

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

SUPPLEMENT TO BULLETIN 16

CHANGES SINCE 1921 IN STATE LAWS AFFECTING WOMEN'S HOURS
AND WAGES

A great many changes in the legislation regulating hours and wages have been made since the Women's Bureau Bulletin 16, State Laws Affecting Working Women, was issued, and as a revised bulletin can not be issued before next year this supplement has been prepared in order to make available information pertaining to these laws as of July 1, 1923.

The hour laws and night-work laws of Kansas, Minnesota, North Dakota, and Wisconsin found in this supplement supersede those found in Bulletin 16. The South Dakota hour law supplements the one in the bulletin. The laws in Chart VI for Kansas, Massachusetts, Minnesota, North Dakota, and Washington should be substituted for the corresponding sections in Bulletin 16. That of Pennsylvania is supplementary to the material in the bulletin. The night-work laws of New Jersey, North Dakota, and Washington and the South Dakota minimum wage law are new legislation, and therefore do not appear in Bulletin 16. The minimum wage awards given for Arizona, Arkansas, and California are substitutes for the same items in Bulletin 16. The remaining awards (Kansas, Massachusetts, North Dakota, and Washington) are to be substituted for the entire section on awards in these States as found in Bulletin 16. The District of Columbia minimum wage law has been declared unconstitutional.

The chart and map showing mothers' pension laws should not be used, as they are not up to date. No information concerning these laws appears in this supplement, as the bureau has discontinued this set of maps and charts.

The maps found at the end of Bulletin 16 can not be used unless they are changed to conform to this supplement.

CHANGES IN STATE HOUR LAWS.

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

EIGHT-HOUR LAWS.

Kansas. (Bul. 16, p. 16.)

Weekly limit..... 8 hours (basic), 6 days (basic).
 Overtime..... If time and a half is paid for all hours over the basic day.
 Occupations or industries specified. Telephone operators. (Industrial Welfare Commission Order No. 9, 1918.)

Weekly limit..... 48 hours.

Overtime.....
 Occupations or industries specified. Public housekeeping occupation—i. e., the work of waitresses in restaurants, hotel dining rooms and boarding houses; all attendants employed at ice-cream parlors, soda fountains, light lunch stands, steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served, and confectionery stores where lunches are served; the work of chambermaids in hotels, lodging and boarding houses and hospitals; the work of janitresses, of car cleaners, and of kitchen workers in hotels, restaurants, and hospitals; elevator operators, cigar stand and cashier girls connected with such establishments. (Industrial Welfare Order No. 15, 1922.)

EIGHT-AND-A-HALF-HOUR LAWS.

North Dakota. (Bul. 16, p. 16.)

Weekly limit..... 48 hours, 6 days.
 Overtime..... 10 hours daily, 7 days per week permitted in emergencies, provided permission is obtained from authorities enforcing hour law and weekly hour limit is not exceeded. Emergency is defined as sickness of more than one female employee, the protection of human life, banquets, conventions, celebrations, sessions of the State legislature, reporters in any of the district courts of the State.

Occupations or industries specified. 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 and in villages and towns of less than 500 population. (Session Laws of North Dakota, 1919, ch. 170, p. 314. Amended 1923.)

CHART II.—NINE-HOUR AND NINE-AND-A-HALF-HOUR LAWS FOR WOMEN WORKERS.

NINE-HOUR LAWS.

Kansas. (Bul. 16, p. 18.)

Weekly limit..... 49½ hours.
 Overtime..... 2½ hours of overtime weekly is allowed if time and a half is paid and if daily hours are not exceeded.

Occupations or industries specified. Laundry occupation—i. e., laundries, dyeing, dry cleaning and pressing establishments. (Industrial Welfare Order No. 12, 1922.)

Weekly limit..... 49½ hours, 6 days.

Overtime..... 4½ hours of overtime weekly is allowed in cases of emergency. Time and one-half must be paid for such overtime. However, canneries, creameries, condensaries, and poultry houses are allowed this overtime without penalty for 6 weeks during the peak season or for two periods not to exceed 3 weeks each, and poultry dressing and packing businesses are allowed to work 11 hours per day and 53 hours per week for 4 of these 6 weeks and 11 hours per day and 60 hours per week for the remaining 2 weeks: *Provided,* One of these latter weeks falls between November 1 and Thanksgiving and the other between Thanksgiving and Christmas.

