified or discontinued at any time at the discretion of the court.	County court.	County commissioners or some other competent person designated by the court must investigate all applicants and report to the court.		County funds. (County commissioners may levy tax not to exceed one-sixth of a mill on the dollar.) ¹³
Tennessee. 1919. In "Session Laws of Tennessee," 1919, ch. 119, pp. 340-342.	Mothers—Widowed; whose husbands are in State penitentiary or asylums.	Aid necessary to save child from neglect and prevent the breaking up of home. Aid necessary to enable mother to remain at home. Aid necessary to maintain home.	Mother a fit person mentally, morally, and physically to bring up child. Child living at home with mother. For the benefit of child to remain with mother.		Two years in county; citizen of the United States.	Under 15 years.	One child, \$10 per month; each additional child, \$5 per month.	Allowance may be modified or discontinued at any time at the discretion of the court. Allowance shall cease if mother remarries. Allowance shall cease if father is released from institution.	County court.			County funds. (County court may levy tax not to exceed 2 mills on the dollar annually.)
Texas. 1917. In "Complete Texas Statutes," 1920, secs. 62834-62845, pp. 1097-1098.	Mothers—Widowed.	Mother unable to support child and maintain home. Aid necessary to prevent child from becoming a public charge.			Two years in county; five years in State.	Under 16 years.	One child, \$12 per month; 2 children, \$18 per month; each additional child, \$4 per month.	Allowance may be revoked at any time at the discretion of the county commissioners.	County commissioners, who hold hearings and act on allowance.	County commissioners must supervise families to whom allowance is granted.		County funds.
Utah. 1917, 1919. In "Compiled Laws of Utah," 1917, title 68, secs. 3960-3966, pp. 840-841, and in "Session Laws of Utah," 1919, ch. 77, pp. 257-260, and in "Session Laws of Utah," special session, 1919, ch. 12, p. 20.	Mothers—Widowed.	Mother dependent on own efforts for support. Mother must prove she has not received support from public funds within one year before taking residence in county in which application is made. Aid necessary to save child from neglect. Aid necessary to enable mother to remain at home. Aid necessary to enable mother to maintain a home. All members of family of working age must be working and contributing to family expenses.	Mother a fit person morally, mentally, and physically to bring up child. Child living at home with mother.		Two years in county.	Under 16 years.	Maximum for one family, \$40 per month.	Allowance may be modified at any time at the discretion of the county commissioners. Allowance shall cease if monthly report which mother must render county commissioners is unsatisfactory.	County commissioners.			County funds. (County commissioners must provide funds to carry out this law. Amount not to exceed \$10,000 per annum per county except in counties of over 100,000 population, when amount may be \$20,000. No part of these sums to go for administrative purposes.) ¹⁴
Vermont. 1917. In "The General Laws of Vermont," 1917, sec. 7287, p. 1236, and secs. 7308-7313, pp. 1240-1241.	Mothers—Widowed; deserted.	Aid necessary to prevent breaking up of home. Child found by court to be dependent or neglected.	Mother a proper person to bring up child. For the benefit of child to remain with mother.				Each child, \$2 per week.		State board of charities and probation. (Board is composed of five members, one of whom must be a woman, appointed by the governor for 5-year terms and serving without compensation.)	State board of charities and correction.		State and town funds. (Board pays half; town pays half.)

