

**UNITED STATES DEPARTMENT OF LABOR**

**W. N. DOAK, SECRETARY**

**U.S. WOMEN'S BUREAU**

**MARY ANDERSON, Director**

**BULLETIN OF THE WOMEN'S BUREAU, NO. 98**

**LABOR LAWS FOR WOMEN IN THE  
STATES AND TERRITORIES**

**REVISION OF BULLETIN 63**

**HOURS, HOME WORK  
PROHIBITED OR REGULATED OCCUPATIONS  
SEATS, MINIMUM WAGE**

**BY**

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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, April 22, 1932.*

SIR: I have the honor to transmit herewith a report showing the status of labor laws for women in the several States and Territories as of December 31, 1931.

Bulletin 63, which includes the legislation to 1927, has been so much in demand that I am sure a revision presenting the laws in their current form is warranted. In addition to hour, minimum-wage, and home-work legislation, covered in earlier editions, this report includes laws that prohibit or regulate the employment of women in certain occupations and laws that require seats for women workers.

This revision has been prepared by Florence P. Smith, research assistant of the bureau.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. W. N. DOAK,  
*Secretary of Labor.*

# LABOR LAWS FOR WOMEN IN THE STATES AND TERRITORIES

DECEMBER 31, 1931

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## LAWS REGULATING HOURS OF LABOR

Only four States in the United States—Alabama, Florida, Iowa, and West Virginia—have no law of any sort regulating the hours of work for women. Indiana has but one limitation of hours—that prohibiting the employment of women at night in manufacturing. All the other States either have definitely forbidden the employment of women for more than a certain number of hours a day or week or have penalized all employment beyond certain specified hours by providing that it must be paid for at an increased rate.

No State has regulated each industry or occupation by the passage of all types of hour laws. States that regulate daily hours often fail to limit the number of weekly hours, to provide for one day of rest in seven, meal periods, or rest periods, or to prohibit night work. Few States have all types of laws. In California, Delaware, Kansas, and Pennsylvania there are laws of these various kinds covering manufacturing establishments.

Of the Territories, only the Philippine Islands and Puerto Rico have any laws regulating the employment of women.

### **Eight-hour laws.**

The shortest period to which hours of work are limited is eight hours a day, set by the laws of 10 States—Arizona, California, Colorado, Kansas, Montana, Nevada, New Mexico, New York, Utah, and Washington—and the District of Columbia and the Territory of Puerto 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 a day and 48 a week in any manufacturing, mechanical, or mercantile establishment or industry, laundry, hotel, public lodging house, apartment house, hospital, barber shop, 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. Certain of these orders set a 6-day week and limit to 8 a day and 48 a week the hours of women employed in the dried-



fruit-packing industry, in the nut cracking and sorting industry, as labelers in the fruit and vegetable canning industry, as labelers or office workers in the fish-canning industry, and as office workers in the citrus packing and green fruit and vegetable packing industries. Other orders permit women in hotels and restaurants and in unclassified occupations who work six hours a day or less to work seven days a week; and still others require increased rates of pay for all hours worked beyond the prescribed limits or on the seventh day of the week in the fruit and vegetable canning and packing industries, the fish-canning industry, and by specified groups in the motion-picture industry. Thus by a combination of methods of legislation California limits the hours of work for practically all women workers except agricultural and general and professional office workers, graduate nurses in hospitals, and domestic servants.

Although the States in the group under discussion limit daily hours uniformly to eight, the number of hours a week that a woman may work varies. Arizona, California, Kansas, Utah, the District of Columbia, and the Territory of Puerto Rico allow only 48 hours of work a week. Nevada allows 56 hours and New Mexico 48 and 56 hours. New York also limits the week to 48 hours but permits an alternative schedule of 9 hours a day and  $49\frac{1}{2}$  hours a week with an overtime provision that, in factories, may extend the week to 51 hours. Colorado, Montana, and Washington have no weekly limit.

#### **Eight-and-a-half-hour laws.**

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.**

Eighteen States—Arkansas, Idaho, Kansas, Louisiana, Maine, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Mexico, New York, North Dakota, Ohio, Oklahoma, Oregon, Texas, and Wisconsin—limit to nine hours the working day of women in specified industries or occupations. Two of these—Massachusetts and Oregon—limit the weekly hours to 48. Kansas allows  $49\frac{1}{2}$  hours a week in laundries and factories and 54 hours a week in mercantile establishments. Ohio and Wisconsin allow 50 working hours a week, New Mexico allows 56 hours, North Dakota 54 hours in mercantile and 58 hours in public housekeeping establishments in towns of less than 500 population, Idaho sets no weekly limit, and the remaining States allow 54 hours a week.

Minnesota, though many of its women workers are limited to nine hours a day, includes a greater number under a 10-hour law.

CHART L.—TYPES OF LABOR LAWS FOR WOMEN, BY STATE OR TERRITORY <sup>1</sup>

State or Territory	Daily hour limits								Weekly hour limits										Day of rest	Time for meals, rest periods	Night work		Home work	Prohibited or regulated occupations	Seats	Minimum wage
	8	8½	9	10	10½	10¾	11	12	48	49½	50	54	55	56	57	58	60	Prohibited			Limited					
Alabama																							★	★		
Arizona	★								★									★					★	★		
Arkansas			★									★											★	★		
California	★								★									★			★		★	★	★	
Colorado	★																						★	★	★	
Connecticut				★									★			★		★		★		★		★	★	
Delaware				★									★					★	★		★		★	★		
Florida																							★	★		
Georgia				1★													1★						2★	★	★	
Idaho			★																				★	★	★	
Illinois				★																		★	★	★	★	
Indiana																		★			★		★	★	★	
Iowa																							★	★	★	
Kansas	★		★						★	★		★						★	★		★		★	★	★	
Kentucky				★																		★	★	★	★	
Louisiana			★										★					★					★	★	★	
Maine			★										★						★				★	★	★	
Maryland				★																	★		★	★	★	
Massachusetts			★						★									★		★		★	★	★	★	
Michigan			★									★										★	★	★	★	
Minnesota			★	★								★				★			★				★	★	★	
Mississippi				★													★					★	★	★	★	
Missouri			★										★									★	★	★	★	
Montana	★																						★	★	★	
Nebraska			★										★						★				★	★	★	
Nevada	★													★									★	★	★	
New Hampshire					★								★								★		★	★	★	
New Jersey				★									★					★		★		★	★	★	★	
New Mexico	★		★	★					★					★									★	★	★	
New York	★		★						★	★		★		★				★	★			★	★	★	★	
North Carolina							★							★									★	★	★	
North Dakota		★	★						★			★				★		★	★				★	★	★	
Ohio			★								★							★	★			★	★	★	★	
Oklahoma			★									★										★	★	★	★	
Oregon			★	★					★					★				★	★				★	★	★	
Pennsylvania				★								★						★	★			★	★	★	★	
Rhode Island				★								★											★	★	★	
South Carolina				1★				★						1★			★		★					★	★	
South Dakota				★								★											★	★	★	
Tennessee						★															★		★	★	★	
Texas			★									★											★	★	★	
Utah	★								★														★	★	★	
Vermont							★								★								★	★	★	
Virginia				★																			★	★	★	
Washington	★																★	★					★	★	★	
West Virginia																							★	★	★	
Wisconsin			★	★							★			★					★		★	★	★	★	★	
Wyoming		★													★								★	★	★	
Number of States	10	2	18	17	1	2	1	1	9	2	2	17	5	5	1	3	7	13	16	16	5	14	26	47	19	
Dist. of Columbia	★								★									★	★				★	★	★	
Philippine Islands																						★	★	★	★	
Puerto Rico	★								★									★	★	★			★	★	★	

<sup>1</sup> For details of laws see text and succeeding charts.  
<sup>2</sup> Applies to all employees.  
<sup>3</sup> The minimum-wage law in Minnesota has been held unconstitutional as applied to adult women.

Ten-hour laws.

In this group are found the States of Connecticut, Delaware, Georgia, Illinois, Kentucky, Maryland, Minnesota, Mississippi, New Jersey, New Mexico, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Virginia, and Wisconsin—17 in all. The weekly hours show considerable variation. New Jersey, Pennsylvania, Rhode Island, and South Dakota have the shortest limit, 54 hours a week. Connecticut, Delaware, South Carolina, and Wisconsin



sin allow 55 hours; Minnesota permits 58 hours; Georgia, Kentucky, Maryland, Mississippi, and New Mexico, 60 hours; Illinois, Oregon, and Virginia set no weekly limit. Three of these States—New Mexico, Oregon, and Wisconsin—limit the hours of the majority of their women workers to less than 10 a day and include only a few groups in their 10-hour laws.

The laws in Georgia and South Carolina apply to both men and women. Mississippi and Oregon, in addition to their laws for women only, have 10-hour laws that cover both men and women, the Oregon act allowing three hours' overtime daily if time and a half is paid.

#### **Ten-and-a-quarter, ten-and-a-half, eleven, and twelve hour laws.**

In this miscellaneous group of laws are found the States of New Hampshire, permitting a 10¼-hour day and a 54-hour week; Vermont, a 10½-hour day and a 56-hour week; Tennessee, a 10½-hour day and a 57-hour week; North Carolina, an 11-hour day and a 55-hour week in factories and mills; and South Carolina, a 12-hour day and a 60-hour week in mercantile establishments.

#### **Weekly hour laws.**

Six States—Connecticut, Louisiana, Maine, Minnesota, New York, and Oregon—have legislation supplementing the laws regulating both daily and weekly hours and limiting only the weekly hours in the case of certain additional industries or occupations. For these weekly limits Connecticut and Minnesota specify 58 hours; Maine and New York, 54 hours; Louisiana, 60 hours; Oregon, 56 hours in one occupation and 48 hours in another.

#### **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 laws will show that generally the States that have the shortest working day and week are also the States that place the greatest number of industries or occupations under the provisions of the law.

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

Nineteen States, the District of Columbia, and the Territories of Puerto Rico and the Philippine Islands have further regulated the hours of working women by providing for breaks in their employment periods. Except in the Philippines, these laws supplement legislation on the length of the working day and week.

#### **Day of rest, one shorter workday.**

Thirteen of these States—Arizona, Arkansas, California, Connecticut, Delaware, Kansas, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, and 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 six days out of seven. In two States, one shorter workday in addition to the day of rest is a specific requirement. In New York a short day of not more than 4½ hours is obligatory except under the provision for an 8-hour day, 48-hour week. Oregon requires one shorter day in each two weeks in the

telephone industry outside of Portland. Under the hour laws of a few States one shorter day is optional through provisions allowing daily overtime if the maximum weekly hours are not exceeded and the week does not exceed six days. In some States one shorter day follows of necessity if the maximum daily hours prescribed in the law are worked—for example, in Ohio, whose law allows 9 hours a day but not more than 50 hours and 6 days a week.

#### **Time for meals.**

Thirteen States—Arkansas, California, Delaware, Kansas, Louisiana, Massachusetts, Minnesota, New York, North Dakota, Ohio, Pennsylvania, Washington, and Wisconsin—and the Territories of Puerto Rico and the Philippine Islands have provided that a period of time, varying from 30 minutes to 1 hour, must be allowed for meals.

#### **Rest periods.**

Twelve States—Arkansas, California, Delaware, Kansas, Maine, Maryland, Massachusetts, North Dakota, Oregon, Pennsylvania, Washington, and Wisconsin—the District of Columbia, and the Territory of Puerto Rico have ruled that a woman may work only a fixed number of hours, usually five or six, without a meal period or a rest period of some sort.

#### **Summary.**

A great many of the States that 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. Only 19 States, the District of Columbia, and the Territories of Puerto Rico and the Philippine Islands have provided that women must have 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 generally have 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 shorter 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 one day's rest in seven, although daily or weekly hours are fixed 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, and Wisconsin—and the Territory of Puerto Rico prohibit night work for women in certain industries or occupations. The laws of three of these States—Indiana, Massachusetts, and Pennsylvania—cover only manufacturing, and in South Carolina the law covers only mercantile establishments. In Ohio and in Washington only one very small group is covered, ticket sellers in the former and elevator operators in the latter. In the remaining 10 States two or more industries or occupations are included. 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 10¼ hours during the day. Delaware, Kansas, Wisconsin, and the Territory of Puerto Rico, in addition to prohibiting work at night in some occupations, limit the night hours in certain other occupations.

The most common period during which night work is prohibited is from 10 p. m. to 6 a. m. A few of the States set only an evening limit after which work is not permitted, and one State—North Dakota—prohibits work in one industry before 6 a. m. The longest period of time during which night work is prohibited is from 6 p. m. to 6 a. m., the condition in textile manufacturing in Massachusetts and in factories and laundries in Wisconsin. Not only is night-work legislation found in a much smaller number of States than is legislation limiting the daily and weekly hours of work, but in many States that have both types of legislation the night-work laws cover a much smaller group of industries or occupations.

### PROHIBITORY AND REGULATORY LAWS<sup>1</sup>

A limited number of employments are prohibited to women by legislation. Most of these are concentrated in the laws of a few States and many are prohibited or regulated in not more than one State. Many of the States have only a single prohibition or regulation.

