

U. S. DEPARTMENT OF LABOR
JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, NO. 40

STATE LAWS AFFECTING WORKING WOMEN



HOURS
MINIMUM WAGE
HOME WORK



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LETTER OF TRANSMITTAL

U. S. DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, July 1, 1924.

SIR: Herewith is transmitted a report showing the present status of State laws pertaining to hours of employment, minimum wages, and home work which affect working women.

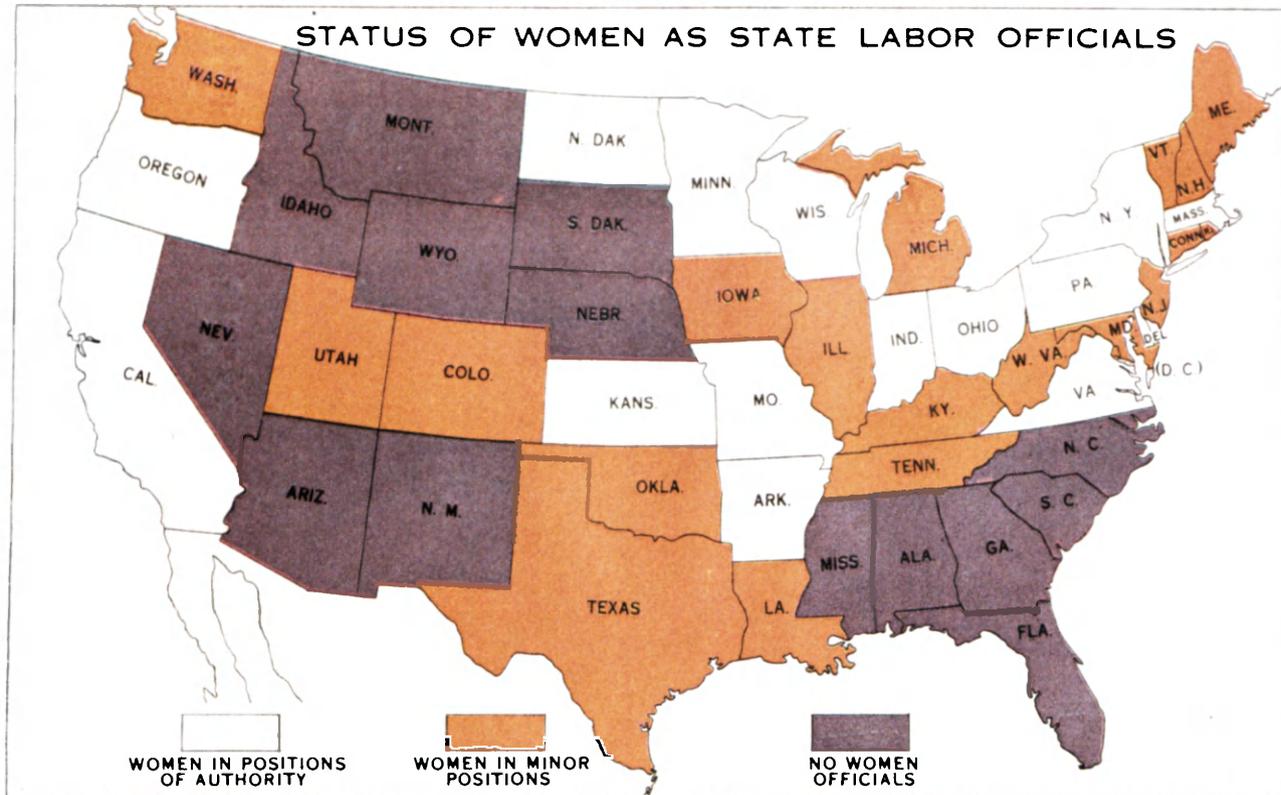
Bulletin 16, "State Laws Affecting Working Women," which covers State laws affecting women in industry in 1921, has been so much in demand that the Women's Bureau feels confident that a new bulletin covering the same subject will be of great value not only as a source of information but as a comparative study of the changes made by the States in their legislation regulating hours of employment, minimum wages, and home work.

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



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

ENGINEER REPRODUCTION PLANT, U. S. ARMY, WASHINGTON BARRACKS, D. C. 5544

STATE LAWS AFFECTING WORKING WOMEN

JULY 1, 1924

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 but one limitation of hours—that prohibiting the employment of women at night in one occupation—manufacturing. Georgia, North Carolina, and South Carolina have limited the hours of work in only one industry—textile 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 orders limits the hours of those employed as “labelers” in the fruit and vegetable canning industry, as “labelers” or office workers in the fish-canning industry, as office workers in the fruit and vegetable packing industry, in the dried-fruit-packing industry and in nut-cracking and sorting 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 general and professional offices to 6 days per week unless time and a quarter 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 quarter 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 and the fish-canning industry. Thus by a combination of methods of legislation California has limited the hours of work for practically all women workers, except agricultural workers and domestic servants.

Although the States in the group under discussion limit daily hours uniformly to 8, the number of hours that a woman may work per week varies. California, Kansas, Utah, the District of Columbia, and the Territory of Porto Rico allow only 48 hours work per week. Arizona and Nevada allow 56 hours; and New Mexico has either no weekly limit or different limits in various occupations, ranging from 48 hours to 60 hours per week. Colorado, Montana, and Washington have no weekly limit.

Eight-and-a-half-hour law.

Two States—North Dakota and Wyoming—by acts of the legislatures provide for a working day of $8\frac{1}{2}$ hours in specified industries and occupations. The North Dakota law applies only to towns of 500 or more population and limits the weekly hours to 48. The Wyoming law covers the whole State, but allows a working week of 56 hours.

Nine-hour laws.

Seventeen States—Arkansas, Idaho, Kansas, Maine, Massachusetts, Michigan, Missouri, Nebraska, New Mexico, New York, North Dakota, Ohio, Oklahoma, Oregon, Rhode Island, Texas, Wisconsin—limit the working day of women in specified industries or occupations to 9 hours. Three of these States—Massachusetts, Oregon, and Rhode Island—limit the weekly hours to 48. Kansas allows $49\frac{1}{2}$ hours per week in laundries and factories and 54 hours per week in mercantile establishments. Ohio and Wisconsin allow 50 working hours per week; New Mexico, 56 hours; North Dakota, 58 hours; Idaho sets no weekly limit, and the remaining 8 States allow 54 hours per week.

North Dakota through its minimum wage orders has established hour limitations for the entire State that vary from the standard set by the $8\frac{1}{2}$ -hour act of the legislature, but has continued to increase the number of women workers coming under some hour law.

Nine-and-a-half-hour law.

Minnesota is the only State which limits the working day to $9\frac{1}{2}$ hours. The weekly limit is 54 hours.

Ten-hour laws.

In this group are found the States of Connecticut, Delaware, Georgia, Illinois, Kentucky, Louisiana, Maryland; Mississippi, New Jersey, New Mexico, Oregon, Pennsylvania, South Carolina, South Dakota, Virginia, and Wisconsin, 16 in all. The weekly hours show considerable variation. New Jersey, Pennsylvania, and South Dakota have the shortest limit, 54 hours per week. Connecticut, Delaware, Mississippi (in manufacturing only), South Carolina, and Wisconsin allow 55 hours; Georgia, Kentucky, Louisiana, Maryland, Mississippi (in all occupations except manufacturing), and New Mexico, 60 hours; Illinois, Oregon, and Virginia, 70 hours. Three of these States—New Mexico, Oregon, and Wisconsin—limit the hours of the majority of their women workers to less than 10 per day and include only a few groups in their 10-hour laws. Therefore, they appear on the maps in this bulletin not as States having 10-hour laws but according to the legislation which covers the greatest number of women workers. Three of the States included in this group—Georgia, Mississippi, and South Carolina—include both men and women in their hour laws. Two of these laws, Georgia and South Carolina, are very limited, covering only textile factories. Mississippi includes all manufacturing in its 55-hour-week law, and has in addition a 60-hour-week law for women covering all occupations.

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 10 $\frac{1}{4}$ -hour day and a 54-hour week; Vermont, a 10 $\frac{1}{2}$ -hour day and a 56-hour week; Tennessee, a 10 $\frac{1}{2}$ -hour day and a 57-hour week; and North Carolina, an 11-hour day and a 60-hour week for men and women employed in textile factories. 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 the employment of women in mercantile establishments to 12 hours per day.

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 the laws regulating both daily and weekly hours, and limiting only the weekly hours for certain industries or occupations. For these weekly limits, Connecticut specifies 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 number of 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 generally 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.)

LAWS PROVIDING FOR A DAY OF REST, ONE SHORTER WORK-DAY, TIME FOR MEALS, AND REST PERIODS

Eighteen 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.

Day of rest, one shorter workday.

Eleven of these States—Arkansas, California, Delaware, Kansas, 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, Kansas, Louisiana, Massachusetts, Minnesota, New York, North Dakota, Ohio, Pennsylvania, Washington, Wisconsin—and the Territory of Porto Rico have provided that a period of time varying from 30 minutes to one hour must be allowed for the noonday meal.

Rest periods.

Twelve States—Arkansas, Delaware, Kansas, Louisiana, Maine, Maryland, Massachusetts, North Dakota, Oregon, Pennsylvania, Washington, Wisconsin—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 18 States have provided that women must have either a day of rest or one shorter workday, or time for meals or rest periods.

In the States that have industrial commissions the orders for rest periods, a day of rest, and time for meals have generally been issued for specific industries or occupations and have considered the special conditions that apply to each case. For example, 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 California, Oregon, and Washington the industrial welfare commission orders provide the only form of regulation covering rest periods, time for meals, or 1 day's rest in 7, although the daily and weekly hour legislation is covered by acts of the legislature.

NIGHT-WORK LAWS

Sixteen States—California, Connecticut, Delaware, Indiana, Kansas, Massachusetts, Nebraska, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, South Carolina, Washington, 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 both Ohio and Washington only one very small group is covered—ticket sellers in Ohio and elevator operators in Washington. In the remaining 10 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 $10\frac{1}{4}$ 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, set only 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 found not only 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

No State has regulated each industry or occupation by the passage of all types of hour-law legislation discussed in the preceding paragraphs. States that regulate daily hours often fail to limit the number of weekly hours, or to provide for one day of rest in seven, lunch

periods, or rest periods, or to prohibit night work. A few States have all types of laws for their industries which employ the greatest number of women, notably Massachusetts, New York, and Pennsylvania, where there are laws of these various kinds covering manufacturing establishments. The States that have industrial commissions seem to be establishing regulations that cover all these points more rapidly than are the ones that depend on separate acts of their legislatures for each step.

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, such as the manufacture of clothing, trimmings, and tobacco products. Moreover, certain requirements that must be met by anyone doing home work are established by law in California, Connecticut, New Jersey, and Wisconsin. Similar requirements for the immediate members of the family doing home work are established by law in all of the States except Ohio which allow only the immediate members of a family to do home work. In general, these requirements are for cleanliness, adequate lighting and ventilation, and freedom from infectious and contagious disease. 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, the only States that have changed their home-work laws or regulations in the last five years are California, New Jersey, and Wisconsin.

MINIMUM-WAGE LAWS

Thirteen States—Arizona, Arkansas, California, Colorado, Kansas, Massachusetts, Minnesota, North Dakota, Oregon, South Dakota, Utah, Washington, and Wisconsin—have laws establishing a minimum wage for women workers. Three States—Arizona, South Dakota, and Utah—have set a minimum wage by law in specified industries or occupations. Arkansas also has a minimum wage set by law, but the industrial welfare 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 and Little Rock. The remaining States—California, Colorado, Kansas, Massachusetts, Minnesota, North Dakota, Oregon, Washington, and Wisconsin—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 a sufficient 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 the strong support of public opinion. The highest wages set in any of these awards are \$16 per week for all industries in the State of California. Where the rates are set by law they have not responded to the great rise in the cost of living since 1914. The rate set by acts of the legislatures in Utah and Arkansas is \$7.50 per week for experienced women.

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* No weekly limit in law. This figure represents the daily limit multiplied by 7.

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* No weekly limit in law. This figure represents the daily limit multiplied by 7.

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*No weekly limit in law. This figure represents the daily limit multiplied by 7.

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* No weekly limit in law. This figure represents the daily limit multiplied by 7.

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* No weekly limit in law. This figure represents the daily limit multiplied by 7.