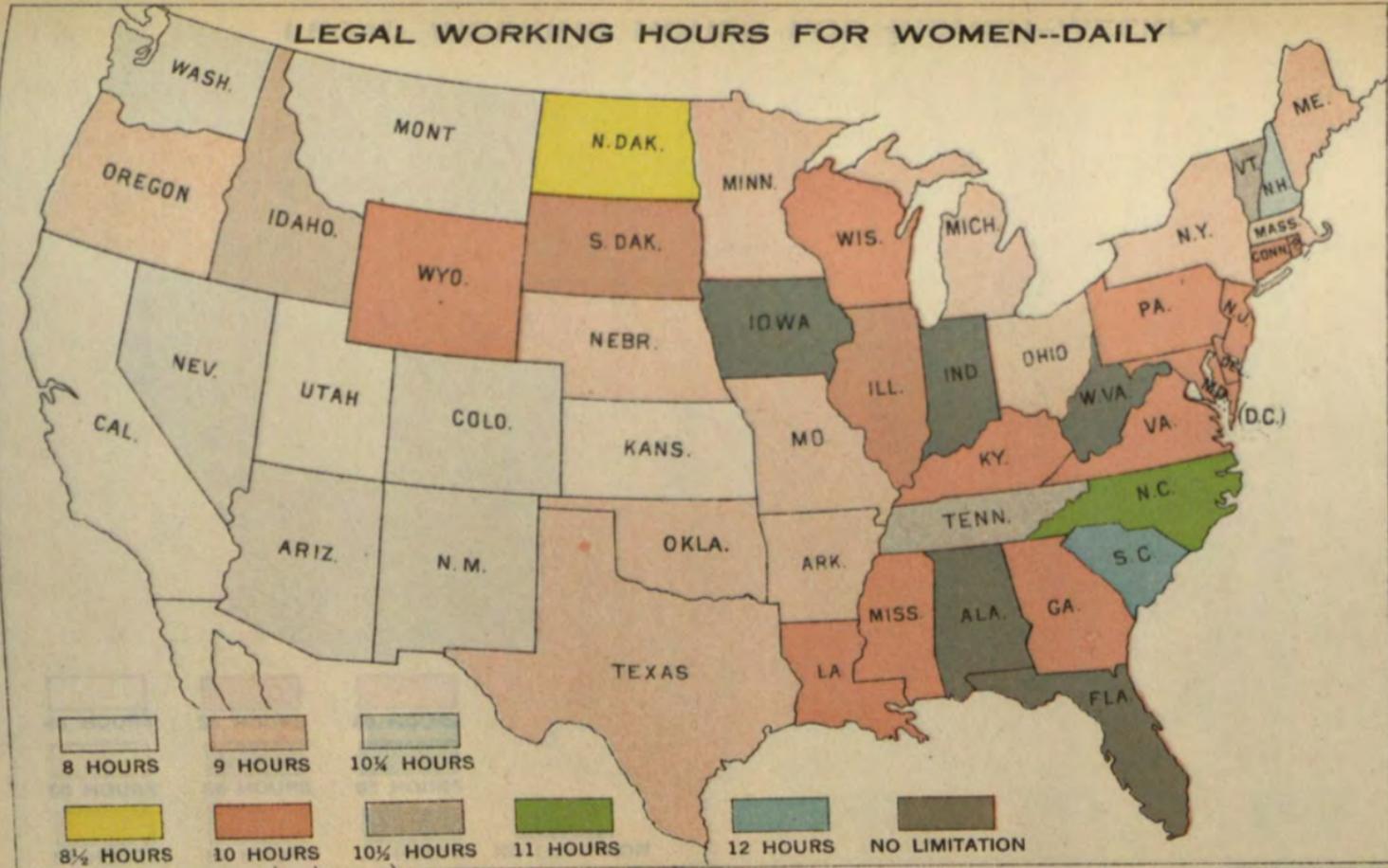
¹⁰ Law in effect only where accepted by county commissioners.
¹¹ Expenses of administration in any county can not exceed 10 per cent of the appropriation for the year.

¹² State supervisor has power to make rules and regulations governing the granting of allowances.
¹³ Should fund authorized be sufficient to permit an allowance to only a part of the mothers entitled thereto, the court shall select those in most urgent need.

CHART X.—MOTHERS' PENSIONS LAWS IN THE UNITED STATES—Concluded.