#### CONSIDERED BY STATE

##### No prohibition or regulation.

Twenty-two States and the District of Columbia have no legislation regulating the conditions under which women may work at any specific occupation or excluding them from employment at any occupation in any industry. These States are Delaware, Florida, Georgia, Idaho, Iowa, Kansas, Kentucky, Maine, Mississippi, Montana, Nebraska, Nevada, New Hampshire, New Mexico, North Carolina, North Dakota, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, and West Virginia. Two of these States—Kansas and North Dakota—have blanket laws declaring it unlawful to employ women under conditions detrimental to their health or welfare, but no employment is named in the acts and none is specified by any authorized agencies.

##### One prohibition or regulation.

The list of 13 States having a single prohibition or regulation comprises Alabama, Arkansas, Illinois, Indiana, Maryland, Virginia, and Wyoming—seven in all—prohibiting only work in mines; Oregon, prohibiting messenger service; Connecticut and Vermont, requiring specified unemployed periods for women workers before and after childbirth; Louisiana, forbidding the cleaning of moving machinery; California, prohibiting the lifting or carrying of heavy weights, thereby regulating the conditions under which women work; and Michigan, with its law relating to work on moving abrasives, which, however, because of ambiguous wording, has never been enforced and is considered a dead letter.

<sup>1</sup> In addition to the States, the Philippine Islands have legislation of this character. Act 3071, Session Laws, 1923, prohibits the employment of women in mines or in any place where explosives are used or manufactured, and requires employers to grant to women employed as laborers 30 days' vacation with pay before and 30 days after childbirth.

**Prohibition or regulation in one State.**

Prohibitions or regulations occurring in only one State are 23 in number. Minnesota prohibits the oiling of moving machinery and Missouri says that no woman shall work between the fixed and traversing or the traversing parts of any machine in motion by the action of any mechanical power except the machine she is operating. In New York, employment in the basements of mercantile stores and restaurants may be allowed by the commissioner of labor only if the basements are sufficiently lighted, ventilated, and sanitary. In Oregon, messenger service is prohibited; in Colorado, work in coke ovens; in Ohio, work as crossing watchman, express driver, molder, taxi driver,<sup>2</sup> jitney driver, freight or baggage elevator operator, baggage handler, freight handler, and workers in blast furnaces, shoe-shining parlors, bowling alleys, and pool rooms, and in delivery service; and in Pennsylvania, handling nitrators in the manufacture of nitroglycerine, taking down blue beds after the process of lead corroding, setting up blue beds in the corroding stacks of the Old Dutch process (unless such buckles or lead plates are used as have not previously been corroded), operating cranes, work for railroad corporations as messengers calling train crews, and electric, acetylene, oxyhydrogen, or other forms of welding and cutting except bench and machine welding and welding in the manufacture of radio tubes. These exceptions are permitted provided that the women so employed wear protective clothing prescribed by the department of labor and industry and are not permitted to handle cylinders containing gases or to lift weights of more than 15 pounds.

**Prohibition in two States.**

Work in the manufacture of nitro and amido compounds and the handling of any dry substance or dry compound containing lead in excess of 2 per cent are prohibited in New Jersey and Pennsylvania; work in smelters is prohibited in Ohio and Utah; trucking, section work on railroads, and employment as gas or electric meter reader are prohibited in Ohio and Pennsylvania; and employment as bell hop is forbidden in Ohio and Washington.

**Prohibition or regulation in three States.**

Work on certain kinds of moving abrasives is prohibited in New York and Ohio, though wet grinding may be permitted in New York. Michigan also has such a law, but because of ambiguity in wording it has never been enforced. The cleaning of moving machinery is prohibited in Louisiana, Minnesota, and Missouri.

**Prohibition or regulation in five States.**

Lifting or carrying heavy weights (other than in core rooms) is prohibited in California, Massachusetts, Ohio, Pennsylvania, and Washington; work in quarries is prohibited in Arizona, New York, Ohio, Oklahoma, and Wisconsin; and core making is regulated in Massachusetts, Minnesota, New York, Ohio, and Pennsylvania.

**Prohibition in six States.**

Employment for certain periods before and after childbirth is prohibited in Connecticut, Massachusetts, Missouri, New York, Vermont, and Washington.

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<sup>2</sup> On Mar. 2, 1928, the prohibition of taxicab driving was declared in a county court of Ohio to be unconstitutional.



**CONSIDERED BY CHARACTER OF PROHIBITION OR REGULATION****Mining.**

Mining as an occupation for women is prohibited in Alabama, Arizona, Arkansas, Colorado, Illinois, Indiana, Maryland, Missouri, New York, Ohio, Oklahoma, Pennsylvania, Utah, Virginia, Washington, Wisconsin, and Wyoming—17 States in all. In seven of these States, as already indicated, all other occupations are open to women; in Colorado only one other occupation, work in coke ovens, is prohibited; and in Arizona, Oklahoma, and Wisconsin work in quarries is the only other prohibited employment. (See also footnote 1.)

**Lifting or carrying heavy weights.**

In California, Massachusetts, Ohio, Pennsylvania, and Washington women are not allowed to perform tasks that involve the lifting or carrying of heavy weights. In California, boxes, baskets, or other receptacles weighing with their contents 50 pounds or more must be equipped with pulleys, casters, or other contrivances so that they may be easily moved. This regulation applies to mills, workshops, restaurants, packing, canning, or mercantile establishments, or any other establishments employing women. Massachusetts has a law similarly worded that designates 75 pounds as the maximum weight. This law applies to manufacturing or mechanical establishments. The law in California also provides specifically against the carrying of any box, tray, or other receptacle weighing with its contents 10 pounds or over up or down any stairway or series of stairways that rise more than 5 feet from the base. Another California regulation applies to any occupation, trade, or industry, except the motion-picture industry, and specifies 25 pounds as the maximum weight to be lifted or carried.

In Washington women in manufacturing and mercantile establishments are not allowed to lift or carry "an excessive burden." In Pennsylvania, the industrial board has ruled that women shall not be required or allowed to lift heavy weights in explosive plants and that women working at permitted welding and cutting operations shall not be required or allowed to lift any material weighing more than 15 pounds. Ohio prohibits employment requiring the frequent or repeated lifting of weights in excess of 25 pounds.

**Core-room regulations.**

Regulations regarding the work of women in core rooms have been set up by five States—Massachusetts, Minnesota, New York, Ohio, and Pennsylvania. Minnesota prohibits women from placing cores in ovens or taking them out. Minnesota and New York prohibit the making or handling of cores the weight of which, including core box and plate, exceeds 25 pounds; and a similar restriction in Pennsylvania regarding the making or handling of cores specifies 15 pounds as the maximum weight. Massachusetts forbids the lifting of any core or cores upon one plate with total cubical contents of more than 1 cubic foot, or total weight of more than 25 pounds, unless assisted by mechanical appliances that limit to 25 pounds the physical effort involved. Massachusetts also requires that no woman shall work on any core with total cubical contents exceeding 2 cubic feet, or with total weight, including plate and core box or boxes, exceeding 60 pounds. Ohio provides that women employed in core rooms shall

not lift any object weighing more than 25 pounds unless mechanical means are used that limit the physical effort to 25 pounds. In New York, Ohio, and Pennsylvania women are not permitted to handle cores having a temperature of more than 110° F.

Massachusetts, New York, Ohio, and Pennsylvania all require specially constructed partitions between rooms in which core ovens are located and rooms where cores are made by women, if the making and the baking of cores are simultaneous operations. Furthermore, all openings in partitions must be vestibuled with some self-closing device that will effectually trap gases, fumes, and smoke.

### **Employment before and after childbirth.**

Connecticut, Massachusetts, Missouri, New York, Vermont, and Washington—six States in all—have legislation prohibiting the employment of women immediately before and after childbirth. In Massachusetts and Vermont the period during which women shall not be required to work is 2 weeks before and 4 weeks after childbirth; in Connecticut it is 4 weeks before and 4 weeks after; in Missouri, 3 weeks before and 3 weeks after; in New York, 4 weeks after; and in Washington, 4 months before and 6 weeks after. (See also footnote 1.)

### **Blanket prohibition.**

There are several States—Kansas, Michigan, North Dakota, Oregon, Washington, and Wisconsin—whose laws in general terms prohibit the employment of women under detrimental conditions.<sup>3</sup> Kansas says that women shall not work in any industry or occupation “under conditions of labor detrimental to their health or welfare”; the North Dakota, Oregon, and Washington laws are the same with the substitution of “morals” for “welfare”; Michigan provides that no woman “shall be given any task, disproportionate to her strength, nor shall she be employed in any place detrimental to her morals, her health, or her potential capacity for motherhood”; and Wisconsin says that no woman shall be employed in any place or at any employment dangerous or prejudicial to her life, health, safety, or welfare.

### **Summary.**

In 22 States and the District of Columbia there are no prohibitory or regulatory laws regarding the employment of women in any specific occupation. One prohibition or regulation only exists in each of 13 States; 2 exist in each of 6 States; 3 in each of 2 States; 4 in each of 2 States; and in 3 States, respectively, 6, 13, and 23 prohibitions or regulations are in force.

The occupation from which women are most commonly excluded by law is mining, which is prohibited in 17 States, 7 of which have established no other legal bars to women's employment. Two States only have long lists of occupations at which women are not permitted to work and in most of which women in all other States are legally free to engage. In all, 37 prohibitions or regulations have been set up by law in 26 States, and of these 23 are concentrated in Ohio,

<sup>3</sup> Kansas—Revised statutes, 1923, ch. 44, sec. 640; Michigan—Compiled laws, 1929, sec. 8497; North Dakota—Compiled laws, supplement, 1913-1925, sec. 396b3; Oregon—Code, 1930, vol. 3, title 49, sec. 315; Washington—Pierce's Code, 1929, sec. 3527; Wisconsin—Statutes, 1931, sec. 103.05.

Colorado's minimum-wage law, inoperative through lack of appropriation, also has a provision of this type. (Compiled laws, 1921—published 1922—sec. 4265.)



Pennsylvania, and New Jersey—13 in Ohio only, 5 in Pennsylvania only, 3 in both Ohio and Pennsylvania, and 2 in both New Jersey and Pennsylvania. The remaining 14 prohibitions or regulations are scattered over 25 States.

### SEATING LAWS

Practically all the States, the District of Columbia, and the Territories of Puerto Rico and the Philippine Islands have laws that require some kind of seating accommodations for women workers. In fact, only one State—Mississippi—is without any law of this kind. Florida's law includes both male and female employees. In many of the States the laws apply to all or practically all occupations or industries, in a number to manufacturing and mercantile establishments, and in a few—Alabama, Maryland, North Dakota, and South Carolina—only to mercantile occupations.

Most of the States specify that "suitable" seats shall be provided, some designate "chairs, stools, or other contrivances," a few provide that the seats may be permanent fixtures so adjusted as not to obstruct the work. One State, however—Kentucky—says that seats that fold are not a compliance with the law. Regulations in four States—Kansas, Minnesota, New York, and Ohio—specify seats with backs; California, Kansas, and Washington require foot rests, the first and last named stipulating individually adjustable foot rests; and the same two States—California and Washington—require adjustable seats at worktables or machines to permit the position of the worker relative to her work to be substantially the same whether she is seated or standing.

Many of the laws do not specify the number of seats to be provided, a few designate a "reasonable" or "sufficient" number, others require seats for all female employees or 1 seat for every 2 or 3 workers.

The laws vary little as to the extent to which the seats may be used. By far the majority of the laws provide that employees be permitted to sit when not actively engaged in their duties or when sitting does not interfere with the proper discharge of duties. Others specify that the seats may be used as may be necessary, or to such extent as may be reasonable, or necessary, for the preservation of health.

### LAWS REGULATING HOME WORK

Because women constitute such a large proportion of home workers, laws either prohibiting or regulating such work as the manufacture of clothing, trimmings, and tobacco products in rooms or apartments of tenement or dwelling houses are included in this study. Fourteen States have laws of this type. Eight of these States—Illinois, Indiana, Maryland, Massachusetts, New York, Ohio, Pennsylvania, and Tennessee—have prohibited such work except for immediate members of a family and, with the exception of Ohio, have established by law certain requirements that must be met before work in homes is permitted. In general these requirements are for cleanliness, adequate lighting and ventilation, and freedom from infectious and contagious disease. Similar requirements are made in the remaining six States—California, Connecticut, Michigan, Missouri, New Jersey, and Wisconsin—which do not restrict work done in a home to the immediate

members of the family. Michigan, however, definitely prohibits manufacture for other than family use in a room or apartment used for living purposes or connected with a room so used that has not a separate and distinct outside entrance. New Jersey prohibits the manufacture in tenements of dolls and dolls' and children's clothing; New York prohibits the manufacture of food as well as of dolls and dolls' and children's clothing, in any quarters used for living purposes.

### MINIMUM-WAGE LAWS

Nine States—California, Colorado, Massachusetts, Minnesota, North Dakota, Oregon, South Dakota, Washington, and Wisconsin—have minimum-wage laws. In Minnesota, however, the attorney general has ruled the law unconstitutional as applied to adult women. In all the States but South Dakota, where the minimum weekly wage is specified in the law, boards or commissions are designated and vested 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 but Colorado, where, because of lack of sufficient appropriation, the law has never functioned. The awards of the boards or commissions are mandatory in all the States but Massachusetts, where they can be enforced only through the strong support of public opinion. The highest wage set in any of these awards is \$16 a week, in California.