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

PART A.—EIGHT-HOUR LAWS¹

State	Weekly limit	Overtime	Occupations or industries specified
Arizona. In "The Revised Statutes of Arizona," 1913, Penal Code, sec. 717, p. 149.	50 hours.....	Mercantile establishment, 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. In "Henning's General Laws of California," 1919 (ed. by W. H. Hyatt), ch. 153, Act 2034, pp. 1065-1067.	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, and fruit, fish, or vegetable canning, or drying establishments during period necessary to save products from spoiling.
Industrial Welfare Commission Order, No. 9, 1920.	48 hours, 6 days (basic).	Work may be done on the seventh day if time and a quarter is paid.	General and professional offices.
Industrial Welfare Commission Orders, Nos. 3a, 5a, 6a, 7a, 8a, 13a, 1923.	48 hours, 6 days.....		Labeling in the fruit and vegetable canning industry; labeling and office work in the fish canning industry; mercantile industry; laundry and dry-cleaning industry; dried fruit packing industry; office workers in the citrus packing or green fruit and vegetable packing industries; manufacturing industry; nut cracking and sorting industry.
Industrial Welfare Commission Orders, Nos. 3a, 6a, and 8a, 1923.	48 hours (basic), 6 days (basic).	In emergencies more than 8 hours per day may be worked 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 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; fish-canning industry; citrus packing and green fruit and vegetable packing industries.
Industrial Welfare Commission Order, No. 10a, 1923.	48 hours.....		Unclassified occupations.
Colorado. In "Compiled Statutes of Colorado," 1921, ch. 75, secs. 4118-4119, pp. 1033-1034, and ch. 77, sec. 4207, p. 1055.	Industrial Commission may allow overtime in cases of emergency, provided the minimum wage is increased.	Manufacturing, mechanical, or mercantile establishments, laundry, hotel, or restaurant.
District of Columbia. In "The Code of Law 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.

Kansas. Industrial Welfare Commission Order, No. 9, 1918. Industrial Welfare Order, No. 15, 1922.	8 hours (basic), 6 days (basic). 48 hours.	If time and a half is paid for all hours over the basic day.	Telephone operators. Public housekeeping occupation, i. e., the work of wait- resses 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.
Montana. In "Revised Codes of Montana," 1921, Vol. I, Political Code, Part III, ch. 219, sec. 3070, pp. 1145-1146.		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. In "Session Laws of Nevada," 1917, ch. 14, pp. 16-17, and in "Session Laws of Nevada," 1923, ch. 69, pp. 95-96.	56 hours.		Manufacturing, Mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, or restaurant, express or transpor- tation company. <i>Exceptions:</i> Nurses or nurses in train- ing, harvesting, curing, canning, or drying of perishable fruit or vegetable.
New Mexico. In "Session Laws of New Mexico," 1921, ch. 180, secs. 1 and 4, pp. 386-388.		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, cafe, 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 perish- able goods; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
Ibid., 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 opera- tor 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. 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 maxi- mum weekly hours are not exceeded.	Any lucrative occupation. <i>Exceptions:</i> Telephone opera- tors, telegraphers, artists, nurses, or domestics over 16 years of age.

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.

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

PART A.—EIGHT-HOUR LAWS—Continued

State	Weekly limit	Overtime	Occupations or industries specified
Utah. 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. <i>Exceptions:</i> 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. In "Pierce's Code of the State of Washington," 1921, Vol. I, sec. 3456, p. 1057.	(?) -----	-----	Mechanical or mercantile establishment, laundry, hotel or restaurant. <i>Exceptions:</i> Harvesting, packing, curing, canning, or drying perishable fruits or vegetables, canning fish and shellfish.

PART B.—EIGHT-AND-A-HALF-HOUR LAWS

North Dakota. In "Session Laws of North Dakota," 1923, ch. 346, pp. 520-521.	48 hours, 6 days.	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.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, or telegraph or telephone establishment or office, or any express or transportation company. <i>Exceptions:</i> Villages and towns of less than 500 population; rural telephone exchanges.
Wyoming. In "Session Laws of Wyoming," 1923, ch. 62, pp. 82-83.	56 hours.....	Indefinite overtime allowed when an emergency exists, or unusual pressing business, or necessity demands it, if time and a half is paid for every hour of overtime in any one day.	Any manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, or restaurant, or telephone or telegraph establishment or office, or in any express or transportation company. <i>Exceptions:</i> Telephone or telegraph office or exchange in which 3 or less females are employed; the harvesting, curing, canning, or drying of any variety of perishable fruit or vegetable; nurses in training in hospitals.

¹ Industrial Welfare Committee has ruled that with certain exceptions women in manufacturing and public housekeeping occupations can only work 6 days per week. See Day of Rest Chart.

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

PART A.—NINE-HOUR LAWS

State	Weekly limit	Overtime	Occupations or industries specified	
Arkansas. In "Digest of the Statutes of Arkansas," 1919 (ed. by T. D. Crawford and Hamilton Moses), ch. 117, secs. 7102-7114, pp. 1856, 1859, and in "Session Laws of Arkansas," 1921, No. 140, pp. 214-216. Industrial Welfare 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 industrial welfare 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. 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. Industrial Welfare Order, No. 12, 1922.....	49½ hours.....	2½ hours of overtime weekly is allowed if time and a half is paid and if daily hours are not exceeded.	Laundry occupations, i. e., laundries, dyeing, dry cleaning and pressing establishments.	
	Industrial Welfare Order, No. 13, 1922.....	49½ hours, 6 days	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 58 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.	Manufacturing occupation, i. e., all processes in the production of commodities. <i>Exceptions:</i> Millinery work-rooms, 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. 14, 1922.....	54 hours, 6 days.	10-hour working day allowed once a week, provided maximum weekly hours do not exceed 54.	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 sales women and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase and disposition of goods, wares and merchandise.

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

PART A.—NINE-HOUR LAWS—Continued

State	Weekly limit	Overtime	Occupations or industries specified
Maine. In "Revised Statutes of Maine," 6th ed., 1916, pp. 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. In "General Laws of Massachusetts," 1921, Vol. II, ch. 149, secs. 56-58, pp. 1564-1565, and in "Session Laws of Massachusetts," 1921, ch. 280, pp. 319-321.	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.	Factory or workshop or any manufacturing, mercantile, mechanical establishment, telegraph office, or telephone exchange, or any express or transportation company, or any laundry, hotel, manufecring or hair-dressing establishment, motion-picture theater, or an elevator operator or a switchboard operator in a private exchange.
Michigan. In "Compiled Laws of Michigan," 1915, sec. 5330, p. 2023, and in "Session Laws of Michigan," 1919, Act No. 341, p. 613, and in "Session Laws of Michigan," 1923, Act No. 209, sec. 9, p. 320.	54 hours.....	1 hour of overtime daily if the weekly hours are not exceeded.	Factory, mill, warehouse, workshops, quarry, clothing, dressmaking or millinery establishment or any place where the manufacture of any kinds of goods is carried on, or where any goods are prepared for manufacturing, or any laundry, store, shop, or any other mercantile establishment or 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.
Missouri. In "Revised Statutes of Missouri," 1919, Vol. II, ch. 54, Art. 4, sec. 6771, p. 2132.	54 hours.....		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.
Nebraska. In "Compiled Statutes of Nebraska," 1922, Civil Administrative Code, Title IV, Article II, secs. 7659-7661, pp. 2360-2361.	54 hours.....		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, or restaurant, office, any public-service corporation in metropolitan cities and cities of the first class.

New Mexico. In "Session Laws of New Mexico," 1921, ch. 180, secs. 2, 3, 5, and 6, pp. 386-388.	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.	Mercantile establishments; and 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 an act of Congress of the United States.
New York. In "Session Laws of New York," 1921, Vol. I, ch. 50, secs. 172-173, p. 161.	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.	Factory, i. e., mill, workshop or other manufacturing establishment, laundries.
In "Industrial Code of New York," 1920, Industrial Commission Order, p. 187. In "Session Laws of New York," 1921, Vol. I, ch. 50, sec. 181, p. 163.	54 hours, 6 days.	<i>Exceptions:</i> Work requiring continuous standing, labeling, or packing cans. 1 day weekly in order to get 1 or more shorter days weekly.	Mercantile establishment. <i>Exceptions:</i> Dec. 13-24, 2 days annually for stock taking, writers or reporters in newspaper offices may work 7 days per week.
<i>Ibid.</i> , sec. 182, p. 164.	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.
<i>Ibid.</i> , sec. 183, p. 164.	54 hours, 6 days.		Custody or management of or operation of any elevator for freight or passengers in any building or place. <i>Exception:</i> Hotels.
<i>Ibid.</i> , sec. 184, p. 164.	54 hours, 6 days.		Conductor or guard on any street, surface, electric, subway, or elevated railroad.
North Dakota Minimum Wage Department Order No. 1, 1922.	58 hours-----		Public housekeeping occupation. (Public housekeeping occupation includes 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 the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals and elevator operators.)
Ohio. In "General Code of Ohio, Page's Compact Edition," 1921, Vol. I, sec. 1008, pp. 494-495.	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 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.

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

PART A.—NINE-HOUR LAWS—Continued

State	Weekly limit	Overtime	Occupations or industries specified
<p>Oklahoma. In "Session Laws of Oklahoma," 1919, ch. 163, p. 235.</p>	<p>54 hours.....</p>	<p>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.</p>	<p>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>
<p>Oregon. Industrial Welfare Commission Orders, Nos. 37, 38, 39, 40, 41, 42, and 45, 1919.</p>	<p>48 hours, 6 days.....</p>		<p>Manufacturing occupation, 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 workrooms, the garment alteration, art needle work, fur garment making and millinery workrooms in mercantile stores, and the candy making department of retail candy stores, and of restaurants. <i>Exceptions:</i> Fruit and vegetable drying, canning, preserving and packing establishments.</p> <p>Mercantile occupation, 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 employees, the auditing or check inspection force, the shippers in the mail order department, the receiving, marking and stock room employees, and sheet music saleswomen and demonstrators.</p> <p>Laundry occupation, i. e., all the processes connected with the receiving, marking, washing, cleaning and ironing and distribution of washable and cleanable materials. The work performed in laundry departments in hotels and factories.</p> <p>Personal service occupation, i. e., manieuring, hairdressing, barbering and other work of like nature, and the work of ushers in theaters.</p> <p>Telephone or telegraph occupations in the city of Portland.</p> <p>Public housekeeping occupation, i. e., hotel, restaurant, boarding house, car cleaners, janitresses, elevator operators.</p>

<p>Oregon—Continued. Industrial Welfare Commission Order, No. 43, 1919.</p>	48 hours-----		<p>Telephone and telegraph occupations outside of the city of Portland. <i>Exceptions:</i> Rural telephone establishments which do not require the uninterrupted attention of an operator, may be granted special licenses, by the Industrial Welfare Commission.</p>
<p>Rhode Island. In "Session Laws of Rhode Island," 1923, ch. --, p. --.</p>	48 hours-----	<p>9 hours and 36 minutes may be worked daily if employers and employees agree to complete the 48 hour week in 5 days; 52 hours weekly may be worked (1) in manufacturing establishments that the State board of labor determines to be seasonal, (2) in public service when the State board of labor determines that public necessity or convenience requires it, (3) in hotels provided the employee is not engaged in a manufacturing, mercantile, or mechanical establishment connected with the hotel, (4) by employees in offices as stenographers, bookkeepers, clerks, or by those engaged in other clerical work and not required to do manual labor. In no case shall the average of the weekly hours throughout the year, exceed 48.</p>	<p>Factory, manufacturing, mechanical, business or mercantile establishment. <i>Exceptions:</i> Employers engaged in public service in cases of extraordinary emergency or extraordinary public requirement, but the State Board of Labor must be notified in writing of all such cases of overtime.</p>
<p>Texas. 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, telegraph, 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>
<p>Wisconsin. In "Wisconsin Statutes," 1923, Vol. I, secs. 103.01-103.02, pp. 1104-1105.</p>	50 hours-----	<p>10 hours daily may be worked during emergency periods, if time and a half is paid and such periods do not exceed 4 weeks in any one year and the weekly hours worked do not exceed 55.</p>	<p>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.</p>
<p>In "Industrial commission order regulating pea canning factories," 1924.</p>	54 hours-----	<p>11 hours daily, 60 hours weekly may be worked in emergencies by women over 17 years of age, on not more than 8 days during the season, if 33 cents an hour is paid for all hours in excess of 9 per day.</p>	<p>Pea canning factories.</p>
<p>In "Industrial Commission Order on factories canning cherries, beans, corn, or tomatoes," 1924.</p>	54 hours-----	<p>10 hours daily, 60 hours weekly, may be worked in emergencies by women over 17 years of age, on not more than 8 days during the season, if 33 cents an hour is paid for all hours in excess of 9 per day.</p>	<p>Canning cherries, beans, corn or tomatoes.</p>

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

PART B.—NINE-AND-A-HALF-HOUR LAWS

State	Weekly limit	Overtime	Occupations or industries specified
Minnesota. In "Session Laws of Minnesota," 1923, ch. 422, pp. 626-629.	54 hours.....		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 twelve and who have the opportunity for at least four hours' sleep; telephone operators in municipalities of less than 1,500 inhabitants.