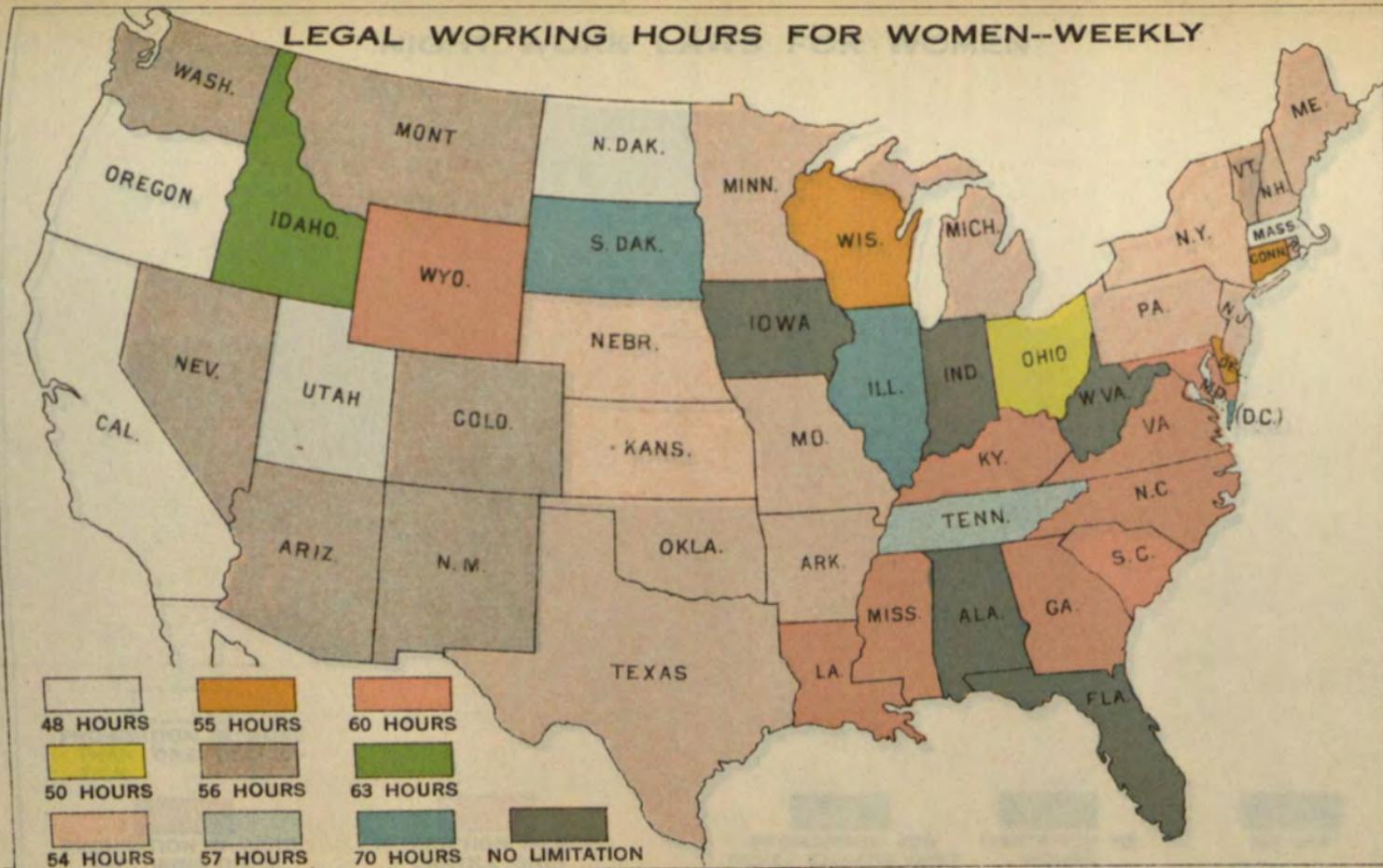
State and date of enactment.	Persons to whom allowance may be given.	Conditions on which allowance is granted.				Age of child.	Amount of allowance.	Continuance of allowance.	Administration.			Source of funds.
		Economic conditions.	Home conditions.	Outside employment of mother.	Residence and citizenship.				Agency granting allowance.	Investigation and suspension of cases.	State supervision.	
Virginia. 1918. In "Session Laws of Virginia," 1918, ch. 80, pp. 137-138.	Mothers, widowed.	Aid necessary to enable mother to support child and maintain home. Aid necessary to prevent child from becoming a public charge.	Mother a suitable guardian to bring up child.		Two years in city or county; three years in State.	Under 16 years.	One child, \$12 per month; two children, \$18 per month; each additional child, \$4 per month.	Allowance may be modified or revoked at any time at the discretion of the attorney for the Commonwealth. Allowances shall cease if mother remarries. Allowance shall cease if any change in family circumstances makes aid unnecessary.	County boards of supervisors; city councils.	Attorney for the Commonwealth must investigate all applicants and hold hearings. If allowance is granted, he must supervise family.		County or city funds.
Washington. 1915, 1919. In "Pierce's Annotated State of Washington Code," 1919, secs. 4410-4424, pp. 1287, 1288.	Mothers, who are needy.	Mother by reason of destitution, insufficient income or property or lack of earning capacity unable to support child. Aid necessary to enable mother to maintain home.	Mother a fit person morally, mentally, and physically to bring up child. Child living at home with mother.		One year in county; three years in State.	Under 15 years.	One child, \$15 per month; each additional child, \$5 per month.	Allowance may be modified or discontinued at any time at the discretion of court.	Juvenile or superior court.	Prosecuting attorney must cause investigation to be made of each applicant by the probation officer, charity commissioner, or other competent person. Hearings shall be held.		County funds. (County commissioners appropriate sum out of general revenue funds.)
West Virginia. 1917. In "Hogg's West Virginia Code Annotated," 1914, secs. 722m-722x, pp. 197-199.	Mothers—Widowed; deserted; whose husbands are totally incapacitated; whose husbands are in some State institution. (Must be mother of two or more children.)	Aid necessary to save child from neglect. Aid necessary to enable mother to remain at home. Mother may not own real or personal property other than household goods. Mother may not be receiving benefits from the workmen's compensation funds. May be no relatives able to contribute to the support of the child an amount equal to the amount of the aid.	Mother a fit person morally, mentally, and physically to bring up child. Mother may not allow any adult not a member of the immediate family to live in the home. Child living at home with mother. Child attending school and receiving satisfactory report. For the welfare of the child to remain at home.	Mother may be employed away from home for such periods as the court may permit.	Three years in county; five years in State; citizen of the United States. (Another section of the law specifies 2 years in county.)	Under 13 years.	Two children, \$15 per month; each additional child, \$5 per month; maximum for one family, \$25 per month.	Allowance may be extended at the discretion of the court until the child is 16 years old if the child is ill or incapacitated for work. Allowance can be discontinued or modified at any time during this three-year period.	County court.	County court causes a member to investigate each applicant and report and recommend to the court, which holds hearings.		County funds. (Sheriff must pay on order from court.)