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

## PART A.—EIGHT-HOUR LAWS<sup>1</sup>

State	Weekly limit	Overtime	Occupations or industries specified
<b>Arizona.</b> Session laws, 1931, ch. 14.....	48 hours, 6 days.....		Any labor. <i>Exceptions:</i> Domestic work; nurses; telephone or telegraph office or exchange and railroad yard office employing 3 or fewer women; harvesting, curing, canning, or drying of perishable fruits or vegetables during period necessary to save products from spoiling; women working 6 hours a day or less may work 7 days a week.
<b>California.</b> Session laws, 1929, ch. 286.....	48 hours.....		Manufacturing, mechanical, or mercantile establishment or industry, laundry, hotel, public lodging house, apartment house, hospital, barber shop, place of amusement, restaurant, telegraph or telephone establishment or office; the operation of elevators in office buildings; any express or transportation company. <i>Exceptions:</i> Graduate nurses in hospitals; the harvesting, curing, canning, or drying of any variety of perishable fruit, fish, or vegetable during period necessary to save products from spoiling.
Industrial welfare commission orders Nos. 5a, 6a, 7a, 8a, 11a, 15a, 1923; 3A, 1929.....	48 hours, 6 days.....		Mercantile industry; labeling and office work in the fish-canning industry; laundry and dry-cleaning industry; dried-fruit packing industry; office work in the citrus packing and green fruit and vegetable packing industries; manufacturing industry; nut cracking and sorting industry; labeling in the fruit and vegetable canning industry.
<i>Ibid.</i> , Nos. 6a and 8a, 1923.....	8 hours (basic), 48 hours (basic), 6 days (basic).	In emergencies more than 8 hours a day may be worked if $1\frac{1}{4}$ times the minimum rate is paid for all hours up to 12 and double said rate for all hours in excess of 12; and if $1\frac{1}{4}$ times the minimum rate is paid for the first 8 hours of the day of rest and double this rate and a quarter for all hours over 8.	Fish-canning industry and citrus packing and green fruit and vegetable packing industries. <i>Exceptions:</i> Office work; labeling in the fish-canning industry. (See preceding paragraph.)
<i>Ibid.</i> , No. 3A, 1929.....	8 hours (basic), 48 hours (basic), 6 days (basic).	In emergencies more than 8 hours a day may be worked if $1\frac{1}{4}$ times the rate paid in regular time is paid for all hours up to 12 and double the regular rate is paid for all hours in excess of 12; and if $1\frac{1}{4}$ times the regular rate is paid for the first 8 hours of the day of rest and double said rate and a quarter for all hours over 8.	Fruit and vegetable canning industry. <i>Exception:</i> Labeling. (See paragraph next preceding.)
<i>Ibid.</i> , Nos. 10a and 12a, 1923.....	48 hours, 6 days.....		Unclassified occupations and hotels and restaurants. <i>Exception:</i> Women working 6 hours a day or less may be employed 7 days a week.

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

## CHART II.—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
California—Continued. Ibid. No. 16-A, 1931.....	8 hours (basic), 6 days (basic).	In emergencies overtime may be worked if time and one-quarter is paid for all hours over 8 and up to 10, time and one-half for all hours over 10 and up to 12, time and three-quarters for all hours over 12 and up to 14, and double time for all hours over 14 and up to 16. Work is permitted on the seventh day if the first 8 hours or fraction thereof are paid for at time and one-half of one-sixth of the weekly wage and each additional 2 hours or fraction thereof at an additional one-half of one-sixth of the weekly wage.	Motion-picture industry—Extras, i. e., women who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week.
Ibid., No. 17, 1931.....	8 hours (basic), 48 hours (basic), 6 days (basic).	In emergencies more than 8 hours a day may be worked if $1\frac{1}{2}$ times the regular rate is paid for all hours up to 12 and double that rate for all hours in excess of 12, and if $1\frac{1}{2}$ times the regular rate is paid for the first 8 hours on the day of rest and double that rate for all hours over 8.	Motion-picture industry—women employed at not more than \$40 a week who do not act, sing, dance, or otherwise perform.
Colorado. Compiled laws, 1921 (published, 1922), secs. 4184, 4272.	-----	Industrial commission may allow overtime in cases of emergency, provided the minimum wage is increased.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, or restaurant.
District of Columbia. Code, 1929, p. 181, sec. 21.....	48 hours, 6 days.....	-----	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company.
Kansas. Commission of labor and industry order No. 4, 1931.	48 hours.....	-----	Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants 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, car cleaners, and kitchen workers in hotels, restaurants, and hospitals; elevator operators, and cigar-stand and cashier girls connected with such establishments.
Ibid., No. 5, 1931.....	8 hours (basic), 6 days (basic).	-----	Telephone operators.

<b>Montana.</b> Revised codes, 1921, sec. 3076.....		Retail stores: 10 hours a day may be worked during the week before Christmas.	Manufacturing, mechanical, or mercantile establishment, telephone exchange room, or office, or telegraph office, laundry, hotel, or restaurant.
<b>Nevada.</b> Compiled laws (Hillyer), 1929, sec. 2790.....	56 hours.....		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, restaurant, or express or transportation company. <i>Exceptions:</i> Nurses, or nurses in training in hospitals, harvesting, curing, canning, or drying of perishable fruits or vegetables.
<b>New Mexico.</b> Statutes, 1929, ch. 80, secs. 201, 204, 208.....	56 hours.....	4 hours weekly in emergencies if time and one-half is paid and the total hours of labor for a 7-day week do not exceed 60.	Mechanical establishment, factory, laundry, hotel, 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 perishable goods for use; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
<i>Ibid.</i> , secs. 207, 208.....	48 hours.....	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 fewer operators are employed and where the average number of calls per hour answered by one operator does not exceed 230; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
<b>New York.</b> Cahill's Consolidated Laws, 1930, ch. 32, secs. 2, 172.	48 hours, 6 days <sup>1</sup>	9 hours daily, 49½ hours weekly, may be worked provided that 1 day does not exceed 4½ hours. Additional overtime to the extent of 78 hours a year may be worked, provided that not more than 5 days or 5 days and a short day of 4½ hours and not more than 54 hours are worked in any 1 week and that daily hours are limited to 10.	Factory, i. e., mill, workshop, or other manufacturing establishment; laundry.
<i>Ibid.</i> , sec. 173; industrial code rule No. 1, 1921. <sup>2</sup>		From June 15 to Oct. 15, 10 hours a day, 60 hours and 6 days a week may be worked. From June 25 to Aug. 5, under rules of the industrial board, 12 hours a day, 66 hours and 6 days a week may be worked. <i>Exceptions:</i> Work requiring continuous standing; labeling or packing cans.	Establishments canning perishable products.

<sup>1</sup> The New York State Department of Labor interprets the law to mean that either the 48-hour or the 49½-hour week must be selected by the employer and used throughout the year, the 78 hours of overtime to be available only with the 49½-hour week having one day of not more than 4½ hours.

<sup>2</sup> A revision of this rule is now under consideration.



## CHART II.—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
<b>New York—Continued.</b> Session laws 1931, ch. 509; Cahill's Consolidated Laws, 1930, ch. 32, sec. 391.	48 hours, 6 days..	10 hours may be worked on 1 day of the week in order to make 1 or more shorter workdays that week. Additional overtime to the extent of 10 hours a year may be worked, provided that hours do not exceed 10 daily, 54 weekly, and provided that an equal amount of time off is allowed during same week or within 7 days before or after that week. Two periods a year are permitted for taking inventory, each period not to exceed 1 week's duration nor a total of 6 hours. 9 hours daily, 49½ hours weekly may be worked provided that 1 day does not exceed 4½ hours. Additional overtime to the extent of 25 hours a year may be worked provided hours do not exceed 10 daily, 54 weekly, and no overtime is added to the short day. Two periods a year are permitted for taking inventory, each period not to exceed 1 week's duration nor a total of 5 hours. (The employer must choose between the 8 and 48 hour and the 9 and 49½ hour schedules and must not change more than twice in a calendar year.)	Mercantile establishments. <i>Exceptions:</i> Villages of under 3,000 population; Dec. 18-24, inclusive; writers or reporters in newspaper offices and duly licensed pharmacists may be employed 7 days a week.
<b>Puerto Rico.</b> Session laws, 1930, Act 28.....	48 hours.....	9 hours a day if double time is paid and the maximum weekly hours are not exceeded.	Any lucrative occupation. <i>Exceptions:</i> Telephone operators, telegraphers, artists, nurses, or domestics.
<b>Utah.</b> Session laws, 1919, ch. 70.....	48 hours.....	Permitted in emergencies when life or property is in imminent danger.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment, hospital, office, or any express or transportation company. <i>Exceptions:</i> Packing or canning of perishable fruits or vegetables; manufacture of containers of same during packing season.
<b>Washington.</b> Pierce's Code, 1929, v. 2, sec. 3456.....	(9)	.....	Mechanical or mercantile establishment, laundry, hotel, or restaurant. <i>Exceptions:</i> Harvesting, packing, curing, canning, or drying perishable fruits or vegetables; canning fish or shellfish.
Industrial welfare committee order No. 29, 1921.	6 days.....	.....	Manufacturing occupations, trades, or industries.

## PART B.—EIGHT-AND-A-HALF-HOUR LAWS

North Dakota. Session laws, 1927, ch. 142.....	48 hours, 6 days..	10 hours a day, 7 days a week, permitted in emergencies provided weekly hour limit is not exceeded. An emergency is defined to exist in the case of sickness of more than 1 female employee, for the protection of human life, in the case of the holding of banquets, conventions, celebrations, sessions of the State legislature or where a female is employed as reporter in any of the courts of the State.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, telephone or telegraph establishment or office, express or transportation company. <i>Exceptions:</i> Villages or towns of less than 500 population; rural telephone exchanges; small telephone exchanges and telegraph offices where special rules are established by the workmen's compensation bureau.
Wyoming. Session laws, 1923, ch. 62; 1929, ch. 13.....	56 hours.....	Allowed when an emergency exists, if time and one-half is paid for every hour of overtime in any 1 day.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, restaurant, telephone or telegraph establishment or office, express or transportation company. <i>Exceptions:</i> Telephone or telegraph office or exchange in which 3 or fewer females are employed; the harvesting, curing, canning, or drying of any variety of perishable fruit or vegetable; nurses in training in hospitals.

## CHART III.—NINE-HOUR LAWS FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified
Arkansas. Digest of the statutes, 1921, secs. 7102-7114; supplement, 1927, sec. 7109; 1931, sec. 7102.	54 hours, 6 days..	Any industry handling products, such as canning factories and candy factories where it can be shown beyond question of doubt that observance of the law would work irreparable injury, may be permitted by the industrial welfare commission to work overtime 90 days a year, if time and one-half is paid for all hours over 9 a day.	Manufacturing, mechanical, or mercantile establishment, laundry, express or transportation company. <i>Exceptions:</i> Cotton factories; gathering of fruits or farm products; railroad companies whose hours are regulated by Federal laws.
Industrial welfare commission order, 1919....	54 hours, 6 days.....		Hotel or restaurant.
Idaho. Compiled statutes, 1919, sec. 2330.....			Mechanical or mercantile establishment, laundry, hotel or restaurant, telegraph or telephone establishment, office, express or transportation company. <i>Exceptions:</i> Harvesting, packing, curing, canning, or drying perishable fruits or vegetables.

\* For public housekeeping occupations the industrial welfare committee has set minimum-wage rates for an 8-hour day and a 48-hour week and, with certain exceptions, has provided a 6-day week. (See day-of-rest chart, pp. 42-43.)



CHART III.—NINE-HOUR LAWS FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified
<b>Kansas.</b>			
Commission of labor and industry order No. 1, 1931.	49½ hours.....	2½ hours a week allowed if daily hours are not exceeded.	Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishments.
Ibid., No. 2, 1931.....	49½ hours, 6 days.	4½ hours a week allowed in case of emergency. In seasonal industries handling perishable food products, such as canneries, creameries, condenseries, and poultry houses, the full amount of overtime is allowed for 6 weeks during their peak season or for 2 periods a year not to exceed 3 weeks each: Cream testers may work 6½ days a week between May 1 and Sept. 1, if weekly hours do not exceed 54. In a poultry dressing and packing business, during the season from Oct. 15 to Dec. 24, 11 hours a day and 58 hours a week are permitted for 4 of the 6 weeks' peak season and 11 hours a day and 60 hours a week for the remaining 2 weeks, provided 1 of these latter weeks falls between Nov. 1 and Thanksgiving Day and the other between Thanksgiving Day and Christmas.	Manufacturing occupations, i. e., all processes in the production of commodities, including work in florists' shops, and candy-making departments of confectionery stores and bakeries. <i>Exceptions:</i> Millinery workrooms, dressmaking establishments, hemstitching and button shops, and the alteration, drapery, and upholstery departments of mercantile establishments may obtain permission from the women's division of the commission of labor and industry to operate under the mercantile order.
Ibid., No. 3, 1931.....	54 hours, 6 days..	10-hour working day allowed once a week, provided maximum weekly hours are not exceeded.	Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing and checking force, 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>Exception:</i> Regularly registered pharmacists.
<b>Louisiana.</b>			
Statutes (Wolff), 1920, vol. 2, p. 1082; session laws, 1930, Act 71.	54 hours.....	10 hours daily, 60 hours weekly permitted in emergencies in packing plants, canning plants, and factories handling fruits, sea foods, vegetables, and perishable foods.	Mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dressmaking store or mercantile establishment, hotel, restaurant, theater, concert hall, in or about any place of amusement where intoxicating liquors are made or sold, in any bowling alley, bootblackening establishment, freight or passenger elevator, 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> Store or mercantile establishment on Saturday nights, in which more than 5 persons are employed; mercantile establishment, café or restaurant situated and operated outside of any municipality, or within any town or village of fewer than 2,500 inhabitants; telegraph office; agricultural pursuits.