CHART III.—TEN-HOUR LAWS

PART A.—FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified
Connecticut. In "General Statutes of Connecticut," Revision of 1918, sec. 5301, p. 1486.	55 hours.....		Manufacturing or mechanical establishment.
Delaware. In "Session Laws of Delaware," 1917, ch. 230, pp. 741-742.	55 hours, 6 days.....	2 hours on 1 day weekly, provided weekly maximum is not exceeded.	Mercantile, mechanical, or manufacturing establishment, laundry, baking or printing establishment, telegraph 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.
Illinois. In "Revised Statutes of Illinois," 1921 (ed. by B. J. Smith), ch. 48, secs. 5-8, pp. 903-904.			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.
Kentucky. In "The Kentucky Statutes," 1922, 6th ed. (ed. by John D. Carroll), Vol. II, ch. 135b, sec. 4866b-2, p. 2315.	60 hours.....		Laundry, bakery, factory, workshop, store, or mercantile, manufacturing or mechanical establishment, or hotel, restaurant, telephone exchange or telegraph office.

<p>Louisiana. In "Constitution and Statutes of Louisiana," 1920 (ed. by Solomon Wolf), Vol. II, pp. 1032 and 1034.</p>	60 hours		Mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dressmaking stores, or mercantile establishments or hotel or restaurants or in any theater or concert hall or in or about any place of amusement where intoxicating liquors are made or sold or in any bowling alley, bootblackening establishment, freight or passenger elevator, or in the transmission or distribution of messages, whether telegraph or telephone or any other messages, or merchandise or in any other occupation whatsoever. <i>Exceptions:</i> Stores or mercantile establishments on Saturday nights in which more than 5 persons are employed.
<p>Maryland. 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.</p>	60 hours	2 hours on Saturdays and the 6 days before Christmas in retail mercantile establishments outside of the city of Baltimore, if two 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>Mississippi. In "Annotated Mississippi Code," 1917 (ed. by William R. Hemingway), Vol. II, sec. 4627, p. 2166.</p>	60 hours	Permitted in cases of emergency or public necessity.	Laundry, millinery, dressmaking, store or office, mercantile establishment, theater, telegraph or telephone office, or any other occupation. <i>Exception:</i> Domestic servants.
<p>New Jersey. In "First Supplement to the Compiled Statutes of New Jersey," 1911-1915, sec. 83, p. 866, and in "Session Laws of New Jersey," 1921, ch. 194, p. 610.</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. In "Session Laws of New Mexico," 1921, ch. 180, sec. 7, pp. 386-388.</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 one operator does not exceed 230; females engaged in interstate commerce where the working hours are regulated by an act of Congress of the United States.
<p>Oregon. 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. In "Digest of Pennsylvania Statute Laws," 1920, secs. 13540-13542, p. 1331.</p>	54 hours, 6 days	2 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.
<p>In "Rulings of the Industrial Board Pertaining to Women in Industry," Rule W-22, June 14, 1921.</p>			Private home which through contract with telephone company becomes an exchange. <i>Exceptions:</i> Night work need not be limited as to hours if a general average at least 6 hours rest during the night is possible.

CHART III.—TEN-HOUR LAWS—Continued

PART A.—FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or Industries specified
South Dakota. In "Session Laws of South Dakota," 1923, ch. 308, p. 328.	54 hours.....	12 hours daily may be worked on the 5 days preceding Christmas.	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.
Virginia. In "Code of Virginia," 1919, Vol. I, sec. 1508, 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. In "Wisconsin Statutes," 1923, sec. 103.02, pp. 1104-1105.	55 hours.....	Hotel.

PART B.—FOR ALL EMPLOYEES

Georgia. In "Park's Annotated Code of Georgia," 1914, Vol. II, sec. 3137, p. 1570.	60 hours.....	Permitted to make up time lost, not to exceed 10 days annually, caused by accidents or other unavoidable circumstances. Permitted to work regularly more than 10 hours per day provided weekly hours are not exceeded.	Cotton or woolen manufacturing establishments. <i>Exceptions:</i> Engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical forces, cleaners, repairmen.
Mississippi. In "Annotated Mississippi Code," 1917 (ed. by Wm. R. Hemingway), Vol. II, sec. 4523, pp. 2164-2165, and in "Session Laws of Mississippi," 1924, ch. 314, pp. 541-543.	55 hours.....	30 minutes daily for the first 5 days of the week, the additional time so worked to be deducted from the last day of the week. 11¼ hours permitted for night work on the first 5 nights of the week and 3¾ hours on Saturday night provided weekly hours do not exceed 60.	Mill, cannery, workshop, factory, or manufacturing establishment. <i>Exceptions:</i> Fruit or vegetable canneries; cases of emergency, or where the public necessity requires.
South Carolina. In "Session Laws of South Carolina," 1922, No. 567, pp. 1011-1012.	55 hours.....	60 hours of overtime may be worked annually to make up lost time caused by accident or unavoidable cause, but such time must be made up within 3 months after it was incurred.	Cotton and woolen manufacturing establishments engaged in the manufacture of yarns, cloth, hosiery, and other products of merchandise. <i>Exceptions:</i> Mechanics, engineers, firemen, watchmen, teamsters, yard employees, and clerical force.

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

PART A.—TEN-AND-A-QUARTER-HOUR LAW FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified
New Hampshire. 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.

PART B.—TEN-AND-A-HALF-HOUR LAWS FOR WOMEN WORKERS

Tennessee. 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. 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.

PART C.—ELEVEN-HOUR LAW FOR ALL EMPLOYEES

North Carolina. In "Consolidated Statutes of North Carolina," 1913, 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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PART D.—TWELVE-HOUR LAW FOR WOMEN WORKERS

South Carolina. In "Session Laws of South Carolina," 1914, No. 262, p. 481.	60 hours.....	-----	Mercantile establishments.
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CHART V.—WEEKLY HOUR LAWS FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified
Connecticut. In "General Statutes of Connecticut," Revision of 1918, secs. 5302 and 5308, pp. 1486-1487.	58 hours		Any bowling alley or mercantile establishment, public restaurant or cafe, 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.
Maine. In "Revised Statutes of Maine," 6th ed., 1910, pp. 1650-1652.	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 3 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.
Minnesota. Minimum Wage Commission Order, No. 12, 1921.	48 hours (basic)	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.	Any occupation.
New York. In "Session Laws of New York," 1921, Vol. I, ch. 50, sec. 185, p. 104.	54 hours, 6 days		Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages.
Oregon. Industrial Welfare Commission Order, No. 44, 1919.	48 hours, 6 days		Office occupation; i. e., stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' offices and dentists' offices, and all kinds of clerical work.
Industrial Welfare Commission Order, No. 48, 1920.	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	Day of rest or one shorter workday	Time for meals	Rest periods	Occupations or industries specified
Arizona. 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. In "Digest of the Statutes of Arkansas," 1919 (ed. by T. D. Crawford and Hamilton Moses), ch. 117, secs. 7102-7107, pp. 1856-1857.	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.
Industrial Welfare 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. Industrial Welfare Commission Order, No. 4, 1919.	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 Order, No. 13, 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.

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

State	Day of rest or one shorter workday	Time for meals	Rest periods	Occupations or industries specified
<p>California—Continued. Industrial Welfare Commission Orders, Nos. 3a, 6a, 7a, 8a, 11a, 15a, 1923.</p>	<p>No employer shall employ or suffer or permit any woman to work . . . more than 6 days in any one week.</p>			<p>Labeling in the fruit and vegetable canning industry; mercantile industry; labeling and office work in the fish canning industry; laundry and dry cleaning industry; dried fruit packing industry and office workers in the citrus packing and green fruit and vegetable packing industry; manufacturing industry; nut cracking and sorting industry.</p>
<p>Industrial Welfare Commission Orders, No. 9, 1920, and Nos. 3a, 6a, 8a, 1923.</p>	<p>Every woman and minor shall be entitled to 1 day's rest in 7. <i>Exceptions:</i> Emergencies, in which case work may go on 11 time and a quarter is paid for the first 8 hours and double time for all hours above 8.</p>			<p>General and professional offices; fruit and vegetable canning industry; fish canning industry; citrus packing and green fruit and vegetable packing industry.</p>
<p>Industrial Welfare Commission Orders, Nos. 10a, 12a, 1923.</p>	<p>Every employer employing women . . . shall provide for 1 full day of rest a week. <i>Exceptions:</i> Women working 6 hours per day may work 7 days per week.</p>			<p>Unclassified occupations; hotels and restaurants.</p>
<p>Delaware. In "Session Laws of Delaware," 1917, ch. 230, pp. 741-742.</p>	<p>No female shall be employed more than 6 days in any one calendar week.</p>	<p>Not less than 30 minutes shall be allowed to every female . . . for the midday or evening meal.</p>	<p>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 of 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>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>

<p style="text-align: center;">District of Columbia.</p> <p>In "The Code of Law for the District of Columbia," 1919 (ed. by William S. Torbet), p. 403.</p>	<p>No female shall be employed more than 6 days in any one week.</p>		<p>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) $6\frac{1}{2}$ 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. (2) Establishments or occupations in which less than 3 females are employed.</p>	<p>Manufacturing, mechanical, or mercantile establishments, laundry; hotel or restaurants, or telegraph or telephone establishment or office, or any express or transportation company.</p>
<p style="text-align: center;">Kansas.</p> <p>Industrial Welfare Commission Order, No. 9, 1918.</p>	<p>6 days shall constitute a basic week for all women and minors.</p>		<p>The day's work shall be divided into two shifts, one of which shall not exceed 5 hours' duration. (Females.)</p>	<p>Telephone operators.</p>
<p>Industrial Welfare Order, No. 12, 1922.</p>		<p>Relief for lunch shall be 1 hour; provided that the court of industrial relations on application of both employer and employee may reduce this period to one-half hour. (Female workers.)</p>	<p>No female person shall be permitted to work more than 6 consecutive hours without relief for meals.</p>	<p>Laundry occupation, i. e., laundries, dyeing, dry cleaning and pressing establishments.</p>
<p>Industrial Welfare Order, No. 13, 1922.</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 not be 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.</p>	<p>Not more than 5 hours shall be worked in any one period without relief for meals. (Females.)</p>	<p>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.</p>
<p>Industrial Welfare Order, No. 14, 1922.</p>	<p>No woman or minor shall be employed . . . more than 6 days during each week.</p>	<p>Relief for meals, 1 hour. (Woman or minor.)</p>	<p>No woman or minor shall be employed for more than 5 hours without relief for meals.</p>	<p>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 sales-women and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase and disposition of goods, wares and merchandise.</p>

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

State	Day of rest or one shorter workday	Time for meals	Rest periods	Occupations or industries specified
<p>Kansas—Continued. Industrial Welfare Order, No. 15, 1922.</p>	<p>No woman 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.</p>	<p>Relief for meals shall not be less than one-half hour. (Woman or minor.)</p>	<p>No woman 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.</p>	<p>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.</p>
<p>Louisiana. In "Constitution and Statutes of Louisiana," 1920 (ed. by Solomon Wolf), Vol. II, p. 1090.</p>	<p>-----</p>	<p>-----</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>In "Constitution and Statutes of Louisiana," 1920 (ed. by Solomon Wolf), Vol. II, pp. 1082 and 1084.</p>	<p>-----</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>-----</p>	<p>Mill, factory, mine, packing house, manufacturing establishment, work-shop, laundry, millinery or dress-making stores, or mercantile establishments or hotel or restaurants, or in any theater or concert hall or in or about any place of amusement where intoxicating liquors are made or sold or in any bowling alley, boot-blacking establishment, freight or passenger elevator or in the transmission or distribution of messages, whether telegraph or telephone or any other messages, or merchandise or in any other occupation whatsoever. <i>Exceptions:</i> Stores or mercantile establishments in which not more than 5 persons are employed on Saturday nights.</p>