Wisconsin. 1917, 1919. In "Wisconsin Statutes," 1919, vol. 1, sec. 45.33, pp. 514-515.	Mothers—Widowed; deserted (if for 6 months and proceedings instituted); divorced; whose husbands are totally incapacitated; whose husbands are in penal institutions (for one year or more); grandparents; persons having custody of dependent child.	Person may not own real or personal property other than homestead, the rental of which does not exceed the amount the family would have to pay for living quarters. Person may not be receiving any other form of public relief. Aid likely to continue for a year or more.	Person fit and proper morally and physically to bring up child. Child living at home with person.	If the judge thinks it for the welfare of the family mother may be required to work away from home a specified number of hours per week.	One year in county.	Under 14 years.	One child, \$15 per month; each additional child, \$10 per month; maximum for one family. In counties having less than 300,000 population, \$10 per month, in counties having more than 300,000 population, \$50 per month. (Aid may be increased above maximum at the discretion of the court in emergency cases where there is only one child.)	If allowance is to continue more than one year it must be renewed by court on recommendation of board. Allowance may be discontinued or reduced at any time by court on recommendation by board. Allowance may be extended until child is 16 years old if child is unable to obtain employment certificate.	Juvenile or county court on report of board of child welfare. (Board consists of three unpaid members appointed by the judge of the court for indeterminate terms.)	Board of child welfare must investigate each applicant and report to the court. If allowance is granted, board must supervise family.	State board of control.	State and county funds. (County board appropriates sum for general revenue fund. State reimburses county for one-third. The whole sum may not exceed \$1 for each 30 inhabitants. Towns, cities, and villages are given power to levy taxes to raise the sum necessary.)
Wyoming. 1917. In "Session Laws of Wyoming," 1917, ch. 38, pp. 33-35.	Mothers—Widowed; deserted (if deserted for 1 year); whose husbands are totally incapacitated; whose husbands are in prison.	Aid necessary to save child from neglect and to prevent the breaking up of the home. Aid necessary to enable mother to remain at home.	Mother a fit person morally and physically to bring up child. Child living at home with mother. For benefit of child to remain at home.	Mother may be employed away from home for such periods as the board may permit.	One year in county. (Husband must have been a resident of the State at the time of his death or when he became incapacitated or was imprisoned or when he deserted his family.)	Under 14 years.	One child, \$20 per month; each additional child, \$10 per month.	If allowance is to continue for more than six months, it must be renewed by board.	Board of county commissioners.	Member of board of county commissioners or an agent of the board must investigate all applicants and report to board which holds hearings. If allowance is granted either a member or an agent of the board must supervise family.		County funds. (Appropriated by county commissioners.)