Occupations or industries specified. Manufacturing occupation—i. e., all processes in the production of commodities. *Exceptions:* Millinery workrooms, dressmaking establishments, hemstitching and button shops, and alteration, drapery and upholstery departments of a mercantile establishment may obtain permission from the Court of Industrial Relations to operate under the mercantile order. (Industrial Welfare Order No. 13, 1922.)

Weekly limit..... 54 hours, 6 days.

Overtime..... 10-hour working day allowed once a week, provided maximum weekly hours do not exceed 54.

Occupations or industries specified. Mercantile establishments; includes all establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the sales force, the wrapping employees, the auditing and checking force, the shippers in the mail-order department, the receiving, marking and stock room employees, sheet music saleswomen and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase and disposition of goods, wares and merchandise. (Industrial Welfare Order No. 14, 1922.)

Wisconsin. (Bul. 16, p. 24.)	
Weekly limit.....	50 hours.
Overtime.....	10 hours daily may be worked during emergency periods, provided such periods do not exceed 4 weeks in any one year and the weekly hours worked do not exceed 55.
Occupations or industries specified.	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. (Wisconsin Statutes, 1921, Vol. 1, ch. 83, secs. 1728-1 to 1728-4, pp. 1365-1366, and Session Laws of Wisconsin, 1923, ch. 185.)

NINE-AND-A-HALF-HOUR LAWS.

Minnesota. (Bul. 16, pp. 19, 23, 26.)	
Weekly limit.....	54 hours.
Overtime.....	_____
Occupations or industries specified.	Any business or service whatever. <i>Exceptions:</i> Domestics in the home; persons engaged in the care of the sick or injured; cases of emergency in which the safety, health, morals or welfare of the public may otherwise be affected; night employees whose total hours at their place of employment do not exceed 12 and who have the opportunity for at least 4 hours' sleep; telephone operators in municipalities of less than 1,500 inhabitants. (Session Laws of Minnesota, 1923, ch. 422, p. 626.)

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

South Dakota. (Bul. 16, p. 24.)	
Weekly limit.....	54 hours.
Overtime.....	12 hours daily may be worked on the 5 days preceding Christmas.
Occupations or industries specified.	Any employer, or other person having control of any woman. <i>Exceptions:</i> Farm laborers, domestic servants, telegraph and telephone operators, persons engaged in the care of livestock; cities having a population of 3,000 or less. (Session Laws of South Dakota, 1923, ch. 308, p. 328.)
Wisconsin. (Bul. 16, p. 24.)	
Weekly limit.....	55 hours.
Overtime.....	12 hours daily, 66 hours weekly may be worked on not more than 10 days during the season.
Occupations or industries specified.	Pea canning factories. (Industrial Commission Order Regulating Pea Canning Factories, 1923.)
Wisconsin. (Bul. 16, p. 24.)	
Weekly limit.....	55 hours.
Overtime.....	_____
Occupations or industries specified.	Hotels. (Session Laws of Wisconsin, 1923, ch. 117.)

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

Kansas. (Bul. 16, p. 29.)	
Day of rest or 1 shorter workday.....	Employment for <i>women</i> and minors shall be limited to 6 days in a week, with 1 day of rest in every 7 days.
Time for meals.....	The meal relief shall be not less than 45 minutes (females). <i>Exceptions:</i> The Court of Industrial Relations may grant a shorter lunch period in any particular industry after investigation, or where the industry operates on an 8-hour basis the lunch period shall not be less than 30 minutes.
Rest periods.....	Not more than 5 hours shall be worked in any one period without relief for meals (females).
Occupations or industries specified.	Manufacturing occupation—i. e., all processes in the production of commodities. <i>Exceptions:</i> Millinery workrooms, dressmaking establishments, hemstitching and button shops, and alteration, drapery and upholstery departments of a mercantile establishment may obtain permission from the Court of Industrial Relations to operate under the mercantile order. (Industrial Welfare Order No. 13, 1922.)
Day of rest or 1 shorter workday.....	No <i>woman</i> or minor shall be employed more than 6 days during each week.
Time for meals.....	Relief for meals, 1 hour (Woman or minor).
Rest periods.....	No <i>woman</i> or minor shall be employed for more than 5 hours without relief for meals.
Occupations or industries specified.	Mercantile establishments: Includes all establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the sales force, the wrapping employees, the auditing and checking force, the shippers in the mail-order department, the receiving, marking and stock-room employees, sheet music saleswomen and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase and disposition of goods, wares, and merchandise. (Industrial Welfare Order No. 14, 1922.)
Day of rest or 1 shorter workday.....	No <i>woman</i> or minor shall be permitted to work without 1 full day of rest in every 7 days. <i>Exceptions:</i> Women working part of each day whose total weekly hours do not exceed 35.
Time for meals.....	Relief for meals shall not be less than one-half hour (woman or minor).
Rest periods.....	No <i>woman</i> or minor shall be permitted to work for more than 5 hours without relief for meals.
	If work is done in two shifts, 4 hours rest must be allowed between shifts.
	If work is done in three shifts, 3 hours rest must be allowed between the second and third shifts.