<p>Maine. 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 services 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. In "Annotated Code of the Public General Laws of Maryland," 1918 (ed. by George P. 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; canning, preserving or preparing for canning or preserving of perishable fruits and vegetables. 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>Massachusetts. In "General Laws of Massachusetts," 1921, Vol. II, ch. 149, secs. 100-101, p. 1576.</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 department of labor and industries with the approval of the governor.</p>

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

State	Day of rest or one shorter workday	Time for meals	Rest periods	Occupations or industries specified
<p>Minnesota. In "Session Laws of Minnesota," 1923, ch. 422, pp. 626-629.</p>		<p>At least 60 minutes shall be allowed for meals. <i>Exceptions:</i> The industrial commission may issue permits allowing a shorter time. (Females.)</p>		<p>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 twelve and who have the opportunity for at least four hours sleep; telephone operators in municipalities of less than 1500 inhabitants.</p>
<p>New Jersey. In "First Supplement to the Compiled Statutes of New Jersey," 1911-1915, 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 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>
<p>New York. In "Session Laws of New York," 1921, Vol. I, ch. 50, (a) sec. 172, p. 161, (b) sec. 181, p. 163, (c) sec. 182, p. 164, (d) sec. 183, p. 164, (e) sec. 185, p. 165.</p>	<p>No female shall be employed more than 6 days in any week.</p>			<p>(a) Factory, i. e., mill, workshop, manufacturing establishment, laundries. (b) Mercantile establishment. <i>Exceptions:</i> Writers or reporters in newspaper offices. (c) 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. (d) Custody or management of or operation of any elevator for freight or passengers in any building or place. <i>Exceptions:</i> Hotels. (e) Messenger for a telegraph or messenger company in the distribution, transmission or delivery of goods or messages.</p>

Ibid., sec. 184, p. 184.....	No female shall be employed more than 6 days in any week.	Not less than 1 hour shall be allowed for meals. <i>Exceptions:</i> The commissioner of labor may grant permission for a shorter meal period. (Females.)		Conductor or guard on any street, surface, electric, subway or elevated railroad.
North Dakota. In "Session Laws of North Dakota," 1923, ch. 346, pp. 520-521.	No female shall be employed more than 6 days . . . in any one week.			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.
Minimum Wage Department Order, No. 1, 1922.		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 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 the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospital and elevator operators.
Minimum Wage Department Order, No. 2, 1922.		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 occupation, i. e., all processes in the production of commodities. Includes the work performed in dressmaking 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 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. 4, 1922.		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.

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

State	Day of rest or one shorter workday	Time for meals	Rest periods	Occupations or industries specified
North Dakota—Continued. Minimum Wage Department Order, No. 5, 1922.		Adequate time and provision at reasonable hours must be given to the employees for meals. (Females.)		Telephone establishments.
Ohio. In "General Code of Ohio, Page's Compact Edition," 1921, Vol. I, sec. 1008, pp. 494-495.		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.		Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile, or other establishment.
<i>Idem</i>	No female shall be employed, permitted, or suffered to work more than 6 days in any one week.			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.
Oregon. 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 persons 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 occupations, 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 employees, the auditing or check inspection force, the shippers in the mail order department, the receiving, marking and stock room employees, and sheet music saleswomen and demonstrators.

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.	<p>Manufacturing occupation, 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 workrooms, the garment alteration, art needle work, fur garment making and millinery workrooms in mercantile stores, and the candy making department of retail candy stores, and of restaurants. <i>Exceptions:</i> Fruit and vegetable drying, canning, preserving and packing establishments.</p> <p>Laundry occupation, i. e., all the processes connected with the receiving, marking, washing, cleaning and ironing and distribution of washable and cleanable materials. The work performed in laundry departments in hotels and factories.</p> <p>Personal-service occupation, i. e., manicuring, hairdressing, barbering and other work of like nature and the work of ushers in theaters.</p> <p>Office occupation, i. e., stenographers, bookkeepers, typists, billing clerks' filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' and dentists' offices, and all kinds of clerical work.</p> <p>Telephone or telegraph occupations, public housekeeping occupation, i. e., hotel, restaurant, boarding house, car cleaners, janitresses, elevator operators.</p>
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.	
Industrial Welfare Commission Orders, Nos. 42 and 43, 1919.	No person shall employ any woman . . . for 7 consecutive days without allowing 1 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.

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

State	Day of rest or one shorter workday	Time for meals	Rest periods	Occupations or industries specified
Oregon—Continued. Industrial Welfare Commission Order, No. 43, 1919.	No person shall employ any woman for 14 consecutive days without 1 full day of rest. No person shall employ any woman . . . for 14 consecutive days without 1 day of not more than 6 hours' work. Commission may except exchanges employing less than 10 operators.			Telephone occupation outside the city of Portland.
Pennsylvania. In "Digest of the Pennsylvania Statute Law," 1920, secs. 13540-13542, 13545, 13546, p. 1331.	No female shall be employed or permitted to work for more than 6 days in any one week.	No 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.	No female 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.	Any establishment. "The term 'establishment' when used in this act shall mean any place within the 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. Hotels, boarding houses, charitable, educational, and religious institutions.
	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.)			Short terms summer hotels.
	Women employees may be granted 1 whole day of rest or 2 half days in each calendar week.			
	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 one week, a week day off the next week; 4, alternate Sundays off with one-half week day. Equals 2 full days per fortnight; 5, 2 half holidays of at least 5 hours each.			Hotels and institutions employing not more than 10 women; single departments, employing not more than 10 women, of hotels and institutions.
In "Rulings of the Industrial Board pertaining to women in industry," Rule W-1, 1916, pp. 5-6.	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.			Hotels employing more than 10 women,

Ibid., Rule W-3, 1917, p. 6.	Women may be employed 7 days per week provided their daily hours do not exceed 7.	Time allowed for meals shall be not less than 1 hour. (Females.)	No woman shall work in each period for more than 4 hours.	Short term hotels operating approximately 4 months in the year.
Porto Rico. In "Session Laws of Porto Rico," 2d. sess., 1919, No. 73, pp. 496-497.				Any lucrative occupation.
Washington. Industrial Welfare Committee Order, No. 23, 1921.	No female shall be employed more than 6 days in any one 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.		No female shall be employed more than 5 hours without a rest period of at least one-half hour.	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 establishment 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. 25, 1921.	Minimum wage is set for a 6-day week. (Females.)	Not less than 1 hour shall be allowed for a luncheon period. (Females.)	No female shall be employed on a shift of more than 8 hours without a rest period of 15 minutes.	Laundry, dry-cleaning or dye works occupation, trade or industry.
Industrial Welfare Committee Order, No. 27, 1921.	Minimum wage is set for a 6-day week. (Females.)	Not less than 1 hour shall be allowed for a noonday luncheon. (Females.)		Telephone or telegraph lines or any other public occupation. <i>Exceptions:</i> Occupations regulated by Orders, numbered 23, 25, 28 and 29. Mercantile establishment.
Industrial Welfare Committee Order, No. 28, 1921.	Minimum wage is set for a 6-day week. (Females.)	Not less than 1 hour shall be allowed for a noonday luncheon. (Females.)		Manufacturing occupations, trades and industries.
Industrial Welfare Committee Order, No. 29, 1922.	No female shall be employed for more than 6 days in any one week.			
Wisconsin. In "Wisconsin Statutes," 1923, Vol. 1, secs. 103.01-103.02, pp. 1104-1105.		No female shall be allowed less than 1 hour during each day or night for dinner or other meals. <i>Exceptions:</i> The commission may modify this provision.		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).

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

State	Day of rest or one shorter workday	Time for meals	Rest periods	Occupations or industries specified
Wisconsin—Continued. Industrial Commission Order, No. 5, 1918.		The lunch period for female workers may be 45 minutes.		In cities of the first class, manufacturing which have convenient, adequately equipped lunch rooms. In restaurants where employees eat on premises.
		The meal period may be 30 minutes provided the stretch of labor between meals does not exceed 6 hours.		
Industrial Commission orders, regulating pea canneries, and regulating factories which can beans, cherries, corn, or tomatoes.		Meal periods of not less than 30 minutes must be given to all women at the usual time for meals, i. e., at or about 12 noon, 6 p. m., and 12 midnight.	The stretch of work between meal periods may never exceed 6 hours. (Women.) There must be a rest period of at least 9 consecutive hours during each 24 hours.	Pea canning factories; factories canning beans, cherries, corn, or tomatoes.

CHART VII.—NIGHT-WORK LAWS FOR WOMEN WORKERS

State	Prohibition of night work	Limitation of night work	Occupations or industries specified
California. Industrial Welfare Commission Orders, Nos. 7a and 8a, 1923. Industrial Welfare Commission Orders, Nos. 11a and 15a, 1923.	10 p. m. to 6 a. m.		Laundry and dry cleaning industry. Dried fruit packing industry. Manufacturing industry. Nut cracking and sorting industry. <i>Exceptions:</i> In continuous processes under a permit from the industrial commission.
	11 p. m. to 6 a. m.	In continuous processes where a permit to work at night is granted by the industrial commission, time and one-half must be paid.	
Connecticut. 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. 195, p. 2844, and in "Session Laws of Connecticut," 1921, ch. 220, pp. 3197-3198.	10 p. m. to 6 a. m.		Public restaurant, café, dining room, barber shop, hair dressing or manuring establishment, photograph gallery, any manufacturing, mechanical, or mercantile establishment, (i. e., mercantile establishment includes public bowling alleys). <i>Exceptions:</i> Hotels. In the event of war or other serious emergency, governor may suspend limitations where he deems it necessary.
Delaware. In "Revised Statutes of Delaware," 1915, sec. 3135, p. 1457, and in "Session Laws of Delaware," 1917, ch. 230, pp. 741-742.	10 p. m. to 6 a. m.		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 or perishable fruits and vegetables. Mercantile establishments, telephone and telegraph office or exchange, restaurant, hotel, place of amusement.
		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.	

Indiana. In "Burn's Annotated Indiana Statutes," 1914, Vol. III, sec. 8023, p. 995.	10 p. m. to 6 a. m.		Manufacturing.
Kansas. Industrial Welfare Commission Order, No. 9, 1918.		Maximum hours shall not exceed 12 for total work time plus rest time and sleep time for all operators regularly employed after 10:30 p. m.	Telephone operators.
Industrial Welfare Order, No. 13, 1922	9 p. m. to 6 a. m.		Manufacturing occupation, i. e., all processes in the production of commodities. <i>Exceptions:</i> Millinery work- rooms, 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. 14, 1922	After 9 p. m.		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. <i>Exceptions:</i> The Industrial Court may permit mercantile establishments to remain open one day per week until 10 p. m. in agricultural commu- nities, for any specified number of weeks between June 1 and September 15.
Industrial Welfare Order, No. 15, 1922	12 p. m. to 6 a. m.		Public housekeeping occupation, i. e., the work of wait- resses 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 lunch- eons 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 estab- lishments.
Maryland. 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, pre- serving, or preparing for canning or preserving of perish- able fruits and vegetables.
Massachusetts. In "General Laws of Massachusetts," 1921, Vol. II, ch. 149, sec. 59, p. 1565.	10 p. m. to 6 a. m. 6 p. m. to 6 a. m.		Manufacturing. Manufacture of textile goods.