<b>Maine.</b> Revised statutes, 1930, ch. 54, sec. 27; public laws, 1931, ch. 144.	54 hours.....	In order to make 1 shorter day a week, overtime is permitted if the maximum weekly hours are not exceeded.	Workshop, factory, manufacturing or mechanical establishment. <i>Exceptions:</i> Manufacturing establishment or business, the materials and products of which are perishable; public service in cases of emergency or extraordinary public requirement.
<b>Massachusetts.</b> Session laws, 1921, ch. 280.....	48 hours.....	In employments determined by the department of labor and industries to be seasonal, 52 hours a week are allowed if average for year does not exceed 48 hours a week. In emergencies overtime is allowed in public service or other businesses requiring shifts. Hotel employees not employed in a manufacturing, mercantile, or mechanical establishment connected with a hotel are permitted to work 10 hours a day if the maximum weekly hours are not exceeded. Overtime may be permitted to make up time lost on a previous day of the same week, due to stoppage of machinery on which worker is dependent, provided stoppage is not less than 30 consecutive minutes.	Factory or workshop, or any manufacturing, mercantile, mechanical establishment, telegraph office or telephone exchange, express or transportation company, laundry, hotel, manicuring or hair-dressing establishment, motion-picture theater, or as an elevator operator, or a switch-board operator in a private exchange.
<b>Michigan.</b> Compiled laws, 1929, sec. 8324.....	54 hours.....	10 hours a day are permitted if the weekly hours are not exceeded.	Factory, mill, warehouse, workshop, quarry, clothing, dressmaking or millinery establishment, or any place where the manufacture of any kind of goods is carried on, or where any goods are prepared for manufacturing; any laundry, store, shop, or other mercantile establishment, office, restaurant, theater, concert hall, music hall, hotel, hospital, or operating an elevator, or on street or electric railways. <i>Exceptions:</i> Preserving and shipping perishable goods in fruit and vegetable canning or fruit-packing establishments; student and graduate nurses in hospitals or nurses in fraternal or charitable homes.
<b>Minnesota.</b> Mason's Statutes, 1927, sec. 4126-1; 1931 supplement, sec. 4126-1/2.	54 hours.....	In order to make 1 shorter workday a week, a different apportionment of hours is permitted.	Any mechanical, manufacturing, telephone, or telegraph establishment in cities of the first or second class. <i>Exceptions:</i> Preserving perishable fruits, grains, or vegetables if employment does not last more than 75 days in any 1 year.
<b>Missouri.</b> Revised statutes, 1929, sec. 13210.....	54 hours.....	-----	Manufacturing, mechanical, or mercantile establishment, factory, workshop, laundry, bakery, restaurant, place of amusement, stenographic or clerical work of any character in the above industries, express, transportation, or public utility business, common carrier, or public institution. <i>Exceptions:</i> Establishments canning or packing perishable farm products in places of less than 10,000 population for 90 days annually; telephone companies; towns having a population of 3,000 or less.

CHART III.—NINE-HOUR LAWS FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified
<b>Nebraska.</b> Session laws, 1931, ch. 97.....	54 hours.....	-----	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, office, or public-service corporation in metropolitan cities and cities of the first class.
<b>New Mexico.</b> Statutes, 1929, ch. 80, secs. 202-203, 205-206, 208.	56 hours.....	11 hours on Saturday in mercantile establishments provided the maximum weekly hours are not exceeded; in emergencies 4 hours a week if time and one-half is paid and the total hours of labor for a 7-day week do not exceed 60.	Mercantile establishment, express, transportation, or public-utility business, or any common carrier. <i>Exceptions:</i> Drug stores; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
<b>New York.</b> Cahill's Consolidated Laws, 1930, ch. 32, sec. 182.	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, attendants in ladies' cloakrooms and parlors, employees in or in connection with the dining rooms and kitchens of hotels or in connection with employees' lunchrooms or restaurants.
Ibid., sec. 183.....	54 hours, 6 days..	-----	Care, custody, or operation of any freight or passenger elevator.
Ibid., sec. 184.....	54 hours, 6 days..	-----	Conductor or guard on any street, surface, electric, subway, or elevated railroad.
<b>North Dakota.</b> Minimum wage department order No. 1, 1922.	58 hours.....	In case of emergency temporary suspension or modification may be permitted by the workmen's compensation bureau.	Public housekeeping occupations in towns of less than 500 population. (Public housekeeping occupations include the work of waitresses in restaurants, hotel dining rooms, boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; the work of chambermaids in hotels, lodging houses, boarding houses, and hospitals; of janitresses, car cleaners, kitchen workers in hotels, restaurants, and hospitals, and elevator operators.)
Ibid., No. 2, 1922.....	54 hours.....	In case of emergency temporary suspension or modification may be permitted by the workmen's compensation bureau.	Mercantile occupations in towns of less than 500 population. (Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping force, auditing or checking force, shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-music saleswomen, demonstrators, and cigar-stand girls.)



Ohio. Throckmorton's Annotated Code, 1930, sec. 1008.	50 hours, 6 days..	Mercantile establishments: 10 hours on Saturday.	Factory, workshop, telephone or telegraph office, millinery or dressmaking establishment, or restaurant; the distribution or transmission of messages; in or on any interurban or street-railway car; in any mercantile establishment located in any city; or as ticket sellers or elevator operators. <i>Exception:</i> Canneries or establishments preparing perishable goods for use during the canning season.
Oklahoma. Compiled statutes, 1921, secs. 7222-7223 .....	54 hours.....	Telephone operators in time of disaster or epidemic if consent of employee is secured and double time paid. Hotel and restaurant employees in emergencies may work 1 hour overtime a day if consent of employee is secured and double time paid.	Manufacturing, mechanical, or mercantile establishment, laundry, bakery, hotel or restaurant, office building or warehouse, telegraph or telephone establishment or office, printing establishment, book bindery, theater, show house or place of amusement, or any other establishment employing any female. <i>Exceptions:</i> Registered pharmacists, nurses, agricultural or domestic service, establishments outside of towns or cities of less than 5,000 population and employing fewer than 5 females.
Oregon. State welfare commission orders Nos. 37, 38, 39, 40, 41, and 42, 1931.	48 hours, 6 days.....		Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing or check-inspection force, shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-music saleswomen, and demonstrators. (Nos. 37 and 38.) Manufacturing occupations, i. e., all processes in the production of commodities, including work in dressmaking shops, wholesale millinery houses, workrooms of retail millinery shops, and in the drapery and furniture-covering workrooms, garment alteration, art needlework, fur garment making, and millinery workrooms in mercantile stores, and the candy-making department of retail candy stores, and of restaurants. <i>Exception:</i> Fruit and vegetable drying, canning, preserving, and packing establishments. (No. 39.) Personal service occupations, i. e., manicuring, hairdressing, barbering, and other work of like nature; the work of ushers in theaters. (No. 40.) Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels and factories. (No. 41.) Telephone or telegraph occupations in the city of Portland. (No. 42.)
Ibid., No. 42, 1931.....	48 hours.....		Telephone and telegraph occupations outside of the city of Portland. <i>Exceptions:</i> A rural telephone establishment that does not require the uninterrupted attention of an operator may be granted a special license by the industrial welfare commission for different daily hours.

CHART III.—NINE-HOUR LAWS FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified
<b>Oregon—Continued.</b> Ibid., No. 45, 1931.....	48 hours.....		Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; the work of chamber maids in hotels, lodging houses, and boarding houses; of janitresses, car cleaners, kitchen workers in hotels and restaurants, and elevator operators; retail candy departments in connection with ice-cream, soft-drink, or light-lunch counters, or restaurants.
<b>Texas.</b> Complete statutes, 1928, revised civil statutes, arts. 5168-5170; supplement, 1931, art. 5172.	54 hours.....	In case of extraordinary emergencies longer hours may be worked with consent of employee, but for such hours double time must be paid; laundries may work 11 hours a day, provided weekly maximum is not exceeded and double time is paid for all hours over 9 a day; woolen, worsted, and cotton mills and factories making articles out of cotton goods, may work 10 hours daily, 60 hours weekly, if double time is paid for all hours over 9 a day.	Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater, 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; superintendents, matrons, nurses, and attendants employed by, in, and about orphans' homes that are charitable institutions, not run for profit, and not operated by the State; mercantile establishments and telephone or telegraph companies in rural districts and in towns of less than 3,000 population.
<b>Wisconsin.</b> Statutes, 1931, secs. 103.01-103.02; industrial commission order No. 6, 1918.	50 hours.....	10 hours a day may be worked during emergency periods of not more than 4 weeks a year, if time and one-half is paid and weekly hours do not exceed 55.	Place of employment, i. e., any manufactory, mechanical or mercantile establishment, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment. <i>Exceptions:</i> Registered pharmacists and assistant pharmacists.
Industrial commission order relating to factories canning peas, 1931.	50 hours.....	54 hours a week, but not more than 9 hours a day are permitted during season of the actual canning of the product, except in emergencies when 11 hours a day, 60 hours a week, may be worked by women over 17 years of age, on not more than 8 days during the season, if an increased rate is paid for all hours in excess of 9 a day.	Factories canning peas.
Industrial commission order relating to factories canning beans, cherries, corn, strawberries, or tomatoes, 1931.	50 hours.....	54 hours a week, but not more than 9 hours a day are permitted during season of the actual canning of the product, except in emergencies when 10 hours a day, 60 hours a week, may be worked by women over 17 years of age, on not more than 8 days during the season, if an increased rate is paid for all hours in excess of 9 a day.	Factories canning beans, cherries, corn, strawberries, or tomatoes.

# CHART IV.—TEN-HOUR LAWS

## PART A.—FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified
Connecticut. General statutes, 1930, sec. 5190	55 hours		Manufacturing or mechanical establishment.
Delaware. Session laws, 1917, ch. 230	55 hours, 6 days	12 hours on 1 day of each week provided weekly maximum is not exceeded.	Mercantile, mechanical, or manufacturing establishment, laundry, baking, or printing establishment, telephone and telegraph office or exchange, restaurant, hotel, place of amusement, dressmaking establishment, or office. <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits or vegetables.
Illinois. Revised statutes (Cahill), 1931, ch. 48, sec. 26			Mechanical or mercantile establishment, factory, laundry, hotel, restaurant, telegraph or telephone establishment or office thereof, place of amusement, express or transportation or public-utility business, common carrier, or public institution.
Kentucky. Carroll's Statutes, 1930, sec. 4866b-2	60 hours		Laundry, bakery, factory, workshop, store or mercantile, manufacturing or mechanical establishment, hotel, restaurant, or telephone exchange or telegraph office.
Maryland. Annotated code (Bagby), 1924, art. 100, sec. 54.	60 hours	2 hours on Saturdays, Christmas Eve, and the 5 working days before Christmas Eve in retail mercantile establishments outside of the city of Baltimore, if two rest periods of not less than 1 hour each are granted on each day overtime is worked and if 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 or vegetables.
Minnesota. Mason's Statutes, 1931 supplement, sec. 4126-1/2.	58 hours	In order to make 1 shorter day a week a different apportionment of hours is permitted. In retail mercantile establishments 11 hours may be worked on Saturdays, provided the weekly maximum is not exceeded.	Mercantile establishment, restaurant, lunch room or eating house or kitchen operated in connection therewith in cities of the first or second class.
Mason's Statutes, 1927, sec. 4126-1; 1931 supplement, sec. 4126-1/2 d.	58 hours	In order to make 1 shorter workday a week overtime is permitted if the weekly maximum hours are not exceeded.	Manufacturing or mechanical establishment outside cities of the first or second class. <i>Exceptions:</i> Preserving perishable fruits, grains, or vegetables if employment does not last more than 75 days in any 1 year.
Mississippi. Code, 1930, sec. 4653	60 hours	Permitted in cases of emergency or public necessity.	Laundry, millinery, dressmaking store, office, mercantile establishment, theater, telegraph or telephone office, or any other occupation. <i>Exception:</i> Domestic servants.