Kansas—Continued.

Occupations or industries specified.

Public housekeeping occupation—i. e., the work of waitresses in restaurants, hotel dining rooms and boarding houses; all attendants employed at ice cream parlors, soda fountains, light lunch stands, steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served, and confectionery stores where lunches are served; the work of chambermaids in hotels, lodging and boarding houses, and hospitals; the work of janitresses, of car cleaners, and of kitchen workers in hotels, restaurants and hospitals; elevator operators, cigar stand and cashier girls connected with such establishments. (Industrial Welfare Order No. 15, 1922.)

Massachusetts. (Bul. 16, p. 31.)

Day of rest or 1 shorter workday.

Employee may not be required to work on Sunday unless such employee is allowed during the next 6 days 24 consecutive hours without labor.

Time for meals.

Rest periods.

Occupations or industries specified.

Commercial occupation, any industrial process, the work of transportation or communication. *Exceptions:* Manufacture or distribution of gas, electricity, milk or water; hotels, restaurants, drug stores, livery stables, or garages; the transportation, sale, or delivery of food; janitors, watchmen; employees whose duties include no work on Sunday other than (1) setting sponges in bakeries, (2) caring for live animals, (3) maintaining fires, (4) caring for machinery, (5) employees engaged in the preparation, printing, publication, sale or delivery of newspapers, (6) farm or personal service, (7) any labor called for by an emergency that could not reasonably have been anticipated; request of employee. (General Laws of Massachusetts, 1921, Vol. II. ch. 149, secs. 47, 49, and 50, pp. 1562-1563.)

Minnesota. (Bul. 16, p. 32.)

Day of rest or 1 shorter workday.

Time for meals.

Rest periods.

Occupations or industries specified.

At least 60 minutes shall be allowed for meals. *Exceptions:* The Industrial Commission may issue permits allowing a shorter time.

Any business or service whatever. *Exceptions:* Domestics in the home; persons engaged in the care of the sick or injured; cases of emergency in which the safety, health, morals or welfare of the public may otherwise be affected; night employees whose total hours at their place of employment do not exceed 12 and who have the opportunity for at least 4 hours sleep; telephone operators in municipalities of less than 1,500 inhabitants. (Session Laws of Minnesota, 1923, chap. 422, p. 626.)

North Dakota. (Bul. 16, p. 35.)

Day of rest or one shorter workday.

Time for meals.

Rest periods.

Occupations or industries specified.

30 minutes shall be allowed for meals if they are furnished on the premises; 60 minutes for lunch if employees must leave premises (females). No woman shall be employed for more than 4 hours of continuous labor without a rest period.

Public housekeeping occupation—i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses, and all attendants employed at ice cream and light lunch stands and steam tables or counter work in cafeterias and delicatessens where freshly cooked foods are served and the work of chambermaids in hotels and lodging houses and boarding houses and hospitals and the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals and elevator operators. (Minimum Wage Department Order No. 1, 1922.)

Day of rest or 1 shorter workday.

Time for meals.

Rest periods.

Occupations or industries specified.

A 30-minute period for the noon meal shall be the minimum allowed (females). No woman shall be employed for more than 5½ hours of continuous labor without a rest period.

Manufacturing occupations—i. e., all processes in the production of commodities. Includes the work performed in dressmaking shops and wholesale millinery houses, in the workrooms of retail millinery shops, and in the drapery and furniture covering workshops, the garment alteration, art, needlework, fur garment making and millinery workrooms in mercantile stores, and the candy making departments of retail candy stores and of restaurants, and in bakery and biscuit manufacturing establishments, in candy manufacturing and in book binding and job press feeding establishments. (Minimum Wage Department Order No. 2, 1922.)