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

State	Prohibition of night work	Limitation of night work	Occupations or industries specified
<p>Nebraska. In "Compiled Statutes of Nebraska," 1922, Civil Administrative Code, Title IV, Art. II, secs. 7659-7661, pp. 2360-2361.</p>	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.
<p>New Hampshire. In "Session Laws of New Hampshire," 1917, ch. 196, p. 750.</p>		If any female works at any time between the hours of 8 p. m. and 6 a. m. on more than 2 nights per week, not more than 8 hours of work are permitted in any 24 hours or more than 48 hours of work in any week.	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.
<p>New Jersey. In "Session Laws of New Jersey," 1923, ch. 144, pp. 312-313.</p>	10 p. m. to 6 a. m.		Any manufacturing, mercantile establishment, any bakery, laundry, or restaurant. <i>Exceptions:</i> Canneries engaged in packing a perishable product, such as fruits or vegetables.
<p>New York. In "Session Laws of New York," 1921, ch. 60, secs. 172-173, p. 161.</p>	10 p. m. to 6 a. m.		Factory, i. e., mill, workshop, or other manufacturing establishment, laundries.
<p><i>Ibid.</i>, sec. 181, p. 163.</p>	10 p. m. to 7 a. m.		Mercantile establishment. <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><i>Ibid.</i>, sec. 182, p. 164.</p>	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.
<p><i>Ibid.</i>, sec. 183, p. 164.</p>	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. Hotels.
<p><i>Ibid.</i>, sec. 184, p. 164.</p>	10 p. m. to 6 a. m.		Conductor or guard on any street surface, electric, subway or elevated railroad.
<p><i>Ibid.</i>, sec. 185, p. 164.</p>	10 p. m. to 7 a. m.		Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages.

North Dakota. Minimum Wage Department Order, No. 1, 1922.	1 a. m. to 5 a. m.	Public housekeeping occupation, i. e., the work of waitresses in restaurants, hotel dining rooms, boardinghouses, 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 the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals.
Minimum Wage Department Order, No 3, 1922.	11 p. m. to 7 a. m. After 9 p. m.	Elevator operators. 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.
Ohio. In "General Code of Ohio, Page's Compact Edition," 1921, Vol. 1, sec. 1008-1; p. 495.	10 p. m. to 6 a. m.	Ticket seller.
Oregon. Industrial Welfare Commission Order, No. 37, 1919.	After 6 p. m.	Mercantile occupation in Portland, 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 employees, the auditing or check inspection force, the shoppers in the mail order department, the receiving, marking and stock room employees and music saleswomen and demonstrators. <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. 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 employees, the auditing or check inspection force, the shoppers in the mail order department, the receiving, marking, and stock room employees, and sheet music saleswomen and demonstrators. <i>Exceptions:</i> Cigar stands in hotels, confectionery stores.

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

State	Prohibition of night work	Limitation of night work	Occupations or Industries specified
Oregon—Continued. Industrial Welfare Commission Orders, Nos. 39 and 41, 1919.	After 8.30 p. m.	-----	Manufacturing occupation, 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 workrooms, the garment alteration, art needle work, fur garment making, and millinery workrooms in mercantile stores, and the candy making department of retail candy stores, and of restaurants. <i>Exceptions:</i> Fruit and vegetable drying, canning, preserving, and packing establishments.
Industrial Welfare Commission Order, No. 45, 1919.	11 p. m. to 7 a. m.	-----	Laundry occupation, i. e., all the processes connected with the receiving, marking, washing, cleaning, and ironing and distributing of washable and cleanable materials, the work performed in laundry departments in hotels and factories. Elevator operators.
Pennsylvania. In "Digest of Pennsylvania Statute Law," 1920, secs. 13540, 13541, and 13543, p. 1331.	10 p. m. to 6 p. m.	-----	Manufacturing establishment. <i>Exceptions:</i> Managers, superintendents, or persons doing clerical or stenographic work.
In "Rulings of the Industrial Board pertaining to women in industry." Rule W-10, 1918, p. 9.	-----	-----	Bakeshops come within the term manufacturing establishment.
Ibid., Rule W-13, 1918, p. 9.	-----	-----	Women employed as recorders, slipmakers and weighers are excepted from the night work prohibition.
Porto Rico. In "Session Laws of Porto Rico," 2d sess., 1919, No. 73.	10 p. m. to 6 a. m.	-----	Any lucrative occupation. <i>Exceptions:</i> Telephone operators or telegraphers, artists, nurses or domestics, over 16 years of age.
South Carolina. In "Session Laws of South Carolina," 1914, No. 262, p. 481.	After 10 p. m.	-----	Mercantile establishments.
Washington. Industrial Welfare Committee Order, No. 23, 1921.	After 12 midnight	-----	Elevator operators.
Wisconsin. Industrial Commission Order, No. 1, 1917... Industrial Commission Orders, Nos. 2 and 3, 1917.	6 p. m. to 6 a. m.	If any work performed between 6.30 p. m. and 6 a. m. it shall be limited to 8 hours per night, 48 hours per week.	Manufactories and laundries. <i>Exceptions:</i> Pea canneries. Mechanical or mercantile establishments, restaurant, confectionery store, telegraph or telephone, express or transportation. <i>Exceptions:</i> Work may be done on one night per week without bringing establishment under this ruling.

<p>In "Wisconsin Statutes," 1923, secs. 103.01-103.02, pp. 1104-1105.</p>	<p>If any woman works at any time, between the hours of 8 p. m. and 6 a. m. on more than one night per week, not more than 8 hours of work in any one night or more than 48 hours of work in any one week, are permitted.</p>	<p>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.</p>
<p>Ibid., sec. 103.02, pp. 1104-1105.</p>	<p>If any woman works at any time between the hours of 9 p. m. and 6 a. m., not more than 9 hours of work in any one night or more than 64 hours in any one week, are permitted.</p>	<p>Hotels.</p>

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	Mandatory clause	Places covered by law	Occupations or industries covered by law	Exceptions
<p>Illinois. In "Revised Statutes of Illinois," 1921 (ed. by B. J. Smith), ch. 48, secs. 40-46, pp. 908-009.</p>	<p>No room or rooms . . shall be used.</p>	<p>Room or rooms, apartment or apartments in any tenement or dwelling house used for eating or sleeping purposes.</p>	<p>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.</p>	<p>Immediate members of family living therein.</p>
<p>Indiana. In "Burn's Annotated Indiana Statutes," 1914, secs. 8034-8035, pp. 999-1000.</p>	<p>No room or rooms . . shall be used.</p>	<p>Room or rooms, apartment or apartments in any tenement or dwelling house.</p>	<p>Manufacture of coats, vests, trousers, knee pants, overalls, cloaks, furs, fur trimmings, fur garments, shirts, purses, feathers, artificial flowers, or cigars for sale.</p>	<p>Immediate members of family living therein.</p>
<p>Maryland. In "The Annotated Code of the Public General Laws of Maryland," 1918 (ed. by Geo. P. Bagby), Vol. III, part. 27, secs. 208-275, pp. 396-401.</p>	<p>No room or apartment . . shall be used . . .</p>	<p>Room or apartment in any tenement or dwelling house, or part of any tenement or dwelling house.</p>	<p>Manufacture, in whole or in part, altering, repairing, or finishing of any articles whatsoever.</p>	<p>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 from the rest of the building.</p>

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

PART A.—LAWS PROHIBITING HOME WORK—Continued.

State	Mandatory clause	Places covered by law	Occupations or industries covered by law	Exceptions
Massachusetts. In "General Laws of Massachusetts," 1921, Vol. II, ch. 149, secs. 143-147, pp. 1584-1585.	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.
Michigan. In "Compiled Laws of Michigan," 1915, Vol. II, ch. 100, sec. 5343, pp. 2032-2033.	None of the work mentioned in this section shall be done in any room or apartment.	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.	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.	Seamstress manufacturing articles for family use.
Missouri. In "Revised Statutes of Missouri," 1919, Vol. II, ch. 54, secs. 6834-6836, pp. 2148-2149.	No room or apartment . . . shall be used.	Room or apartment in any tenement or dwelling house.	Manufacture of wearing apparel, purses, feathers, artificial flowers, or other goods for male or female wear.	Members of family dwelling therein and three additional persons.
New York. In "Session Laws of New York," 1921, ch. 50, secs. 350-366, pp. 208-213.	No article shall be manufactured . . .	Any room or apartment of a tenement house.	Any article, manufactured, altered, repaired or finished.	Immediate members of family living therein. 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.
	No article of food . . . shall be manufactured . . .	Tenement house, in any portion of an apartment, any part of which is used for living purposes.	Food, dolls, or dolls' clothing, article of children's or infants' wearing apparel, manufactured, altered, repaired, finished, in whole or in part.	Bakeries for which certificate of exemption is issued.
	No articles shall be manufactured . . .	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.	Articles manufactured, altered, repaired, finished.	

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<p>Ohio. In "General Code of Ohio, Page's Compact Edition," 1920, Vol. I, secs. 1020-1021, p. 497.</p>	<p>No dwelling . . . shall be used . . .</p>	<p>Dwelling or room or building 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. 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," par. 70-72, sec. 6123.</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, feathers, 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>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, feathers, artificial flowers, cigars, or cigarettes, or making in whole or in part of these articles.</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>Tennessee. In "Thompson's Shannon's Tennessee Code", 1918, secs. 4342-a-59 to 4342-a-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, feathers, 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	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>California. In "Industrial Welfare Commission Order," No. 11a, and No. 15a, 1923.</p>	<p>Any place outside the place of business of the person giving out home work.</p>	<p>Manufacturing industry</p>	<p>Women or minors .</p>	<p>Persons hiring work done must obtain permit from Industrial Welfare Commission. Employer must keep record of all names and addresses of all home workers, of amount paid each worker, amount of work performed and piece rates paid. Employer is not permitted to give out home work to anyone employed regularly at his place of business.</p>	
<p>Connecticut. In "General Statutes of Connecticut," Revision of 1918, secs. 2355-2358, p. 729.</p>	<p>All buildings, apartments, rooms, and places in any tenement or dwelling house used for residential purposes.</p>	<p>Manufacture of artificial flowers, purses, cigars, cigarettes, or any articles of wearing apparel intended for sale.</p>	<p>Others than the immediate members of the family.</p>	<p>Persons engaged in such work to notify factory inspector within 30 days after the time of commencing work. Work has to be done in clean, sanitary rooms properly lighted and ventilated.</p>	
<p>Illinois. In "Revised Statutes of Illinois," 1921, (ed. by B. J. Smith), ch. 48, secs. 40-40, pp. 908-909.</p>	<p>Room or rooms, apartment or apartments in any tenement or dwelling house used for eating or sleeping purposes. House, room, or place</p>	<p>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.</p>	<p>Immediate members of family living therein.</p>	<p>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.

In "Burn's Annotated Indiana Statutes," 1914, secs. 8034-8035, pp. 999-1000.

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, leathers, 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 premises where work is to be done before granting permit.

Permit 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 requires it. Permit to be posted.

Maryland.

In "The Annotated Code of the Public General Laws of Maryland," 1918 (ed. by George P. Bagby), Vol. III, art. 27, secs. 268-275, pp. 396-401.

A room or apartment in any tenement or dwelling house, part of any tenement or dwelling house.

Manufacturing in whole or in part, altering, repairing, or finishing therein any articles whatsoever.

Immediate members of family living therein (husband, wife, their children, or the children of either).

License to be obtained by persons desiring to do 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.

License states maximum number of persons who may be employed providing for not less than 500 cubic feet of air space per person.

Permit to be inspected every 6 months.

Permit to be free from infectious, contagious, or communicable disease, and from all insanitary conditions. Permit may be revoked at any time if health of community or those employed therein require it.

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

Articles for the exclusive use of person occupying house. Employment of tailor or seamstress by person or family to do work for such person or family.

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.

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

PART B.—LAWS REGULATING HOME WORK—Continued

State	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>Massachusetts. In "General Laws of Massachusetts," 1921, Vol. II, ch. 149, secs. 143-147, pp. 1584-1585.</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 the department of labor and industry. Premises subject to inspection by inspectors of the department of labor and industry. Premises to be in cleanly condition, free from vermin, and all infectious and contagious matter. Employer giving out work to keep register of persons employed on home work and to forward such register monthly to the department of labor and industry 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. In "Compiled Laws of Michigan," 1915, Vol. II, ch. 100, sec. 5343, pp. 2032-2033.</p>	<p>Room or apartment in any tenement or dwelling house, building, or parts of buildings.</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 trimming, fur garments, shirts, hosiery, 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 permits. 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 requires 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>

Missouri.

In "Revised Statutes of Missouri," 1919, Vol. II, ch. 54, secs. 6834-6836, pp. 2148-2149.

Room or apartment in any tenement or dwelling house.

Manufacture of wearing apparel, purses, feathers, artificial flowers, or other goods for male or female wear.

Members of family dwelling therein and three additional persons.

Premises to be in clean and healthy condition.
Employer giving out work to keep register of persons employed on home work.

New Jersey.