## CHART IV.—TEN-HOUR LAWS—Continued

## PART A.—FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified
<b>New Jersey.</b> Cumulative supplement to compiled statutes, 1911-1924, title 107, sec. 137 C (1).	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 any other continuous business where working hours do not exceed 8 a day.
<b>New Mexico.</b> Statutes, 1929, ch. 80, secs. 207-208.....	60 hours.....	Allowed in emergencies resulting from flood, fire, storm, epidemic of sickness, or other like cause.	Telephone establishment or office thereof—shift working between 9 p. m. and 7 a. m. <i>Exceptions:</i> Establishments where 5 or fewer operators are employed and where the average number of calls an hour answered by 1 operator does not exceed 230; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
<b>Oregon.</b> Code, 1930, v. 3, title 49, sec. 322 <sup>1</sup> .....	-----	Allowed if time and one-half is paid for all work in excess of 10 hours a day.	Canneries, driers, or packing plants.
<b>Pennsylvania.</b> Statutes, 1920, secs. 13540-13542; department of labor and industry rule W-10, 1931.	54 hours, 6 days..	2 hours on not more than 3 days of a week in which a legal holiday occurs if the maximum weekly hours are not exceeded.	Any establishment, i. e., any place 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. Private home which, through contract with telephone company, is used as an exchange becomes an establishment. <i>Exception:</i> Night work, when done by members of contracting family or bona fide household need not be limited as to hours if a general average of at least 6 hours' rest during the night is possible.
<b>Rhode Island.</b> Public laws, 1928, ch. 1231; 1929, ch. 1316.....	54 hours.....	-----	Factory, manufacturing, mechanical, business, or mercantile establishment. <i>Exceptions:</i> Women working by shifts during different periods or parts of the day in the employ of a public utility.
<b>South Dakota.</b> Compiled laws, 1929, sec. 10014.....	54 hours.....	12 hours a day may be worked on the 5 days preceding Christmas.	Any employer or other person having control. <i>Exceptions:</i> Farm laborers, domestic servants, telegraph and telephone operators, persons engaged in the care of livestock.

Virginia. Code, 1930, sec. 1808.....	(5)		Factory, workshop, laundry, restaurant, mercantile or manufacturing establishment. <i>Exceptions:</i> Bookkeepers, stenographers, cashiers, or office assistants; factories packing fruits or vegetables; mercantile establishments in towns of fewer than 2,000 inhabitants or in country districts.
Wisconsin. Statutes, 1931, sec. 103.02.....	55 hours.....		Hotels.

## PART B.—FOR ALL EMPLOYEES

Georgia. Code (Michie), 1926, p. 807, sec. 3137.....	60 hours.....	Not more than 10 days allowed to make up lost time caused by accidents or other unavoidable circumstances. Permitted to work regularly more than 10 hours a day provided weekly hours are not exceeded.	Cotton or woolen manufacturing establishments. <i>Exceptions:</i> Engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, cleaners, repairmen.
Mississippi. Code, 1930, secs. 4646, 4652.....	60 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; persons employed at night work only are permitted to work 11¼ hours on the first 5 nights of the week and 3¾ hours on Saturday night provided weekly hours do not exceed 60. Indefinite overtime allowed in cases of emergency or where public necessity requires.	Mill, cannery, workshop, factory, or manufacturing establishment. <i>Exceptions:</i> Railroads or other public-service corporations; persons, firms, or corporations handling or converting perishable agricultural products in season and who work adult male labor only; fruit or vegetable canneries.
Oregon. <sup>1</sup> Code, 1930, v. 3, title 49, sec. 602 <sup>2</sup> .....		8 hours a day permitted if time and one-half is paid for all work in excess of 10 hours.	Mill, factory, or manufacturing establishment.
South Carolina. Session laws, 1922, ch. 567.....	55 hours.....	60 hours of overtime permitted in the calendar year to make up time lost by accident or other unavoidable cause, but such time must be made up within 3 months after it is 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.

<sup>1</sup> This section of the Oregon Code also sets maximum hours of 10 a day, 60 a week, in certain industries, but this provision in fact is superseded by orders of the State welfare commission establishing shorter hours in the same industries. (See pp. 25-26, 29.) The provision applies to women in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company, and exempts harvesting, packing, curing, canning, or drying of any variety of perishable fruit, vegetable, or fish.

<sup>2</sup> Virginia enforces sec. 4570, code of 1930, which prohibits work on Sunday.

<sup>3</sup> See order of the State welfare commission applying to manufacturing establishments, p. 25 of this bulletin.



## CHART V.—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
<b>New Hampshire.</b> Public laws, 1926, ch. 176, secs. 14-18.....	54 hours.....	.....	Manual or mechanical labor in any employment. <i>Exceptions:</i> Household labor, nurses, domestic, hotel, and boarding-house labor, operators in telephone and telegraph offices, farm labor, manufacture of munitions or supplies for the United States or the State during war time; mercantile establishments on the 7 days preceding Christmas Day provided the weekly average for the year does not exceed 54 hours.

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

<b>Tennessee.</b> Code, 1932, secs. 5322-5324.....	57 hours.....	.....	Workshops or factories, 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 used. <i>Exceptions:</i> Domestic service, agricultural pursuits, fruit and vegetable canneries.
<b>Vermont.</b> General laws, 1917, sec. 5837; session laws, 1919, Act 160.....	56 hours.....	.....	Mine or quarry, manufacturing or mechanical establishment. <i>Exception:</i> In any manufacturing establishment or business the materials and 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 2 months in any 1 year.

## PART C.—ELEVEN-HOUR LAW FOR WOMEN WORKERS

<b>North Carolina.</b> Code (Michie), 1931, sec. 6554.....	55 hours.....	.....	Factory, manufacturing establishment, mill. <i>Exceptions:</i> Seasonal industries in their process of conditioning and of preserving perishable or semiperishable commodities; agricultural work.
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## PART D.—TWELVE-HOUR LAW FOR WOMEN WORKERS

<b>South Carolina.</b> Code, 1922, v. 2, sec. 422.....	60 hours.....	.....	Mercantile establishments.
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CHART VI.—WEEKLY HOUR LAWS FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified
<b>Connecticut.</b> General statutes, 1930, sec. 5198.....	58 hours, 6 days.....		Public restaurant, café, dining room, barber shop, hair-dressing or manicuring establishment, or photograph gallery. <i>Exception:</i> Hotels.
<i>Ibid.</i> , secs. 5193, 5197.....	58 hours.....		Mercantile establishment, bowling alley, shoe-shining establishment, billiard or pool room. <i>Exception:</i> Mercantile establishment Dec. 17-25 if employer grants at least 7 holidays with pay annually.
<b>Louisiana.</b> Session laws, 1930, Act 71.....	60 hours.....		Telegraph office; mercantile establishment, café, or restaurant situated and operated outside of any municipality or within any town or village of less than 2,500 inhabitants.
<b>Maine.</b> Public laws, 1931, ch. 144.....	54 hours.....		Telephone exchange employing more than 3 operators, mercantile establishment, store, restaurant, laundry, telegraph office, or express or transportation company. <i>Exceptions:</i> Dec. 17-24, inclusive; millinery shops or stores on the 8 days prior to Easter Sunday; public service in cases of emergency or extraordinary public requirement.
<b>Minnesota.</b> Mason's Statutes, 1931 supplement, sec. 4126- $\frac{1}{4}$ c.....	58 hours.....		Mercantile establishments outside cities of the first or second class.
<b>New York.</b> Cahill's Consolidated Laws, 1930, ch. 32, secs. 185, 391.....	54 hours, 6 days.....		Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages. <i>Exception:</i> Villages of under 3,000 population.
<b>Oregon.</b> State welfare commission order No. 44, 1931.....	48 hours, 6 days.....		Office occupations, i. e., the work of stenographers, book-keepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' or dentists' offices, and all kinds of clerical work.
<i>Ibid.</i> , No. 48, 1931.....	56 hours.....		Student nurses.

CHART VII.—LAWS PROVIDING FOR A DAY OF REST, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified
Arizona. Session laws, 1931, ch. 14.	Every employer shall provide for 1 full day of rest a week for every female. Women working 6 hours or less a day may be employed 7 days a week.			Any labor. <i>Exceptions:</i> Domestic workers; nurses; telephone or telegraph office or exchange or railroad yard office employing 3 or fewer women.
Arkansas. Digest of the statutes, 1921, secs. 7102, 7104; supplement, 1931, sec. 7102.	No female shall be employed more than 6 days in any 1 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 employment ends not later than 1.30 o'clock in the afternoon and the worker is dismissed for the remainder of the day; establishments employing fewer than 3 females.	Manufacturing, mechanical, or mercantile establishment, laundry, express or transportation company. <i>Exceptions:</i> Cotton factories; the gathering of fruits or farm products; railroad companies whose hours are regulated by Federal laws.
Industrial welfare commission order, 1919.	No female shall be employed more than 6 days in any 1 week.			Hotel or restaurant.
California. Industrial welfare commission orders Nos. 5a, 6a, 7a, 8a, 11a, 15a, 1923; 3A, 1929.	No employer shall employ or suffer or permit any woman to work more than 6 days in any 1 week.			Mercantile industry; labeling and office work in the fish-canning industry; laundry and dry-cleaning industry; dried-fruit packing industry and office work in the citrus packing and green fruit and vegetable packing industries; manufacturing industry; nut cracking and sorting industry; labeling in the fruit and vegetable canning industry.
Ibid., Nos. 6a and 8a, 1923.	Every woman shall be entitled to 1 day's rest in 7. <i>Exceptions:</i> Emergencies if 1¼ times the minimum rate is paid for the first 8 hours and double said rate and one-quarter for all hours over 8.			Fish-canning industry; citrus packing and green fruit and vegetable packing industries. <i>Exceptions:</i> Office work; labeling in the fish-canning industry. (See preceding paragraph.)
Ibid., No. 3A, 1929	Every woman shall be entitled to 1 day's rest in 7. <i>Exceptions:</i> Emergencies if 1¼ times the regular rate is paid for the first 8 hours and double said rate and one-quarter for all hours over 8.			Fruit and vegetable canning industry. <i>Exception:</i> Labeling. (See paragraph next preceding.)



Ibid., Nos. 10a and 12a, 1923.	Every employer shall provide for 1 full day of rest a week. <i>Exceptions:</i> Women working 6 hours or less a day may be employed 7 days a week. (10a—women and minors; 12a—females.)			Unclassified occupations; hotels and restaurants.
Ibid., No. 16-A, 1931.		Not less than 30 minutes nor more than 1½ hours.	A meal period shall be provided not later than 5½ hours after an extra is told to and does report for employment.	Motion-picture industry—Extras, i. e., women who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week.
Industrial welfare commission order No. 17, 1931.	No employer shall employ any woman to work more than 6 days in any one week, except in emergencies. Every woman shall be entitled to 1 day's rest in 7. <i>Exceptions:</i> Emergencies if 1½ times the regular rate is paid for the first 8 hours and double such rate for all hours over 8.	Every woman shall be entitled to at least 1 hour for meals. The meal period shall be not less than 30 minutes nor more than 1½ hours.	No woman shall be permitted to work an excessive number of hours without a meal period.	Motion-picture industry—women employed at not more than \$40 a week who do not act, sing, dance, or otherwise perform.
Ibid., No. 18, 1931.		Women and minors are entitled to 1 hour for meals. They are not permitted to return to work in less than one-half hour.	No woman or minor shall be permitted to work an excessive number of hours without a meal period.	Any occupation, trade, or industry. <i>Exception:</i> Motion-picture industry.
Connecticut. General statutes, 1930, sec. 5198.	No female shall be employed more than 6 days in 1 week.			Public restaurant, café, dining room, barber shop, hair-dressing or manicuring establishment, or photograph gallery. <i>Exception:</i> Hotels.
Delaware. Session laws, 1917, ch. 230.	No female shall be employed more than 6 days in any 1 calendar week.	Not less than 30 minutes shall be allowed to every female for the midday or evening meal. (See Rest periods.)	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> 6¼ hours of continuous labor if such employment ends not later than 1.30 o'clock in the afternoon and the worker is dismissed for the remainder of the day.	Mercantile, mechanical, or manufacturing establishment, laundry, baking or printing establishment, telephone and telegraph office or exchange, restaurant, hotel, place of amusement, dressmaking establishment, or office. <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits and vegetables.
District of Columbia. Code, 1929, p. 181, secs. 21, 23.	No female shall be employed more than 6 days in any 1 week.	(See Rest periods).....	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> 6¼ hours' continuous labor if such employment ends not later than 1.30 o'clock in the afternoon and the worker is dismissed for the remainder of the day; establishments in which fewer than 3 females are employed.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, express or transportation company.

CHART VII.—LAWS PROVIDING FOR A DAY OF REST, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified
<b>Kansas.</b> Commission of labor and industry order No. 1, 1931.	-----	Relief for lunch shall be 1 hour. <i>Exception:</i> The women's division of the commission of labor and industry on application of both employer and employees may reduce this period to one-half hour. (Women and minors.)	No female may be permitted to work more than 6 consecutive hours without relief for meals.	Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishments.
Ibid., No. 2, 1931.....	Employment of women and minors shall be limited to 6 days a week.	The meal relief shall be not less than 45 minutes. <i>Exceptions:</i> Commission of labor and industry may grant a shorter lunch period in any particular industry; if the industry is operated on an 8-hour basis, the lunch period shall be not less than 30 minutes. (Women and minors.)	Not more than 5 hours shall be worked in any 1 period without relief for meals. (Women and minors.)	Manufacturing occupations, i. e., all processes in the production of commodities, including work in florists' shops, and candy-making departments of confectionery stores and bakeries. <i>Exceptions:</i> Millinery workrooms, dressmaking establishments, hemstitching, and button shops, and the alteration, drapery, and upholstery departments of mercantile establishments may obtain permission from the women's division of the commission of labor and industry to operate under the mercantile order.
Ibid., No. 3, 1931.....	No woman or minor shall be employed for more than 6 days in any 1 week.	Relief for meals to be 1 hour. <i>Exception:</i> The women's division of the commission of labor and industry, upon application showing that both employer and employees prefer a shorter period, may grant a lunch period of not less than 45 minutes. (Women and minors.)	No woman or minor shall be employed for more than 5 hours without relief for meals.	Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing and checking force, 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>Exception:</i> Regularly registered pharmacists.