Day of rest or 1 shorter workday.

Time for meals.

Rest periods.

Occupations or industries specified.

A 30-minute period for the noon meal shall be the minimum allowed (females). No woman shall be employed for more than 5 hours of continuous labor without a rest period.

Laundry occupation—i. e., all the processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials. The work performed in laundry departments in hotels, hospitals and factories. (Minimum Wage Department Order No. 4, 1922.)

Day of rest or 1 shorter workday.

Time for meals.

Rest periods.

Occupations or industries specified.

Adequate time and provision at seasonable hours must be given to the employees for meals (females).

Telephone establishments. (Minimum Wage Department Order No. 5, 1922.)

Pennsylvania. (Bul. 16, p. 37.)	
Day of rest or 1 shorter workday.	Women employees may be granted 1 whole day of rest or 2 half days in each calendar week.
Time for meals.	_____
Rest periods.	_____
Occupations or industries specified.	Short term summer hotels. (Rulings of the Industrial Board Pertaining to Women in Industry, Rule W-1, 1916, pp. 5-6.)
Day of rest or 1 shorter workday.	Women employees may be granted 1 day of rest per week by any one of the following methods: (1) 1 complete day. (2) 24 hours consecutive rest beginning at any hour of the day. (3) Sunday off 1 week, a week day off the next day. (4) Alternate Sundays off with 1 half week day. Equals two full days per fortnight. (5) 2 half holidays or at least 5 hours each.
Time for meals.	_____
Rest periods.	_____
Occupations or industries specified.	Hotels and institutions employing not more than 10 women; single departments, employing not more than 10 women, of hotels and institutions. (Rulings of the Industrial Board Pertaining to Women in Industry, Rule W-1, 1916, pp. 5-6.)
Day of rest or 1 shorter workday.	Women employees shall be given 1 complete day off in each calendar week, or 24 hours of consecutive rest beginning at any hour of the day.
Time for meals.	_____
Rest periods.	_____
Occupations or industries specified.	Hotels employing more than 10 women. (Rulings of the Industrial Board Pertaining to Women in Industry, Rule W-1, 1916, pp. 5-6.)
Day of rest or 1 shorter workday.	Women may be employed 7 days per week provided their daily hours do not exceed 7.
Time for meals.	_____
Rest periods.	_____
Occupations or industries specified.	Short term hotels operating approximately 4 months in the year. (Ibid., Rule W-3, 1917, p. 6.)
Washington. (Bul. 16, p. 37.)	
Day of rest or 1 shorter workday.	No female shall be employed more than 6 days in any 1 week. <i>Exceptions:</i> Emergencies, when women may be employed 10 days before a day of rest is given them, provided they receive at least 4 days' rest in any 28-day period.
Time for meals.	_____
Rest periods.	No female shall be employed more than 5 hours without a rest period of at least one-half hour.
Occupations or industries specified.	Public housekeeping industry—i. e., linen room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, elevator operators, janitresses, laundry workers (except when a commercial laundry is operated), and any other occupation which would properly be classified under public housekeeping. The establishments shall include hotels, rooming houses, boarding houses, restaurants, cafés, cafeterias, lunch rooms, tea rooms, apartment houses, hospitals (not nurses), philanthropic institutions, and any other which may be properly classified under this industry. (Industrial Welfare Committee Order No. 23, 1921.)
Day of rest or 1 shorter workday.	Minimum wage is set for a 6-day week (females).
Time for meals.	_____
Rest periods.	No female shall be employed on a shift of more than 6 hours without a rest period of 15 minutes.
Occupations or industries specified.	Laundry, dry-cleaning or dye works occupation, trade or industry. (Industrial Welfare Committee Order No. 25, 1921.)
Day of rest or 1 shorter workday.	Minimum wage is set for a 6-day week (females).
Time for meals.	_____
Rest periods.	Not less than 1 hour shall be allowed for a luncheon period (females).
Occupations or industries specified.	Telephone or telegraph lines or any other public occupation. <i>Exceptions:</i> Occupations regulated by orders, numbered 23, 25, 28 and 29. (Industrial Welfare Committee Order No. 27, 1921.)
Day of rest or 1 shorter workday.	Minimum wage is set for a 6-day week (females).
Time for meals.	_____
Rest periods.	Not less than 1 hour shall be allowed for a noonday luncheon (females).
Occupations or industries specified.	Mercantile establishment. (Industrial Welfare Committee Order No. 28, 1921.)
Day of rest or 1 shorter workday.	No female shall be employed for more than 6 days in any one week.
Time for meals.	_____
Rest periods.	_____
Occupations or industries specified.	Manufacturing occupations, trades and industries. (Industrial Welfare Committee Order No. 29, 1921.)