In "Session Laws of New Jersey," 1917, ch. 176, pp. 159-522.

Room or rooms, apartment, or apartments in any tenement or dwelling house.
Building situated in the rear of any apartment or dwelling house.

Manufacturing, altering, repairing, or finishing for wages or for sale any articles whatsoever.

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.

Tailor, seamstress, women's exchanges not organized for profit.

Permit to last not longer than 6 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 requires 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 permit.

Permit to be posted.

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

PART B.—LAWS REGULATING HOME WORK—Continued

State	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>New York. In "Session Laws of New York," 1921, ch. 50, secs. 350-366, pp. 206-213.</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 6 months, to be well lighted and ventilated and allow 500 cubicfeet 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.</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. 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 commissioner of labor certifying that the premises are well lighted, well ventilated, and sanitary, and that there is 1,600 cubicfeet 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.</p>
<p>Pennsylvania. 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, par. 70-72, sec. 6123, and par. 350, sec. 6816.</p>	<p>No 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, feathers, 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>Permit to be obtained by person 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 cubicfeet of air space per person. Permit may be revoked at any time if health of community or if those employed therein require it. Premises to be clean, sanitary, fit for occupancy.</p>	

<p>Room or apartment in any tenement or dwelling house or any building or parts of buildings.</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, leathers, artificial flowers, cigarettes or cigars or making in whole or in part of these articles.</p>	<p>-----</p>	<p>Employer giving out work to keep register of persons employed on home work and to be sure that such home workers have permits. Permit to be posted. 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, adequately ventilated, and provided with fire escapes. Employer giving out work to keep register of persons employed on home work and so be sure that such home workers have permits. Permit to be posted.</p>
<p>Kitchen, living room, or bedroom in any tenement or dwelling house.</p>	<p>Manufacture of clothing, wearing apparel, cigars, cigarettes, or the partial manufacture of these articles.</p>	<p>Resident members of family, i. e., parents and their children or the children of either.</p>	<p>Certificates to be obtained by person desiring to do some work from board of health. Premises to be free from infectious or contagious diseases. Permit may be revoked at any time if health of community or of those employed therein require it.</p>
<p>Room or rooms in any house, rooming house or tenement.</p>	<p>Manufacturing purposes.</p>	<p>-----</p>	<p>Permit to be obtained by persons desiring to do home work from board of health. Permit to last 1 year. Processes of work not to be hazardous to health or to create dust, foul odors, or undue noise. Premises to allow 400 cubic feet of air space per person.</p>

Seamstress, manufacturing articles for use of family living therein.

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

PART B.—LAWS REGULATING HOME WORK—Continued

State	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—Contd. In "Rulings of the Industrial Board pertaining to women in industry." Rule W-23, 1922, pp. 13-15.</p>	<p>Any dwelling, tenement house, apartment house or lodging house in which a room or rooms are devoted or used for industrial home work.</p>	<p>Manufacturing, finishing, repairing, altering or handling . . . of any article or articles the material for which has been furnished by the employer.</p>	<p>Any person or persons in a home who manufacture, finish, repair, alter or handle in any manner, material furnished by the employer.</p>	<p>Permit to be obtained by persons desiring to do home work from the State or local department of health, which investigates premises where work is to be done before granting it. Permit to last 1 year. Promises to be clean, sanitary, and free from any infectious, contagious or communicable disease. Permit may be revoked at any time and work must be withdrawn if any infectious, contagious or communicable disease is found. Employer giving out work to keep register of persons employed on home work and to be sure that such home workers have permits. Employer giving out work must conform to the regulations of the child labor law and the women's hour law.</p>	
<p>Tennessee: In "Thompson's Shannon's Tennessee Code," 1918, secs. 4342a-59 to 4342a-65, pp. 1865-1866.</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, feathers, artificial flowers, cigars, all wearing apparel. Workshop, i. e., place where goods or products are manufactured, repaired, cleaned, sorted, in whole or in part, for sale or for wages.</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. Promises 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 persons employed on home work.</p>	
<p>Wisconsin: In "Wisconsin Statutes," 1921, Vol. I, secs. 1418b and 1720r, pp. 1114 and 1378.</p>	<p>Tenement or dwelling house, shed or other building situated in the rear of a tenement or dwelling house.</p>	<p>Articles manufactured, altered, repaired or finished.</p>	<p>Persons employed or living therein.</p>	<p>Permit to give out home work must be obtained from the industrial commissioner by any person desiring to give out home work.</p>	

			<p>Permit conditional on their observing minimum wage and child labor laws. Permit may be revoked at any time for failure to observe these laws.</p> <p>License for premises where work is to be done must be obtained by owner or lessee of factory or contractor for any owner or lessee who employs any persons at home work from the commissioner of public health or local health officer. Health office investigates premises before issuing license.</p> <p>Workers to be free from any infectious or communicable diseases.</p> <p>Premises to be inspected every year. Permit may be revoked at any time if health of community requires it.</p> <p>Employer giving out work to keep register of persons employed on home work.</p>
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CHART IX.—MINIMUM-WAGE LEGISLATION IN THE UNITED STATES
ADMINISTRATION OF MINIMUM-WAGE LAWS

States	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 wages
Arizona.			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, or manufacturing establishment.	Females.					\$16 per week.
Arkansas.	Industrial welfare commission. (Commission is composed of the commissioner of labor and 2 men and 2 women. One man and 1 woman appointed by the governor, the other man and other woman appointed by the commissioner of labor. One man and 1 woman shall represent employees, the other man and other woman the employer. They shall hold office for 2 years and shall not receive any salary.)	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 the 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. Exceptions: Cotton factories, gathering of fruits or farm products.	Female workers.		Dec. 1, 1922	Any manufacturing, mechanical, or mercantile establishment, laundry, express, or transportation company. Mercantile establishment at Fort Smith and Little Rock.	Experienced females. Inexperienced females. Experienced females. Inexperienced females.	\$1.25 per day; \$1 per day. \$11 per week. \$10 per week.
California.	Industrial welfare commission. (Commission is composed of 5 persons, 1 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 a special license by commission. License must be renewed every 6 months. Apprentices: Special wages set by commission during specified period of apprenticeship.	July 31, 1920 Apr. 8, 1923 May 8, 1923 May 9, 1923 July 23, 1923 Aug. 8, 1923 Aug. 8, 1923 Sept. 14, 1923 Sept. 14, 1923 Sept. 14, 1923	General and professional offices. Mercantile industry. Manufacturing industry. Fish canning industry. Laundry and dry cleaning. Fruit and vegetable canning. Fruit and vegetable packing industry. Unclassified occupations. Hotels and restaurants. Nut cracking and sorting industry.	Experienced women or minors. Inexperienced women 18 years and over. Under 18 years. Experienced woman or minor. Inexperienced: Women. Minors. Experienced woman or minor. Inexperienced woman or minor. Women or minors: Experienced. Inexperienced. Experienced woman or minor. Inexperienced woman or minor. Experienced: Woman or minor. Minors where no women are employed. Inexperienced: Women. Minors. Women or minors. Experienced woman or minor. Inexperienced woman or minor.	\$16 per week; \$69.33¼ per month. \$12 per week; \$52 per month. \$10 per week; \$43.33¼ per month. \$16 per week; \$69.33¼ per month. \$12 per week. \$10 per week. \$16 per week. \$9 per week. \$0.33¼ per hour. \$0.28 per hour. \$16 per week. \$14 per week. \$0.33¼ per hour. \$0.25 per hour. \$0.33¼ per hour. \$0.25 per hour. \$16 per week. \$12 per week. \$12 per week. \$10.56 per week. \$16 per week. \$0.33¼ per hour. \$0.25 per hour.

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

ADMINISTRATION OF MINIMUM-WAGE LAWS—Continued

States	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 wages
Colorado. 1/. In "Compiled Statutes of Colorado," 1921, ch. 77, secs. 4197-4217, pp. 1052-1056.	Industrial commission ¹ (Commission is composed of 3 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 1 member may represent employees' interests nor may more than 1 represent employers).	Investigation at discretion of commission, or at the request of not less than 25 persons engaged in occupation, to determine necessity of establishing a minimum wage in the occupation investigation conducted by examining books, papers, and witnesses, and by 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 occupations; or 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 1 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.				
Kansas. In "General Statutes of Kansas," 1915, ch. 108, art. 42, secs. 10495-10515, pp. 2147-2151, and in "Session Laws of Kansas," 1920, ch. 29, pp. 36-47, and in "Session Laws of Kansas," 1921, ch. 263, pp. 417-419.	Court of industrial relations. (Court is composed of 3 judges appointed by the governor with the consent of the senate for 3-year terms at a salary of \$5,000 per year.)	Investigation at discretion of court of industrial relations or on request of 25 persons engaged in the occupation in question to determine the necessity of establishing a minimum wage in the occupation.	Court investigates conditions of work, holds public hearings and then sets minimum wage.	Refusal to comply with law a misdemeanor. Employee may recover back wages and costs.	Wages that are reasonable and not so low as to be detrimental to health and welfare.	Any industry or occupation.	Women, apprentices, learners, minors.		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, and includes the work performed in florists' shops, and candy-making departments of confectionery stores and bakeries. Exceptions: Millinery work rooms, dressmaking establishments, hem-stitching 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. 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. Telephone operators	Woman or minor: Experienced..... Inexperienced..... Woman or minor: Experienced..... Inexperienced, in general..... Garment workers and millinery workrooms, and dressmaking establishments..... Experienced woman or minor..... Inexperienced adult woman..... Minors..... 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.....	\$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. \$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.

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

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

ADMINISTRATION OF MINIMUM-WAGE LAWS—Continued

States	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 wages
Massachusetts: In "General Laws of Massachusetts," 1921, Vol. II, ch. 151, pp. 1595-1599.	Board of conciliation and arbitration. (Board is composed of the 3 associate commissioners of the department of labor and industries. These commissioners must include 1 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 employers of the occupation in question and of persons to represent the female employees in said occupation, and of one or more disinterested persons to represent the public, but the representatives of the public shall not exceed one-half the number of the representatives of either of the other parties. After study of the needs of the employees and the financial condition of the occupation, 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. 1, 1918	Retail millinery workrooms.....	Experienced females over 19 years.	\$10 per week
									Jan. 1, 1919	Wholesale millinery.....	Inexperienced females.....	\$3 per week.
									Sept. 1, 1919	Canning and preserving.....	Experienced females over 18 years of age.	\$11 per week.
									Jan. 1, 1920	Candy making.....	Inexperienced females.....	\$6 per week.
									Feb. 1, 1920	Men's clothing and raincoats.....	Experienced females 18 years and over.	\$11 per week.
									Mar. 1, 1920	Corset factories.....	Inexperienced females.....	\$8.50 per week.
									July 1, 1920	Knit goods.....	Females: Experienced.....	\$12.50 per week.
									Feb. 1, 1921	Office and building cleaners.....	Inexperienced.....	\$8 per week.
									Nov. 1, 1921	Minor lines of confectionery and food preparations occupations.	Experienced females 18 years and over.	\$15 per week.
									May 15, 1922	Paper-box occupation.....	Inexperienced females 17 years and over.....	\$10 per week.
									May 15, 1922	Women's clothing occupation.....	Females 16 and over....	\$12 per week.
									June 1, 1922	Men's furnishings factories.....	Females under 16 years of age.	\$9 per week.
									June 1, 1922	Muslin underwear, etc., occupation.....	Inexperienced females 16 years and over.	\$10 per week.
									June 1, 1922	Retail stores.....	Under 16 years of age.....	\$8 per week.
									July 1, 1922	Laundries.....	Experienced females.....	\$13.50 per week.
									Mar. 1, 1923	Brush industry.....	Inexperienced females, 18 years and over.	\$10 per week.
									Jan. 2, 1924	Manufacture of druggists' preparations, etc.	Under 18 years of age.....	\$8.50 per week.
		Experienced employees.....	\$14 per week.									
		Inexperienced employees 18 years and over.	\$11 per week.									
		Under 18 years of age.....	\$9 per week.									
		Experienced employees.....	\$13.75 per week.									
		Inexperienced employees 16 years and over.	\$9 per week.									
		Under 16 years of age.....	\$8 per week.									
		Experienced employees.....	\$13.75 per week.									
		Inexperienced employees 16 years and over.	\$9 per week.									
		Under 16 years of age.....	\$7.50 per week.									
		Experienced employees.....	\$14 per week.									
		Inexperienced employees under 18 years.	\$10 per week.									
		All others.....	\$12 per week.									
		Experienced employees.....	\$13.50 per week.									
		Inexperienced employees.....	\$11 per week.									
		Females: Experienced.....	\$13.92 per week.									
		Inexperienced.....	\$9.60 per week.									
		Females: Experienced.....	\$13.20 per week.									
		Inexperienced.....	\$9.60 per week.									