Ibid., No. 4, 1931.....		Relief for meals shall be not less than 20 minutes. (Women and minors.)	No woman or minor shall be permitted to work for more than 5 hours without relief for meals.	Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants 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, car cleaners, and kitchen workers in hotels, restaurants, and hospitals; elevator operators, and cigar-stand and cashier girls connected with such establishments.
Ibid., No. 5, 1931.....	6 days shall constitute a basic week for all women and minors.		The day's work shall be performed in 2 shifts, 1 of which shall not exceed 5 hours. <i>Exception:</i> Night operators regularly employed after 10.30 p. m. (Women and minors.)	Telephone operators.
Louisiana. Statutes (Wolff), 1920, vol. 2, p. 1090.		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.	(See Time for meals).....	All persons, firms, or corporations doing business at retail.
Ibid., p. 1082; session laws, 1930, Act 71.		1 hour shall be allowed each day for dinner. <i>Exception:</i> In case two-thirds of employees so desire, 30 minutes only may be allowed. (Females.)		Mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dress-making store, or mercantile establishment, hotel or restaurant, theater, concert hall, in or about any place of amusement where intoxicating liquors are made or sold, in any bowling alley, bootblackening establishment, freight or passenger elevator, 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> Agricultural pursuits; store or mercantile establishment on Saturday nights in which more than 5 persons are employed.



CHART VII.—LAWS PROVIDING FOR A DAY OF REST, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified
<b>Maine.</b> Revised statutes, 1930, ch. 54, secs. 21, 23, 24, 27; public laws, 1931, ch. 144.		(See Rest periods).....	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 1.30 o'clock in the afternoon and the worker is dismissed for the remainder of the day.	Workshop, factory, manufacturing or mechanical establishment, telephone exchange, mercantile establishment, store, restaurant, laundry, telegraph office, or express or transportation company in which 3 or more females are employed. <i>Exceptions:</i> Public service in cases of emergency or extraordinary public requirement; manufacturing establishment or business, the materials and products of which are perishable; telephone exchange where the operator at night is not required to operate the switchboard continuously but is able to sleep the major part of the night.
<b>Maryland.</b> Annotated code (Bagby), 1924, art. 100, sec. 54.		(See Rest periods).....	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least half an hour. <i>Exceptions:</i> 6½ hours' continuous labor if employee is not permitted to work during the remainder of the day.	Manufacturing, mechanical, mercantile, printing, baking, or laundering establishments. <i>Exceptions:</i> Establishments employing fewer than 3 females; canning, preserving, or preparing for canning or preserving of perishable fruits and vegetables.
		(See Rest periods).....	Females shall have at least 2 rest intervals of not less than 1 hour each.	Retail mercantile establishments outside of the city of Baltimore: Women employed 12 hours on Saturdays, Christmas Eve, and the 5 working days preceding Christmas Eve.
<b>Massachusetts.</b> General laws, 1921, ch. 149, secs. 1, 100-101.		No woman or child 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	(See Time for meals).....	Factory or workshop in which 5 or more women or persons under 18 years of age are employed. <i>Exceptions:</i> Iron works, glass works, paper mills, letterpress establishments, print works, bleaching works, dyeing works, or continuous processes exempted by the department of labor and industries with the approval of the governor.

		If worker is allowed sufficient opportunity to eat lunch on duty, 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.	
Minnesota. Mason's Statutes, 1931 supplement, sec. 4126-1/2a.		At least 60 minutes shall be allowed for the noon-day meal. <i>Exceptions:</i> Commissioner of labor may issue permits allowing a shorter time. When required or permitted to work more than 1 hour after 6 p. m., employees shall be allowed at least 20 minutes for lunch before beginning overtime work. (Females.)	In cities of the first and second class any mercantile establishment, restaurant, lunch room or eating house or kitchen operated in connection therewith, or any mechanical or manufacturing, telephone or telegraph establishment.
Ibid., sec. 4126-1/2e.		At least 60 minutes shall be allowed for the noon-day meal. <i>Exceptions:</i> Commissioner of labor may issue permits allowing a shorter time. When required or permitted to work more than 1 hour after 6 p. m., employees shall be allowed at least 20 minutes for lunch before beginning overtime work. (Females.)	Factory, workshop, store, or mill outside of cities of the first and second class.
New Jersey. Cumulative supplement to compiled statutes, 1911-1924, title 107, sec. 137 C(1).	No female shall be employed, allowed, or permitted to work more than 6 days in any 1 week.		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 any other continuous business where working hours do not exceed 8 a day.

CHART VII.—LAWS PROVIDING FOR A DAY OF REST, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified
<b>New York.</b> Cahill's Consolidated Laws, 1930, ch. 32: (a) Secs. 2, 172; (b) Sec. 391, and session laws, 1931, ch. 509; (c) Cahill's Consolidated Laws, 1930, ch. 32, sec. 182; (d) Sec. 183; (e) Secs. 185, 391.	No female shall be employed more than 6 days in any week. <sup>1</sup>			(a) Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (b) Mercantile establishment. <i>Exceptions:</i> Villages of less than 3,000 population; writers or reporters in newspaper offices; duly licensed pharmacists. (c) Work in or in connection with restaurants in cities of the first and second class. <i>Exceptions:</i> Singers and performers; attendants in ladies' cloakrooms 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) Care, custody, or operation of any freight or passenger elevator. (e) Messenger for telegraph or messenger company in the distribution, transmission, or delivery of goods or messages. <i>Exception:</i> Villages of less than 3,000 population.
Cahill's Consolidated Laws, 1930, ch. 32, sec. 184.	No female shall be employed more than 6 days in any week.	Not less than 1 hour shall be allowed for meals. <i>Exception:</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.
<b>North Dakota.</b> Session laws, 1927, ch. 142.	No female shall be employed more than 6 days in any 1 week.			Manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, telephone or telegraph establishment or office, express or transportation company. <i>Exceptions:</i> Villages or towns of less than 500 population; rural telephone exchanges; small telephone exchanges and telegraph offices where special rules are established by the workmen's compensation bureau.



Minimum wage department order No. 1, 1922.	No employer shall employ any woman for more than 28 days in 1 month in towns of less than 500 population.	30 minutes shall be allowed for meals if they are furnished on the premises; 60 minutes for meals 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 occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; the work of chambermaids in hotels, lodging houses, boarding houses, and hospitals; of janitresses, car cleaners, kitchen workers in hotels, restaurants, and hospitals, and elevator operators. <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the workmen's compensation bureau.
Ibid., 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 5¼ hours of continuous labor without a rest period.	Manufacturing occupations, i. e., all processes in the production of commodities, including work in dress-making shops, wholesale millinery houses, workrooms of retail millinery shops, and in the drapery and furniture-covering workshops, the garment alteration, art needlework, fur-garment making, and millinery workrooms in mercantile stores, and the candy-making departments of retail candy stores and of restaurants; in bakery and biscuit-manufacturing establishments, in candy manufacturing and in book-binding and job-press-feeding establishments. <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the workmen's compensation bureau.
Ibid., 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 occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels, hospitals, and factories. <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the workmen's compensation bureau.

<sup>1</sup> The law affecting factories and mercantile establishments requires 1 shorter workday each week in addition to the day of rest unless the 8-hour day, 48-hour week is selected by the employer. (See pp. 19, 20.)

CHART VII.—LAWS PROVIDING FOR A DAY OF REST, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified
North Dakota—Continued. Ibid., No. 5, 1922.....		Adequate time and provision at seasonable hours must be given to the employees for meals. (Females.)		Telephone exchanges. <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the workmen's compensation bureau.
Ohio. Throckmorton's Annotated Code, 1930, sec. 1008.		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 dress-making establishment, mercantile or other establishment.
Idem.....	No female shall be employed, permitted, or suffered to work more than 6 days in any 1 week.			Factory, workshop, telephone or telegraph office, millinery or dressmaking establishment, restaurant; the distribution or transmission of messages; work 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. State welfare commission order No. 36, 1931.			No woman shall be employed on 2 successive days without an interval of 9 hours' rest between such days.	All occupations.
Ibid., Nos. 37, 38, 39, and 41, 1931.	No person shall employ any woman for more than 6 days in 1 calendar week.	(See Rest periods).....	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., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing or check-inspection force, shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-music saleswomen, and demonstrators. (Nos. 37 and 38.)

<p>Ibid., Nos. 40 and 44, 1931.</p>	<p>No person shall employ any woman for more than 6 days in 1 calendar week.</p>	<p>(See Rest periods).....</p>	<p>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>	<p>Manufacturing occupations, i. e., all processes in the production of commodities, including work in dress-making shops, wholesale millinery houses, workrooms of retail millinery shops, and in the drapery and furniture-covering workrooms, garment alteration, art needlework, 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 occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels and factories.</p> <p>Personal service occupations, i. e., manicuring, hairdressing, barbering, and other work of like nature; the work of ushers in theaters.</p> <p>Office occupations, i. e., the work of stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, in-voicers, comptometer operators, auditors, attendants in physicians' or dentists' offices, and all kinds of clerical work.</p> <p>Telephone or telegraph occupations; public housekeeping occupations; i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; the work of chambermaids in hotels, lodging houses, and boarding houses; of janitresses, car cleaners, kitchen workers in hotels and restaurants, and elevator operators; retail candy departments in connection with ice-cream, soft-drink, or light-lunch counters, or restaurants.</p>
<p>Ibid., Nos. 42, 43, and 45, 1931.</p>	<p>.....</p>	<p>(See Rest periods).....</p>	<p>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>	



**CHART VII.—LAWS PROVIDING FOR A DAY OF REST, TIME FOR MEALS, AND REST PERIODS FOR WOMEN WORKERS—Continued**

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified
<b>Oregon—Continued.</b> Ibid., Nos. 42 and 43, 1931.	No person shall employ any woman for 7 consecutive days without allowing 1 day during which employment shall not exceed 6 hours.			Telegraph occupations.
Ibid., No. 42, 1931.....	No person shall employ any woman for more than 6 days in 1 calendar week. Commission may except exchanges employing fewer than 10 operators.			Telephone occupations in the city of Portland.
Ibid., No. 43, 1931.....	No person shall employ any woman for 14 consecutive days without 1 full day of rest and 1 day of not more than 6 hours' work. Commission may except exchanges employing fewer than 10 operators.			Telephone occupations outside of the city of Portland.
<b>Pennsylvania.</b> Statutes 1920, secs. 13540, 13542, 13545, and 13546.	No female shall be employed or permitted to work for more than 6 days in any 1 week. <i>Exceptions:</i> Canning of fruit and vegetable products; nurses in hospitals.	Not less than 45 minutes shall be allowed to every female for the midday meal. If females work less than 8 hours a day, time for the midday meal 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 a day, the interval between work periods may be reduced to not less than 30 minutes.	Any establishment, i. e., any place where work is done for compensation of any sort to whomever payable. <i>Exceptions:</i> Work in private homes and farming.
	The 1 day of holiday in 7 may be subdivided into 2 days of 12 hours each at the discretion of the industrial board. (Women.)			Hotels, boarding houses; charitable, educational, and religious institutions.
<b>Philippine Islands.</b> Session laws, 1923, Act 3071, sec. 2.		Not less than 60 minutes shall be allowed for the noonday meal. (Women and children.)		Factory, shop, industrial or mercantile establishment.
<b>Puerto Rico.</b> Session laws, 1919, Act 73, secs. 1-2.		Not less than 1 hour. (Females.)	No woman shall work for more than 4 hours continuously.	Any lucrative occupation.
<b>Washington.</b> Industrial welfare committee order No. 23, 1921.	No female shall be employed more than 6 days in any 1 week. <i>Exceptions:</i> Emergencies, when women may be employed 10 days before a day of rest is given	(See Rest periods).....	No female shall be employed more than 5 hours without a rest period of at least $\frac{1}{4}$ hour.	Public housekeeping, i. e., the work of linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, eleva-

	them, provided they receive at least 4 days' rest in any 28-day period.				tor 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, cafés, cafeterias, lunch rooms, tea rooms, apartment houses, hospitals (not nurses), philanthropic institutions, and any other which may be properly classified under this industry.
Ibid., No. 25, 1921.....	Minimum wage is set for a 6-day week. (Females.)		No female shall be employed on a shift of more than 6 hours without a rest period of 15 minutes.		Laundry, dry-cleaning or dye-works occupation, trade, or industry.
Ibid., No. 27, 1921.....	Minimum wage is set for a 6-day week. (Females.)	Not less than 1 hour shall be allowed for a luncheon period. (Females.)			Telephone or telegraph or any other public occupation. <i>Exceptions:</i> Occupations regulated by orders numbered 23, 25, 28, and 29.
Ibid., No. 28, 1921.....	Minimum wage is set for a 6-day week. (Females.)	Not less than 1 hour shall be allowed for noonday luncheon. (Females.)			Mercantile establishment.
Ibid., No. 29, 1921.....	No female shall be employed for more than 6 days in any 1 week.				Manufacturing occupation, trade, or industry.
Wisconsin. Statutes, 1931, secs. 103.01-103.02.		No female shall be allowed less than 1 hour during each day or night for dinner or other meal.			Place of employment, i. e., any manufactory, mechanical or mercantile establishment, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, express or transportation establishment.
Industrial commission order No. 5, 1918.		The lunch period may be 45 minutes. (Females.)			In cities of the first class, manufactories that have convenient, adequately equipped lunch rooms.
		Meal periods may be 30 minutes provided the stretch of labor between meals does not exceed 5 hours.	(See Time for meals).....		Restaurants where employees eat on premises.
Industrial commission orders regulating factories canning peas, beans, cherries, corn, strawberries, or tomatoes, 1931.		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. There must be a rest period of at least 9 consecutive hours during each 24 hours. (Women.)		Factories canning peas, beans, cherries, corn, strawberries, or tomatoes.