CHART VII.—NIGHT WORK LAWS FOR WOMEN WORKERS.

Kansas. (Bul. 16, p. 38.)		
Prohibition of night work.	12 p. m. to 6 a. m.	
Limitation of night work.	—	
Occupations or industries specified.		Public housekeeping occupation—i. e., the work of waitresses in restaurants, hotel dining rooms and boarding houses; all attendants employed at ice cream parlors, soda fountains, light lunch stands, steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served, and confectionery stores where luncheons are served; the work of chambermaids in hotels, lodging and boarding houses, and hospitals; the work of janitresses, of car cleaners, and of kitchen workers in hotels, restaurants, and hospitals, elevator operators, cigar stand and cashier girls connected with such establishments. (Industrial Welfare Order No. 15, 1922.)
New Jersey.		
Prohibition of night work.	10 p. m. to 6 a. m.	
Limitation of night work.	—	
Occupations or industries specified.		Any manufactory, mercantile establishment, any bakery, laundry or restaurant. <i>Exceptions:</i> Canneries engaged in packing a perishable product, such as fruits or vegetables. (Session Laws of New Jersey, 1923, ch. 144, pp. 312-313.)
North Dakota.		
Prohibition of night work.	1 a. m. to 5 a. m.	
Limitation of night work.	—	
Occupations or industries specified.		Public housekeeping occupation—i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses, and all attendants employed at ice cream and light lunch stands and steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served and the work of chambermaids in hotels and lodging houses and boarding houses and hospitals and work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals. (Minimum Wage Department Order No. 1, 1922.)
Prohibition of night work.	11 p. m. to 7 a. m.	
Limitation of night work.	—	
Occupations or industries specified.		Elevator operators. (Minimum Wage Department Order No. 1, 1922.)
Prohibition of night work.	After 9 p. m.	
Limitation of night work.	—	
Occupations or industries specified.		Mercantile establishment—i. e., the work of those employed in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the sales force, the wrapping force, the auditing or checking force, the shippers in the mail order department, the receiving, marking and stock room employees, and sheet music saleswomen and demonstrators and cigar stand girls. (Minimum Wage Department Order No. 3, 1922.)
Washington.		
Prohibition of night work.	After 12 midnight.	
Limitation of night work.	—	
Occupations or industries specified.		Elevator operators (Industrial Welfare Committee Order No. 23, 1921.)

CHANGES IN STATE MINIMUM WAGE LEGISLATION AND AWARDS.

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

South Dakota.	Industrial commissioner
Body empowered to administer law.	—
Method of selecting occupation or industry to be considered by this body.	—
Method of arriving at wage awards.	Minimum wage fixed by law.
Means provided for securing enforcement of award.	Refusal to comply with law a misdemeanor. Employee may recover back wages and costs.
Principles by which amount of award is determined.	Amount equals a living wage.
Occupations or industries covered by law.	Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.
Classes of employees covered by law.	Any woman or girl over the age of 14.
Exceptions.	Apprentices. Industrial commissioner must be notified of each apprentice and must give permission for their employment. (Session Laws of South Dakota; 1923, ch. 309, p. 329.)

AWARDS.