CHART IX.—MINIMUM-WAGE LEGISLATION IN THE UNITED STATES—Continued
ADMINISTRATION OF MINIMUM-WAGE LAWS—Continued

States	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 wages
Minnesota. In "General Statutes of Minnesota" 1913, secs. 3904-3923, pp. 889-891, and in "Session Laws of Minnesota," 1921, ch. 81, pp. 85-86, and in "Session Laws of Minnesota," 1923, ch. 153, pp. 173-174.	Industrial commission. (Commission is composed of 3 salaried members appointed by the governor by and with the advice and consent of the senate for 6-year terms).	Investigation at discretion of commission or on request of 100 persons engaged in the occupation to determine the 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, or other interested persons may testify.	After the preliminary investigation the commission may determine a minimum wage for the occupation in question. Or the commission establishes an advisory board of not less than 3 or more than 10 representatives of employers in the occupation in question, an equal number of employees, and one or more representatives of the public, but no more representatives of the public than in either one of the other groups. At least one-fifth of the membership of this board must be women and the public group must contain at least 1 woman. This board after examination of books and witnesses, 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.	Amount adequate to supply living wages for women and minors of ordinary ability.	Any occupation (occupation to include any business, industry, trade, or branch of a trade).	Women, minors (females under 18 years of age, males under 21 years of age.)	Women physically defective may obtain a license fixing a lower wage. Number of licenses may not exceed one-tenth of the number employed in the establishment.	Jan. 1, 1921	Any occupation.....	Experienced: Women or minors in cities of 5,000 or more population. Women or minors in towns of less than 5,000 population. Inexperienced: Females 18 years or over in cities of 5,000 or more population. Females 18 years or over in cities of less than 5,000 population. Females under 18 years in cities of 5,000 or more population. Females under 18 years in cities of less than 5,000 population.	\$12 per week; \$0.25 per hour; for all hours in excess of 48 per week. \$10.25 per week; \$0.215 per hour; for all hours in excess of 48 per week. \$9.12 per week; \$0.19 per hour for all hours in excess of 48 per week. \$7.68 per week; \$0.16 per hour for all hours in excess of 48 per week. \$7.68 per week; \$0.16 per hour for all hours in excess of 48 per week.
North Dakota. In "Session Laws of North Dakota," 1919, ch. 174, pp. 317-322.	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.)	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.	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.	Refusal to comply with law a misdemeanor. Employee may recover back wages and costs.	Wages adequate to supply the necessary cost of living and maintain women workers in health. Reasonable wages for minor workers.	Any occupation (occupation to include a business, industry, trade, or branch thereof. <i>Exceptions:</i> Agricultural or domestic service.)	Women; minors (under 18 years of age)	Any female physically defective by age or otherwise may obtain a license fixing a lower wage.	Apr. 4, 1922	Public housekeeping, i. e., the work of 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 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. Waitress or counter girl..... Chambermaids and kitchen help.....	Experienced..... Inexperienced..... Experienced..... Inexperienced.....	\$14.90 per week. \$11.90 per week. \$14.20 per week. \$11.20 per week.
									Apr. 4, 1922	Manufacturing occupation, i. e., all processes in the production of commodities, i. e., 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, needle work, 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 bookbinding and job-press feeding establishments. Biscuit and candy making..... Bookbinding and job-press feeding....	Women: Experienced..... Inexperienced..... Women: Experienced..... Inexperienced.....	\$14 per week; \$60.57 per month. \$9 per week; \$39 per month. \$14 per week; \$60.67 per month. \$9 per week; \$39 per month.

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

ADMINISTRATION OF MINIMUM-WAGE LAWS—Continued

States	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 wages
North Dakota—Continued.										All other manufacturing.....	Women: Experienced..... Inexperienced.....	\$14 per week. To be determined by conference between the board and the employer and employee concerned.
									Apr. 4, 1922	Mercantile occupation, 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 stockroom employees, and sheet-music saleswomen and demonstrators, and cigar-stand girls.	Women: Experienced..... Inexperienced.....	\$14.50 per week; \$62.93 per month. \$9.60 per week; \$41.60 per month.
									Apr. 4, 1922	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.	Women: Experienced..... Inexperienced.....	\$14 per week, or \$13.50 per week (if laundry privileges are allowed); \$60.67 per month. \$11 per week; \$47.67 per month.
									Apr. 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; \$43.43 per month. \$12 per week; \$52 per month. \$9 per week; \$39 per month.
Oregon. In "Oregon Laws," 1920, Vol. II, secs. 6668-6687, pp. 2671-2676.	Industrial welfare commission. (Commission is composed of 3 members appointed by the governor for terms of 3 years, 1 to represent the employing class and 1 the employed.)	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.	Organization by the commission of a conference composed of not more than 3 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 1 or more commissioners. After investigation the conference 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 to supply the necessary cost of living and to maintain health.	Any occupation. (Occupation to include any and every vocation, pursuit, trade and industry.)	Women, minors (under 18 years of age).	Any woman physically defective or crippled by age or otherwise may obtain a license fixing a lower wage.	Oct. 14, 1919	Mercantile occupation, 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 employees, the auditing or check inspection force, the shippers in the mail-order department, the receiving, marking, and stock-room employees, and sheet music saleswomen and demonstrators. Manufacturing occupation; 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 workrooms, the garment alteration, art needle work, fur garment, making and millinery workrooms in mercantile stores, and the candy making department of retail candy stores, and of restaurants. Personal service occupation; i. e., manicuring, hairdressing, barbering, and other work of like nature and the work of ushers in theaters. Laundry occupation; i. e., all the processes connected with the receiving, marking, washing, cleaning, and ironing and distribution of washable and cleanable materials. The work performed in laundry departments in hotels and factories. Telephone and telegraph occupations..	Women: Experienced..... Inexperienced..... Women: Experienced..... Inexperienced..... Women: Experienced..... Inexperienced..... Women: Experienced..... Inexperienced.....	\$13.20 per week. \$9 per week. \$13.50 per week. \$9 per week. \$13.20 per week. \$9 per week. \$13.20 per week. \$9 per week.

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

ADMINISTRATION OF MINIMUM-WAGE LAWS—Continued

States	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 wages
Oregon—Continued.										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 the work of janitresses; and car cleaners; and of kitchen workers in hotels and restaurants; and elevator operators between the hours of 7 a. m. and 11 p. m. A retail candy department conducted in connection with an ice cream, soft-drink or light-lunch counter, or with a restaurant.	Women: Experienced..... Inexperienced.....	\$13.20 per week. \$9 per week.
South Dakota. In "Session Laws of South Dakota," 1923, ch. 309, p. 329.	Industrial commissioner.....		Minimum wage fixed by law.....	Refusal to comply with law a misdemeanor. Employee may recover back wages and costs.	Amount equals a living wage.	Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.	Any woman or girl over the age of 14.	Apprentices. Industrial commissioner must be notified of each apprentice and must give permission for their employment.		Office occupation; i. e., the work of those employed as stenographers, bookkeepers, typists, filing clerks, billing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' and dentists' offices, and all kinds of clerical work Packing, drying, preserving, canning perishable fruits or vegetables.	Women: Experienced..... Inexperienced.....	\$60 per month. \$9 per week.
Utah. In "Compiled Laws of Utah," 1917, secs. 3671-3674, pp. 782-783.	Commissioner of immigration, labor, and statistics.			Violation of law a misdemeanor, to be prosecuted by all the city, State, and county prosecuting officers.		Any regular employer of female labor.	Women.....				Women (adult): Experienced..... Inexperienced..... Women (minor).....	\$1.25 per day. \$0.90 per day. \$0.75 per day.
Washington. In "Pierce's Annotated Code, State of Washington," 1921, vol. 1, secs. 3526-3546, pp. 1099-1102.	Industrial welfare committee. (Committee is composed of the director of labor and industries appointed by the governor with the consent of the senate and holding office at his pleasure), and the supervisor of industrial insurance and the supervisor of industrial relations (appointed by the director of labor and industries), and the supervisor of women in industry (appointed by the supervisor of industrial relations with the approval of the director of labor and industries).	Investigation at discretion of the committee 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 employer, employees, and other interested persons may testify.	Organization by the committee of a conference composed of an equal number of representatives of the employers and of the employees in the occupation in question and 1 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 committee. The conference recommends a minimum wage, which the committee may accept or reject.	Refusal to comply with the law a misdemeanor. Employee may recover back wages and costs.	Wages adequate for their maintenance. Wages adequate to supply the necessary cost of living and to maintain the workers in health.	The various occupations, trades and industries.	Women, minors (under 18 years of age).	Any woman physically defective or crippled, by age or otherwise, may obtain a license fixing a lower wage.	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), and any other occupation which would properly be classified under public housekeeping. The establishments shall include hotels, rooming houses, boarding houses, restaurants, cafes, cafeterias, lunch rooms, tea rooms, apartment houses, hospitals (not nurses), philanthropic institutions, and any other which may be properly classified under this industry.	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 occupations, 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 Jan. 22, 1922	Mercantile establishments..... Manufacturing occupations, trades and industries.	Females over 18 years of age. Women: Experienced..... Inexperienced.....	\$13.20 per week. \$13.20 per week. \$9 per week.

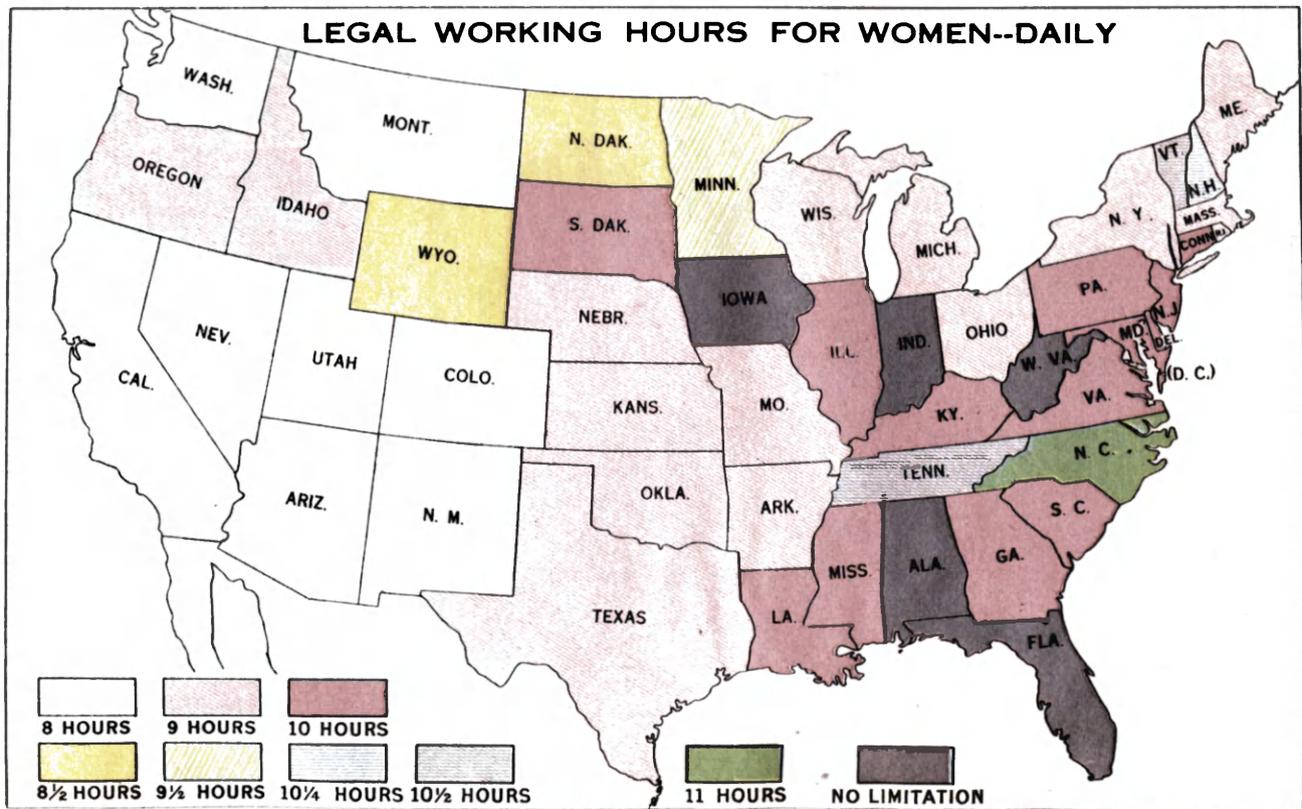
CHART IX.—MINIMUM-WAGE LEGISLATION IN THE UNITED STATES—Continued
ADMINISTRATION OF MINIMUM-WAGE LAWS—Continued