CHART VIII.—NIGHT-WORK LAWS FOR WOMEN WORKERS

State	Prohibition of night work	Limitation of night work	Occupations or industries specified
<b>California.</b> Industrial welfare commission orders Nos. 7a and 8a, 1923. Ibid., Nos. 11a and 15a, 1923.....	10 p. m. to 6 a. m.. 11 p. m. to 6 a. m..	..... .....	Laundry and dry-cleaning industry; dried-fruit packing industry. Manufacturing industry; nut cracking and sorting industry. <i>Exception:</i> In continuous processes under a permit from the industrial welfare commission if time and one-half is paid.
<b>Connecticut.</b> General statutes, 1930, secs. 5194, 5198.....	10 p. m. to 6 a. m..	.....	Manufacturing, mechanical, or mercantile establishment, public restaurant, café, dining room, barber shop, hair-dressing or manicuring establishment, or photograph gallery. <i>Exceptions:</i> Hotels. In the event of war or other serious emergency, governor may suspend limitations in manufacturing, mechanical, or mercantile establishments.
Ibid., sec. 5197.....	After 10 p. m.....	.....	Bowling alley, shoe-shining establishment, billiard or pool room.
<b>Delaware.</b> Session laws, 1917, ch. 230.....	10 p. m. to 6 a. m..	.....  If any part of the work is performed between 11 p. m. and 7 a. m. not more than 8 hours of work in any 24 are permitted.	Mechanical or manufacturing establishment, laundry, baking, or printing establishment, office, or dressmaking establishment. <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits and vegetables. Mercantile establishment, telephone and telegraph office or exchange, restaurant, hotel, place of amusement.
<b>Indiana.</b> Annotated statutes (Burns), 1926, sec. 9411..	10 p. m. to 6 a. m..	.....	Manufacturing.
<b>Kansas.</b> Commission of labor and industry order No. 1, 1931. Ibid., No. 2, 1931.....	9 p. m. to 6 a. m.. 9 p. m. to 6 a. m..	..... .....	Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishments. Manufacturing occupations, i. e., all processes in the production of commodities, including work in florists' shops, and candy-making departments of confectionery stores and bakeries. <i>Exceptions:</i> Millinery workrooms, dress-making establishments, hemstitching and button shops, and the alteration, drapery, and upholstery departments of mercantile establishments may obtain permission from the women's division of the commission of labor and industry to operate under the mercantile order.



Ibid., No. 3, 1931.....	After 9 p. m.....		Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing and checking force, 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 women's division of the commission of labor and industry may permit mercantile establishments in agricultural communities to remain open 1 day a week until 10 p. m., for any specified number of weeks between June 1 and Sept. 15; regularly registered pharmacists.
Ibid., No. 5, 1931.....		Total hours—work time plus rest and sleep time—shall not exceed 12 for all operators regularly employed after 10.30 p. m.	Telephone operators.
Maryland. Annotated code (Bagby), 1924, art. 100, sec. 54.....		If any work is performed between 10 p. m. and 6 a. m., not more than 8 hours' work in any 1 day is permitted.	Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. <i>Exceptions:</i> Canning, preserving, or preparing for canning or preserving of perishable fruits and vegetables.
Massachusetts. General laws, 1921, ch. 149, sec. 59.....	10 p. m. to 6 a. m.. 6 p. m. to 6 a. m..		Manufacturing. Manufacturing of textile goods.
Nebraska. Session laws, 1931, ch. 97.....	12.30 a. m. to 6 a. m.....		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or office in metropolitan cities and cities of the first class. <i>Exception:</i> Public-service corporations.
New Hampshire. Public laws, 1926, ch. 176, secs. 14-18.....		If any work is performed between 8 p. m. and 6 a. m. on more than 2 nights a week, not more than 8 hours in any 24 or more than 48 hours in any week are permitted.	Manual or mechanical labor in any employment. <i>Exceptions:</i> Household labor, nurses, domestic, hotel, and boarding-house labor, operators in telephone and telegraph offices, farm labor, manufacture of munitions or supplies for the United States or the State during war time; mercantile establishments on the 7 days preceding Christmas Day, provided the weekly average for the year does not exceed 54 hours.
New Jersey. Cumulative supplement to compiled statutes, 1911-1924, title 107, sec. 137C (1) a.....	10 p. m. to 6 a. m.....		Manufacturing establishment, bakery, or laundry. <i>Exceptions:</i> Canneries engaged in packing a perishable product, such as fruits or vegetables.
New York. Cahill's Consolidated Laws, 1930, ch. 32, secs. 2, 172.....	10 p. m. to 6 a. m.....		Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. <i>Exceptions:</i> Women over 21 employed as proof readers in newspaper-publishing establishments, linotypists, and monotypists.
Ibid., sec. 391; session laws, 1931, ch. 509.....	10 p. m. to 7 a. m.....		Mercantile establishments. <i>Exceptions:</i> Dec. 18-24, inclusive; writers or reporters in newspaper offices; duly licensed pharmacists; villages of under 3,000 population.

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

State	Prohibition of night work	Limitation of night work	Occupations or industries specified
<b>New York—Continued.</b> Cahill's Consolidated Laws, 1930, ch. 32, sec. 182.	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; attendants in ladies' cloakrooms and parlors; employees in or in connection with the dining rooms and kitchens of hotels or in connection with employees' lunch rooms or restaurants.
Ibid., sec. 183.	10 p. m. to 7 a. m.	-----	Care, custody, or operation of any freight or passenger elevator. <i>Exceptions:</i> If the elevator is in connection with a business or industry in which the employment of women before 7 a. m. is not prohibited, the elevator operator may begin work at 6 a. m.; women of over 21 years in hotels.
Ibid., sec. 184.	10 p. m. to 6 a. m.	-----	Conductor or guard on any street, surface, electric, subway, or elevated railroad.
Ibid., secs. 185, 391.	10 p. m. to 7 a. m.	-----	Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages. <i>Exception:</i> Villages of less than 3,000 population
<b>North Dakota.</b> Minimum wage department order No. 1, 1922.	1 a. m. to 5 a. m.	-----	Publichousekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; the work of chambermaids in hotels, lodging houses, boarding houses, and hospitals; of janitresses, car cleaners, kitchen workers in hotels, restaurants, and hospitals. <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the workmen's compensation bureau.
	11 p. m. to 7 a. m.	-----	Elevator operators. <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the workmen's compensation bureau.
Ibid., No. 3, 1922.	After 9 p. m.	-----	Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping force, auditing or checking force, shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-music saleswomen, demonstrators, and cigar-stand girls. <i>Exceptions:</i> On Saturday nights during April, May, August, September, and October work is permitted until 10 p. m.; in case of emergency, temporary suspension or modification may be permitted by the workmen's compensation bureau.

Ibid., No. 4, 1922.....	Before 6 a. m.....	Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels, hospitals, and factories. <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the workmen's compensation bureau.
Ohio. Throckmorton's Annotated Code, 1930, sec. 1008-1.	10 p. m. to 6 a. m.....	Ticket sellers.
Oregon. State welfare commission order No. 37, 1931.	After 6 p. m.....	Mercantile occupations in Portland, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing or check-inspection force, shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-music saleswomen, and demonstrators. <i>Exceptions:</i> Cigar stands in hotels; confectionery stores.
Ibid., No. 38, 1931.....	After 8.30 p. m.....	Mercantile occupations outside of Portland, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing or check-inspection force, shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-music saleswomen, and demonstrators. <i>Exceptions:</i> Cigar stands in hotels; confectionery stores.
Ibid., Nos. 39 and 41, 1931.....	After 8.30 p. m.....	Manufacturing occupations, i. e., all processes in the production of commodities, including work in dressmaking shops, wholesale millinery houses, workrooms of retail millinery shops, and in the drapery and furniture-covering workrooms, garment alteration, art needlework, fur-garment making, and millinery workrooms in mercantile stores, and the candy-making department of retail candy stores, and of restaurants. <i>Exception:</i> Fruit and vegetable drying, canning, preserving, and packing establishments.
Ibid., No. 45, 1931.....	11 p. m. to 7 a. m.....	Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels and factories. Elevator operators.
Pennsylvania. Statutes, 1920, sec. 13543.....	10 p. m. to 6 a. m.....	Manufacturing establishment. <i>Exceptions:</i> Managers, superintendents, or persons doing clerical or stenographic work.



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

State	Prohibition of night work	Limitation of night work	Occupations or industries specified
<b>Puerto Rico.</b> Session laws, 1930, Act 28.....	10 p. m. to 6 a. m....	In the industry of packing, canning, or refrigeration of fruits or vegetables any woman not pregnant may be employed during the night if she has not worked during the day but for not more than 8 hours or 48 hours during the week.	Any lucrative occupation. <i>Exceptions:</i> Telephone operators, telegraphers, artists, nurses, or domestics.
<b>South Carolina.</b> Code, 1922, v. 2, sec. 422.....	After 10 p. m.....		Mercantile establishments.
<b>Washington.</b> Industrial welfare committee order No. 23, 1921.	After 12 midnight.....		Elevator operators.
<b>Wisconsin.<sup>1</sup></b> Industrial commission order No. 1, 1923.....	6 p. m. to 6 a. m.....	Employment on more than 1 night a week between 6.30 p. m. and 6 a. m. must be limited to 8 hours a night, 48 hours a week.	Manufactories <sup>2</sup> and laundries.
<i>Ibid.</i> , Nos. 2 and 3, 1923.....		Employment on more than 1 night a week between 8 p. m. and 6 a. m. must be limited to 8 hours a night, 48 hours a week.	Mechanical or mercantile establishment, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment.
<i>Idem</i> .....		Employment on more than 1 night a week, between the hours of 8 p. m. and 6 a. m., must not exceed 8 hours a night or 48 hours a week.	Restaurants.
Statutes, 1931, secs. 103.01-103.02; industrial commission order No. 6, 1918.		Employment on more than 1 night a week between the hours of 9 p. m. and 6 a. m. must not exceed 9 hours a night or 54 hours a week.	Place of employment, i. e., any manufactory, mechanical or mercantile establishment, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or any express or transportation establishment. <i>Exception:</i> Registered pharmacists and assistant pharmacists.
Statutes, 1931, sec. 103.02.....			Hotels.

<sup>1</sup> Wisconsin has an industrial commission order in which night work for women on street railways is prohibited, but no women are employed in such a capacity in Wisconsin.

<sup>2</sup> Under special orders of the industrial commission governing hours of work in factories canning peas, beans, cherries, corn, strawberries, or tomatoes work at night is permitted during the season of the actual canning of the product. (See pp. 26, 43.)