Date of award.	Occupations or industries.	Classes of employees.	Amount of wage.
Arizona. 1923.....	Any store, office, shop, restaurant, dining room, hotel, rooming house, laundry, manufacturing establishments.	Females.....	\$16 per week.
Arkansas. Dec. 1, 1922..	Mercantile establishments at Fort Smith and Little Rock.	Females: Experienced..... Inexperienced.....	\$11 per week. \$10 per week.
California. April 8, 1923....	Mercantile industry.....	Experienced women or minors. Inexperienced: Women..... Minors.....	\$16 per week; \$69.33½ per month. \$12 per week. \$10 per week.
May 9, 1923....	Fish canning industry.....	Women or minors: Experienced..... Inexperienced.....	\$0.33½ per hour. \$0.28 per hour.
May 8, 1923....	Manufacturing industry.....	Women or minors: Experienced..... Inexperienced.....	\$16 per week; \$69.33½ per month. \$9 per week.
Kansas. July 19, 1922....	Laundry occupation—i. e., laundries, dyeing, dry cleaning and pressing establishments. Manufacturing occupation—i. e., all processes in the production of commodities, including work performed in florists' shops, and candy-making departments of confectionery stores and bakeries; millinery workrooms, dressmaking establishments, hemstitching and button shops, alteration, drapery and upholstery departments, unless as a part of a mercantile establishment they are granted permission by Industrial Court to operate under mercantile order. Mercantile occupation—i. e., sales force, wrapping employees, auditing and checking force, shippers in the mail-order department, receiving, marking and stock room employees, sheet music saleswomen and demonstrators and all employees in such establishments directly connected with the sale, purchase and disposition of goods, wares and merchandise.	Women or minors: Experienced..... Inexperienced..... Women or minors: Experienced..... Inexperienced: In general..... G a r m e n t workers and millinery workrooms and dressmaking establishments. Experienced: Woman or minor.. Inexperienced: Adult woman..... Minors.....	\$11 per week. \$7.50 per week. \$11 per week. \$7.50 per week. \$6.50 per week. \$10.50 per week. \$7.50 per week. \$6 per week.

AWARDS—Continued.

Date of award.	Occupations or industries.	Classes of employees.	Amount of wage.
Kansas—Contd. July 19, 1922....	Telephone operators.....	Women or minors in cities or communities of less than 1,000 population: Experienced..... Inexperienced..... In cities or communities of 1,000 and less than 5,000 population: Experienced..... Inexperienced..... In cities or communities of 5,000 and less than 20,000 population: Experienced..... Inexperienced..... In cities of 20,000 or more population: Experienced..... Inexperienced.....	\$7 per week. \$6 per week. \$7.50 per week. \$6 per week. \$8 per week. \$6 per week. \$9 per week. \$7 per week.
Massachusetts. Jan. 1, 1919....	Wholesale millinery.....	Experienced females over 18 years of age.	\$11 per week.
Sept. 1, 1919....	Canning and preserving.....	Inexperienced females. Experienced females 18 years of age and over.	\$6 per week. \$11 per week.
Jan. 1, 1920....	Candy making.....	Inexperienced females.	\$8.50 per week.
Feb. 1, 1920....	Men's clothing and raincoats.....	Females: Experienced..... Inexperienced.....	\$12.50 per week. \$3 per week. \$15 per week.
Mar. 1, 1920....	Corset factories.....	Experienced females 18 years of age and over. Inexperienced females.	\$7 per week. \$13 per week. \$10 per week.
July 1, 1920....	Knit goods.....	Inexperienced females 17 years of age and over.	\$7 per week.
Feb. 1, 1921....	Office and building cleaners.....	Females: Experienced..... Inexperienced.....	\$13.75 per week. \$8.50 per week. \$15.40 per week.
May 15, 1922....	Paper box occupation.....	Females: Experienced females 18 years of age and over.	\$0.57 per hour. \$13.50 per week. \$10 per week.
May 15, 1922....	Women's clothing occupation.....	Under 18 years.... Experienced employees.	\$3.50 per week. \$14 per week.
June 1, 1922....	Men's furnishings factories.....	Inexperienced employees 18 years of age and over. Under 18 years.... Experienced employees.	\$11 per week. \$9 per week. \$13.75 per week.
June 1, 1922....	Muslin underwear, etc., occupation....	Inexperienced employees 16 years of age and over. Under 16 years of age..... Experienced employees.	\$9 per week. \$8 per week. \$13.75 per week.
June 6, 1922....	Retail stores.....	Inexperienced employees 16 years of age and over. Under 16 years.... Experienced employees.	\$8 per week. \$7.50 per week. \$14.50 per week.
July 1, 1922....	Laundries.....	Inexperienced employees under 18 years of age. All others..... Employees:	\$10 per week. \$12 per week. \$13.50 per week. \$11 per week.
Mar. 1, 1923....	Brush industry.....	Females: Experienced..... Inexperienced.....	\$13.92 per week. \$9.60 per week.

AWARDS—Continued.