LEGAL WORKING HOURS FOR WOMEN--DAILY

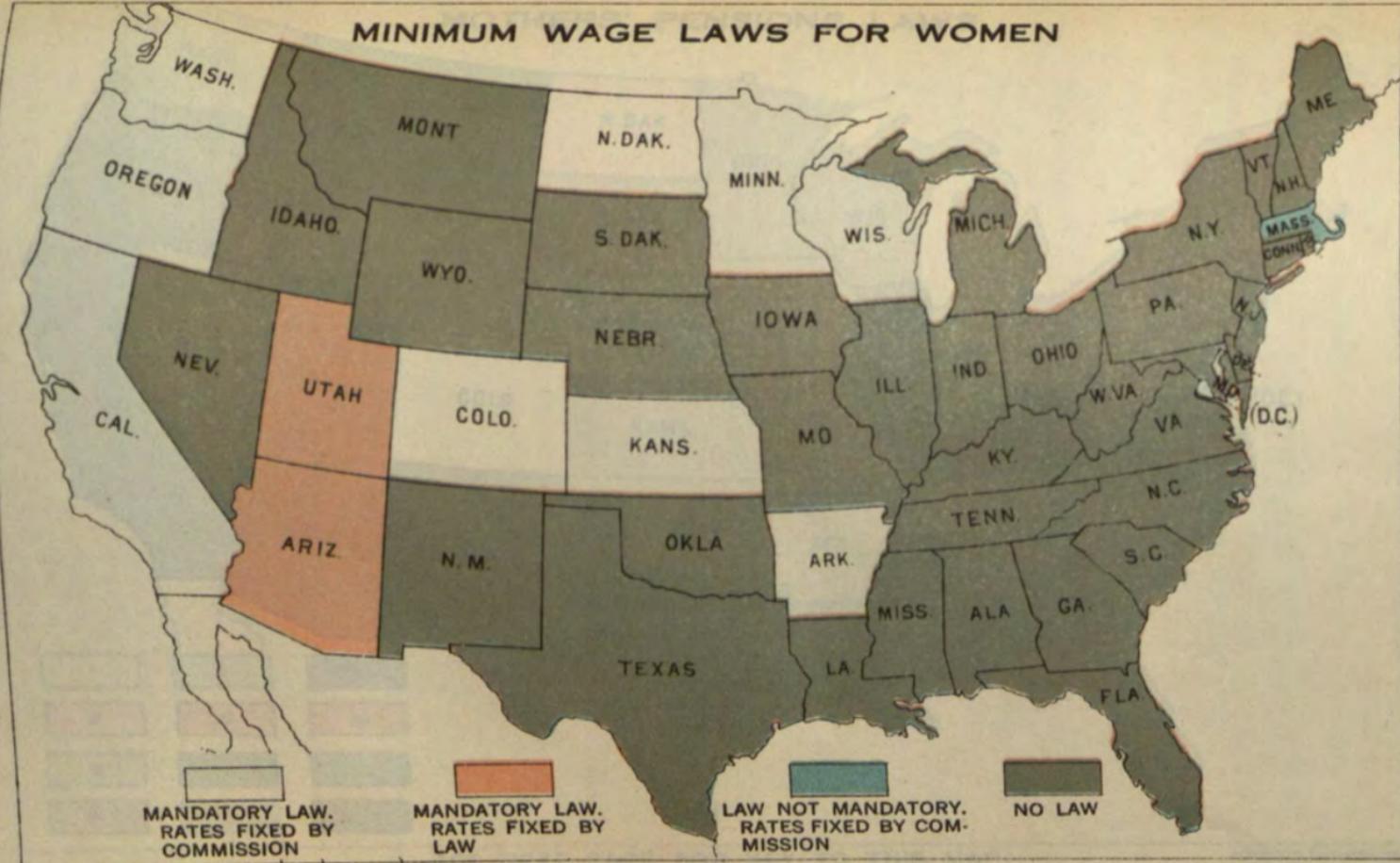


A. HOEN & CO. BALTIMORE, MD.

LEGAL WORKING HOURS FOR WOMEN--WEEKLY



MINIMUM WAGE LAWS FOR WOMEN



A. HOEN & CO. BALTIMORE, MD.

MOTHERS' PENSIONS LAWS.

Key to map on preceding page:

1. Parents--
 Needy and with dependent children.
2. Women--
 Needy and with dependent children.
3. Mothers--
 Needy and with dependent children.
4. Mothers--
 Widowed.
 Deserted or divorced.
 Husband in a State institution or totally incapacitated.
5. Mothers--
 Widowed.
 Deserted or divorced.
 Unmarried.
 Husband in a State institution.
6. Mothers--
 Widowed.
 Deserted.
 Husband totally incapacitated.
7. Mothers--
 Widowed.
 Husband in a State institution.
 Husband totally incapacitated.
8. Mothers--
 Widowed.
 Husband in a State institution.
9. Mothers--
 Widowed.
 Husband totally incapacitated.
10. Mothers.
 Widowed or deserted.
11. Mothers--
 Widowed.
12. No law.

NOTE.—Colorado and the State of Missouri outside of Jackson County and St. Louis have provisions in their laws allowing pension to a mother for a period before childbirth. Florida includes female relative or guardian on whom child is dependent; Minnesota extends the provisions of its law to grandmothers and stepmothers; Wisconsin to grandparents and persons having custody of dependent child.