State	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 wages
Washington—Continued.									Oct. 27, 1922	Mercantile, manufacturing, printing, laundering, or dye works establishments, sign painting, machine or repair shop, or parcel delivery service, or any other industry other than public housekeeping occupation, stenographer, bookkeeper, typist, billing clerks, filing clerks, cashier, checker, invoicer, comptometer operator, or any clerical office work, including assistants and helpers in doctors' and dentists' offices; any occupation, trade, or industry not mentioned above.	Minors.....	\$9 per week.
Wisconsin: In "Wisconsin Statutes," 1923, Vol. I, secs. 104.01- 104.12, pp. 1118-1119.	Industrial commission. (Commission is composed of 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.)	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.	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.	Each day an employer employs a person at less than the legal minimum wage shall be a separate offense.	"Living wage," i. e., compensation sufficient to enable the employee to maintain herself under conditions consistent with her welfare.	Every person in receipt of, or entitled to, any compensation for labor performed for any employer.	Females, minors.....	Any females or minor unable to earn "a living wage" may obtain a license fixing a lower wage.	Aug. 1, 1921	Any occupation, trade or industry. Exceptions: Seasonal industries.	Women and boys over 17 years of age: Experienced— In cities of 5,000 or more. In cities under 5,000. Inexperienced..... Minors: Experienced..... Inexperienced..... Females or minors: In cities of 5,000 or more. In cities under 5,000.....	\$0.25 per hour. \$0.22 per hour. \$0.16 per hour. \$0.20 per hour. \$0.16 per hour. \$0.25 per hour. \$0.22 per hour.
									1924.....	Seasonal industries.....		

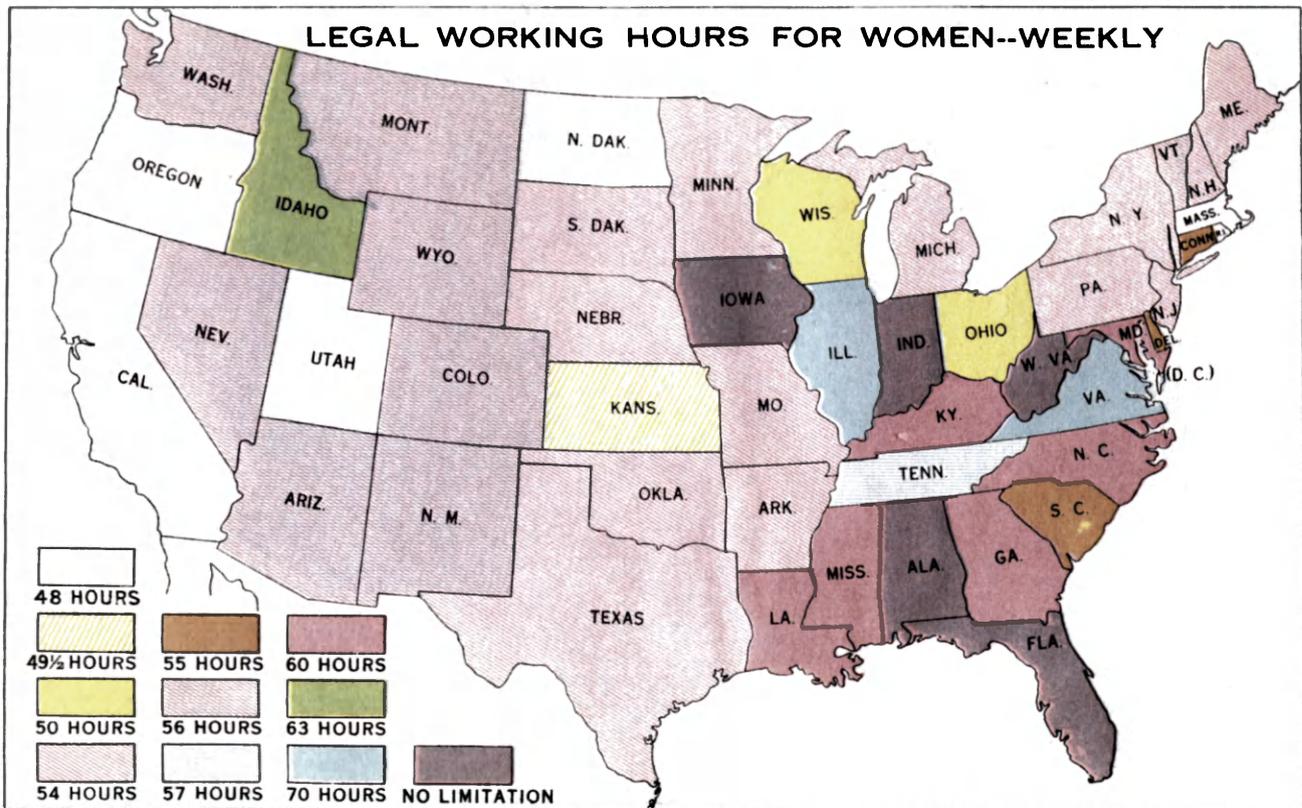
FOREWORD.—The following four maps have been made from the charts to give a picture of conditions throughout the United States. In the maps depicting limitation of working hours it has been possible to show only one law for each State. The law selected for the map is that one which covers the greatest number of women. For instance, Wisconsin appears as a State having a 9-hour day, 50-hour week, although the State also has a law limiting hours of work in hotels to 10 per day, 55 per week. The 9-hour law, however, includes the majority of the women in the State, for it covers manufacturing, mechanical, or mercantile establishments, laundry, restaurant, confectionery store, or telegraph or telephone office or exchange, or any express or transportation establishment.

Moreover, the map showing the weekly limitations is not, in every State, based on a direct statement in the law. Where a State has limited daily hours but not weekly hours and where work is not expressly forbidden on the seventh day of the week, the map shows the daily hour laws multiplied by seven to determine the weekly limit. The States where this situation holds true are Colorado, Montana, Washington, and some occupations in New Mexico (see Chart I), Idaho (see Chart II), Illinois, and Virginia (see Chart III). In Virginia, however, the Sunday observance laws are so enforced that they preclude women working more than 6 days or 60 hours per week. Probably custom in most industries in the various States limits the working days to 6, but these maps show the hours that the "labor laws" allow a woman to work.

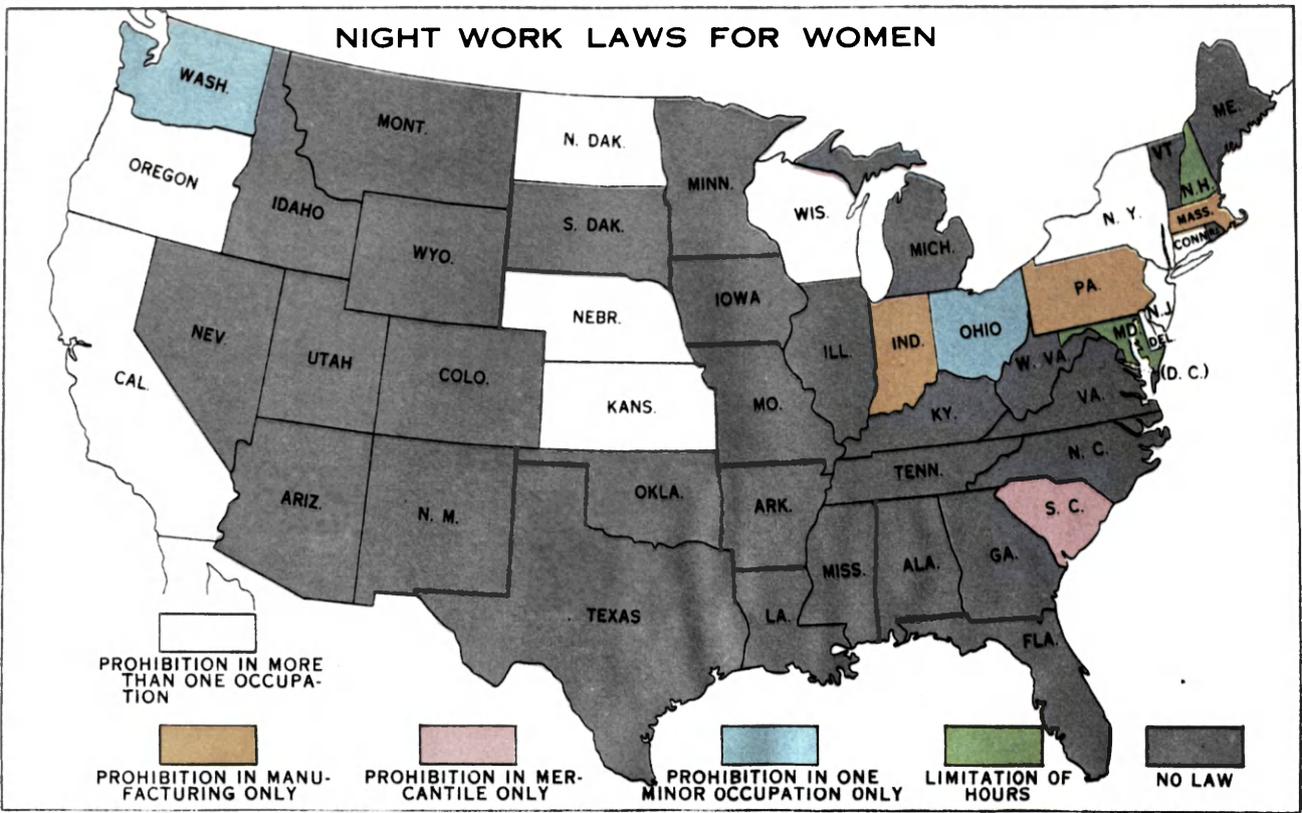




ENGINEER REPRODUCTION PLANT, U. S. ARMY, WASHINGTON BARRACKS, D. C. 5544



ENGINEER REPRODUCTION PLANT, U. S. ARMY, WASHINGTON BARRACKS, D. C.



ENGINEER REPRODUCTION PLANT, U. S. ARMY, WASHINGTON BARRACKS, D. C. 5544

WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR

CHANGES IN STATUS OF MINIMUM WAGE LAWS SINCE PUBLICATION OF BULLETIN 40

ARIZONA.—Declared unconstitutional by the United States Supreme Court (October 19, 1925), which affirmed the judgment of the United States District Court upon the authority of *Adkins v. Children's Hospital*, 26 U. S. 525 (decision by the United States Supreme Court holding the District of Columbia minimum wage law unconstitutional).

KANSAS.—Declared unconstitutional by the Kansas Supreme Court (July 6, 1925) on the United States Supreme Court's interpretation of the fourteenth amendment to the Federal Constitution, in the case of *Adkins v. Children's Hospital*.

WISCONSIN¹—

State	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
WISCONSIN ¹ In "Session Laws of Wisconsin," 1925, ch. 176.	Industrial Commission (commission is composed of 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).	Investigation at discretion of commission to determine the wages which are oppressive and unjust.	Commission may issue order correcting wage situations revealed by its investigations.	Payment of wages in violation of any order of the commission shall be deemed a violation of the law unless it can be proved the order was unreasonable. Every day an order is not complied with is a separate offense.	"No wage paid or agreed to be paid by any employer to any adult female employee shall be oppressive." "Oppressive" is defined as "any wage lower than a reasonable and adequate compensation for services rendered."	Every person in receipt of or entitled to any compensation for labor performed for any employer.	Adult females.....	Any adult woman unable to earn the wage determined by the commission may obtain a license fixing a lower wage. Any employer may obtain a license to pay adult females less than the established wage, if employer shall satisfactorily establish that he is unable to pay such wage.

¹ Law appearing in Bulletin 40 now applies to minors only.