Date of award	Occupations or industries.	Classes of employees.	Amount of wage.
North Dakota. April 4, 1922. . .	Public housekeeping—i. e., waitresses in restaurants, hotel dining rooms, boarding houses, attendants employed at ice cream and light lunch stands and steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served and work of chambermaids in hotels and lodging houses and boarding houses and hospitals, and the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals and elevator operators. Waitress or counter girl. . .	Experienced	\$14.90 per week.
		Inexperienced	\$11.90 per week.
	Chambermaid and kitchen help . . .	Experienced	\$14.20 per week.
		Inexperienced	\$11.20 per week.
April 4, 1922.	Manufacturing occupation—i. e., all processes in the production of commodities. Work performed in dress-making shops and wholesale millinery houses, in the work rooms of retail millinery shops, and in the drapery and furniture covering workshops, the garment alteration, art, needlework, fur garment making and millinery workrooms in merchantile stores, and the candy making departments of retail candy stores and of restaurants, and in bakery and biscuit manufacturing establishments, in candy manufacturing and in book binding and job press feeding establishments. Biscuit and candy making	Women: Experienced	\$14 per week. \$60.87 per month.
		Inexperienced	\$9 per week. \$39 per month.
	Book binding and job pressfeeding.	Women: Experienced	\$14 per week. \$60.87 per month.
		Inexperienced	\$9 per week. \$39 per month.
	All other manufacturing	Women: Experienced	\$14 per week.
		Inexperienced	To be determined by conferences between the board and the employer and employee concerned.
April 4, 1922.	Mercantile occupation—i. e., establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the sales force, the wrapping force, the auditing or checking force, the shippers in the mail order department, the receiving, marking and stockroom employees, and sheet music saleswomen and demonstrators and cigar stand girls.	Women: Experienced	\$14.50 per week. \$62.83 per month.
		Inexperienced	\$9.60 per week. \$41.60 per month.
April 4, 1922.	Laundry occupation—i. e., a place where clothes are washed or cleaned by any process, by any person, firm, institution, corporation or association and laundry work shall include all the processes connected with the receiving, marking, washing, cleaning, ironing and distribution of washable or cleanable materials. The work performed in laundry departments in hotels, hospitals and factories.	Women: Experienced	\$14 per week, or 13.50 per week if laundry privileges are allowed. \$60.87 per month.
		Inexperienced	\$11 per week. \$47.57 per month.

AWARDS—Continued.

Date of award.	Occupations or industries.	Classes of employees.	Amount of wage.
North Dakota— Continued. April 4, 1922....	Telephone occupation.....	Women in towns of 1,800 and over population: Experienced..... Inexperienced..... In towns of under 1,800 population: Experienced. ... Inexperienced.....	\$14 per week. \$60.67 per month. \$10 per week. \$13.43 per month. \$12 per week. \$52 per month. \$9 per week. \$39 per month.
South Dakota. July 1, 1923....	Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.	Females, experienced..	\$12 per week.
Washington. Oct. 4, 1921.....	Public housekeeping—i. e., linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, elevator operators, janitresses, laundry workers (except where a commercial laundry is operated). The establishment shall include hotels, rooming houses, boarding houses, restaurants, cafés, cafeterias, lunch rooms, tea rooms, apartment houses, hospitals (not nurses), philanthropic institutions.	Females over 18 years of age. Minors.....	\$14.50 per week. \$2.50 per day. \$0.35 per hour. \$12 per week.
Dec. 14, 1921....	Laundry, dry-cleaning or dye works occupation, trade or industry.	Females over 18 years of age.	\$13.20 per week.
Dec. 14, 1921....	Telephone or telegraph lines or in any public occupation other than public housekeeping, laundry, dry-cleaning and dye works, mercantile and manufacturing.	Females over 18 years of age.	\$13.20 per week.
Dec. 31, 1921....	Mercantile establishment...	Females over 18 years of age.	\$13.20 per week.
Jan. 22, 1922....	Manufacturing occupations, trades and industries.	Women: Experienced..... Inexperienced.....	\$13.20 per week. \$9 per week.
Jan. 22, 1922....	Mercantile, manufacturing, printing, laundering, or dye works establishments, sign painting, machine or repair shops, or parcel delivery service, or any other industry other than public housekeeping; occupation of stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator, or any clerical office work, including assistants and helpers in doctors' and dentists' offices.	Minors.....	\$9.00 per week.

NOTE.—Since this supplement went to press there has gone into effect in Massachusetts a wage award, effective January 2, 1924, in the druggists' preparations, etc., occupation, establishing a wage of \$13.20 per week for experienced females 18 years of age and over and \$9.00 per week for inexperienced females.

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