**CHART IX.—HOME-WORK LAWS**  
**PART A.—LAWS PROHIBITING HOME WORK**

State	Mandatory clause	Places covered	Occupations or industries covered	Exceptions
<b>Illinois.</b> Revised statutes (Cahill), 1931, ch. 48, secs. 108-115.	No room or rooms . . . shall be used . . .	Room or rooms, apartment or apartments in any tenement or dwelling house used for eat- ing or sleeping purposes.	Manufacturing, i. e., making, alter- ing, repairing, finishing, cleaning, or sorting, in whole or in part, for sale or for wages, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feath- ers, artificial flowers, cigars.	Immediate members of family living therein.
<b>Indiana.</b> Annotated statutes (Burns), 1926, sec. 9422.	No room or rooms . . . shall be used . . .	Room or rooms, apartment or apartments in any tenement or dwelling house.	Manufacture of coats, vests, trousers, knee pants, overalls, cloaks, furs, fur trimmings, fur garments, shirts, purses, feathers, artificial flowers, or cigars, for sale.	Immediate members of family living therein.
<b>Maryland.</b> Annotated code (Bagby), 1924, art. 27, sec. 301.	No room or apartment . . . shall be used . . .	Room or apartment in any tene- ment or dwelling house.	Manufacturing, in whole or in part, altering, repairing, or finishing of any articles whatsoever.	Immediate members of family living therein, i. e., husband, wife, their children, or the children of either. Articles for exclusive use of person occupying house or immediate mem- bers of household. Tailor or seamstress employed by family on articles for family use. Workshop on main or ground floor not used for cooking or sleeping purposes and having an entrance separate from the rest of the building.
<b>Massachusetts.</b> General laws, 1921, ch. 149, secs. 143-147.	A room or apartment . . . shall not be used. . .	A room or apartment in a tene- ment or dwelling house.	Making, altering, repairing, or finish- ing wearing apparel of any descrip- tion.	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. Tailor or seamstress making articles for family use.
<b>Michigan.</b> Compiled laws, 1929, sec. 8337.	None of the work . . . shall be done in any room or apart- ment.	Room or apartment used for living or sleeping purposes or connected with room or rooms used for such purposes, which has not a separate and distinct outside entrance.	Manufacture in whole or in part, of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waistbands, underwear, neckwear, furs, fur trimming, fur garments, shirts, hosiery, purses, feathers, artificial flowers, cigarettes, or cigars.	Seamstress manufacturing articles for family use.

**CHART IX.—HOME-WORK LAWS—Continued**  
**PART A.—LAWS PROHIBITING HOME WORK—Continued**

State	Mandatory clause	Places covered	Occupations or industries covered	Exceptions
<b>Missouri.</b> Revised statutes, 1929, secs. 13279-13281.	No room or apartment . . . shall be used. . . .	Room or apartment in any tene- ment or dwelling house.	Manufacture, in whole or in part, of wearing apparel, purses, feathers, artificial flowers, or other goods for male or female wear.	Members of family dwelling therein and three additional persons.
<b>New Jersey.</b> Supplement to compiled statutes, 1925-1930, title 107, secs. 48e-48v.	The manufacturing or altering or repairing or finishing in whole or in part, or distribu- ting for the purposes thereof . . . is hereby prohibited.	Any tenement house.....	Dolls, dolls' clothing, articles of chil- dren's or infants' wearing apparel.	Tailor or seamstress making articles for family use.
<b>New York.</b> Cahill's Consolidated Laws, 1930, ch., 32, secs. 350-366.	No person . . . shall manu- facture . . .	Tenement house.....	Manufacturing, i. e., preparing, alter- ing, repairing, or finishing of any article in whole or in part.	Immediate members of family living, therein. Tailors or seamstresses making wearing apparel for family use. Dressmaking shop located in a room or apartment on first or second floor that deals solely in custom trade direct to consumer, has at least 1,000 cubic feet of air space per worker, has no children under 14 living or working therein, and has a special permit from the commissioner of labor.
	No article . . . shall be manu- factured . . .	Any apartment of a tenement house, if any part of such apartment is used for living purposes.	Food, dolls, dolls' clothing, articles of children's or infants' wearing apparel manufactured, prepared, altered, repaired, finished, in whole or in part.	Manufacture of cotton or linen collars, cuffs, shirts, or shirt waists that are to be laundered before offered for sale.
	No articles shall be manufac- tured . . .	In a cellar or basement of a tenement house having more than one-half of its height below the level of the adjoining ground.	Articles manufactured, i. e., prepared, altered, repaired, or finished in whole or in part.	A cellar bakery having a certificate of exemption.
<b>Ohio.</b> Throckmorton's Anno- tated Code, 1930, secs. 1020-1021.	No dwelling . . . shall be used . . .	Dwelling or building or room or apartment thereof in or connected with a tenement, dwelling, or other building.	Carrying on any process of making wearing apparel or goods for wear, use, or adornment, or of manufac- turing cigars, cigarettes, or tobacco goods in any form.	Immediate members of family living therein. Room or apartment, not in use for living or sleeping purposes, and sufficiently lighted, heated, and ventilated, having no window, door, or other opening into a living or sleep-



<b>Pennsylvania.</b> Statutes, 1920, sec. 13594...	No person, firm, or corporation engaged in the manufacture or sale of clothing . . . shall bargain or contract with any person, firm, or corporation . . . for the manufacture . . .	Kitchen, living room, or bedroom in any tenement house or dwelling house.	Manufacture, or partial manufacture, of clothing or other wearing apparel, cigars, cigarettes.	ing room of a tenement or dwelling, and having a separate entrance and, if above the first floor, a separate stairway.
<b>Tennessee.</b> Code, 1932, sec. 6633.....	No room or apartment . . . shall be used for the manufacture for sale . . .	Room or apartment in any tenement or dwelling house, used for eating or sleeping purposes.	Manufacture for sale, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, or any other wearing apparel, or cigars.	Resident members of family, i. e., parents and their children, or the children of either.
				Immediate members of family living therein.

## PART B.—LAWS REGULATING HOME WORK

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law	Requirements which must be met	Exceptions
<b>California.</b> Industrial welfare commission orders Nos. 11a and 15a, 1923.	Any place outside the place of business of the employer.	Manufacturing industry; nut cracking and sorting industry.	Women or minors.	Employer must obtain permit from industrial welfare commission and keep record of 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.	
<b>Connecticut.</b> General statutes, 1930, sec. 2366.	All buildings, apartments, rooms and places in any tenement or dwelling house used for residential purposes.	Manufacture of artificial flowers, purses, cigars, cigarettes, or any articles of wearing apparel intended for sale.	Others than the immediate members of the family.	Persons engaged in such work, within 30 days after the time of commencing work, shall notify commissioner of labor and factory inspection of location of work rooms, nature of work, and number of persons employed. Workrooms must be kept in a clean, sanitary condition and properly lighted and ventilated.	

**CHART IX.—HOME-WORK LAWS—Continued**  
**PART B.—LAWS REGULATING HOME WORK—Continued**

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law	Requirements which must be met	Exceptions
<b>Illinois.</b> Revised statutes (Cahill), 1931, ch. 48, secs. 108-115.	Room or rooms, apartment or apartments, in any tenement or dwelling house used for eating or sleeping purposes. House, room, or place.	Manufacture, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, cigars, or any wearing apparel of any kind whatsoever. Any process of making, altering, repairing, finishing, cleaning, or sorting, in whole or in part, for sale or for wages.	Immediate members of family living therein.	Persons occupying or having control of such workshop to notify board of health, within 14 days after the time of commencing work, of location, nature of work, and number of employees. Hours of work of females and names, ages, and addresses of children employed to be posted. Premises to be kept in a cleanly state, free from vermin and 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.	
<b>Indiana.</b> Annotated statutes (Burns), 1926, secs. 9422-9423.	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, of vests, coats, trousers, knee pants, fur, fur trimmings, shirts, purses, feathers, artificial flowers, or cigars, for sale.	Immediate members of family living therein.	Person, firm, or corporation before hiring person to do work to obtain written permit from chief inspector [office transferred in 1915 and continued as part of the industrial board] who investigates premises where work is to be done before granting permit. Permit states maximum number of persons who may be employed, providing 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 by reducing the air space per person to 250 cubic feet if electricity is used for lighting. Premises to be adequately ventilated. Permit may be revoked at any time if health of community or of workers requires it. Permit to be posted.	
<b>Maryland.</b> Annotated code (Bagby), 1924, art. 27, secs. 301, 303-304.	Room or apartment in any tenement or dwelling house, or any part of any tenement or dwelling house.	Manufacturing, in whole or in part, altering, repairing, or finishing of any articles whatsoever.	Immediate members of family living therein (husband, wife, their children,	License to be obtained by persons desiring to do home work from the commissioner of labor and statistics, who consults records of local health authorities; if premises are reported satisfactory reinspection is	Articles for the exclusive use of person occupying house. Employment of tailor or seamstress by person or

			or the children of either).	made by bureau of inspection and information. License states maximum number of persons who may be employed, providing for not less than 500 cubic feet of air space per person. Premises to be inspected at least once every 6 months. Premises 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 requires it. Employer giving out work to keep register of persons employed on home work and to be sure that the room or apartment is licensed.	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.
<b>Massachusetts.</b> General laws, 1921, ch. 149, secs. 143-147.	A room or apartment in a tenement or dwelling house.	Making, altering, repairing, or finishing of wearing apparel of any description.	Family dwelling therein.	License to be obtained by persons desiring to do home work from the department of labor and industries. Premises subject to inspection by the department of labor and industries. 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, to forward such register monthly to the department of labor and industries, and to be sure that such home workers are licensed.	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 use.
<b>Michigan.</b> Compiled laws, 1920, sec. 8337.	Room or apartment in any tenement or dwellinghouse, or in any building or parts of buildings.	Manufacture, in whole or in part, of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waistbands, underwear, neckwear, furs, fur trimming, fur garments, shirts, hosiery, purses, feathers, artificial flowers, or cigarettes, or cigars.	Any person.....	Written permit to be obtained by person, firm, or corporation desiring to employ persons to work in any apartment from factory inspector who investigates before granting permit. Permit to state 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 disease. Employer giving out work to keep register of persons employed on home work and to be sure that work place is licensed. Permit to be posted.	Seamstress manufacturing articles for family use.



## CHART IX.—HOME-WORK LAWS—Continued

## PART B.—LAWS REGULATING HOME WORK—Continued

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law	Requirements which must be met	Exceptions
<b>Missouri.</b> Revised statutes, 1929, secs. 13218-13219, 13279-13281.	Room or apartment in any tenement or dwelling house.	Manufacture, in whole or in part, 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 healthful condition. Commissioner of labor and industrial inspection to inspect tenement workshops twice each year. Employer giving out work to keep register of persons employed on home work.	Tailor or seamstress making articles for family use.
<b>New Jersey.</b> Supplement to compiled statutes, 1925-1930, title 107, secs. 48a-48v.	Dwelling, tenement, or room or rooms therein, or building situated immediately in the rear of any tenement or dwelling.	Manufacturing, altering, repairing, finishing, or distributing for aforesaid purposes, for hire or reward, any goods whatsoever.	-----	License to be obtained annually from the commissioner of labor by family or person, firm or corporation desiring to manufacture, alter, repair, finish, or distribute for aforesaid purposes, any goods in the places covered by the law. Approval of local board of health required before work can be done in any dwelling on dolls, dolls' clothing, or children's or infants' wearing apparel. (Such work prohibited in tenements.) Application for license must describe premises and specify number of persons to be employed. Premises subject to inspection by commissioner of labor, factory inspector, or investigator and must be kept in clean and proper sanitary condition, free from vermin and matter of an infectious or contagious nature, and be suitably lighted at all times. License may be revoked if health of community or of the employees requires it. License to state maximum number of persons to be employed. Not less than 250 cubic feet of air space in each room to be allowed per person between 6 a. m. and 6 p. m. unless by special permit of the commissioner of labor; not less than 400 cubic feet per person between 6 p. m. and 6 a. m.	

<p><b>New York.</b>  <b>Cahill's Consolidated</b>  <b>Laws, 1930, ch. 32,</b>  <b>secs. 350-356.</b></p>	<p>Tenement house.....</p>	<p>Manufacturing, i. e., pre-          paring, altering, repair-          ing, or finishing of any          article in whole or in          part.</p>	<p>Immediate mem-          bers of family          living therein.</p>	<p>Register of home workers to be kept by con-          tractor and to be open to inspection.          License to be posted.</p> <p>License to be obtained by owner of tene-          ment house 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.</p> <p>Premises to be inspected every 6 months; to          be well lighted and ventilated and have          500 cubic feet of air space per worker; to be          in clean, healthful, and sanitary condition,          free from infectious, contagious, or com-          municable disease and from vermin.</p> <p>Permit may be revoked at any time if health          of community or of those employed there-          in may require it or if children under 14          years of age are employed therein.</p> <p>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 cot-          ton or linen and laun-          dered before selling.</p> <p>Dressmaking shop located          in a room or apartment          on first or second floor,          that deals solely in cus-          tom trade direct to con-          sumer, has at least 1,000          cubic feet of air space per          worker, has no children          under 14 living or work-          ing therein, and has a          special permit from the          commissioner of labor.</p> <p>Shop on main or ground          floor having separate en-          trance, unconnected with          living rooms or the rest of          the building, and not          used for cooking or sleep-          ing purposes.</p>
<p><b>Pennsylvania.</b>  <b>Statutes, 1920, sec.</b>  <b>13594.</b></p>	<p>Kitchen, living room, or          bedroom in any tene-          ment or dwelling house.</p>	<p>Manufacture or partial          manufacture of clothing          or other wearing ap-          parel, cigars, or ciga-          rettes.</p>	<p>Resident mem-          bers of family,          i. e., parents and          their children,          or the children          of either.</p>	<p>Employer to ascertain that certificate has          been obtained by person desiring to do          home work from local board of health.</p> <p>Premises to be free from infectious or con-          tagious disease.</p> <p>Certificate may be revoked at any time if          exigencies of case requires.</p> <p>Permit to be obtained by persons desiring          to do home work from board of health.</p> <p>Permit to be issued for calendar year.</p> <p>Processes of work not to be hazardous to          health of the workers or of occupants of          premises, nor to create dust, foul odors, or          undue noise.</p> <p>Premises to allow 400 cubic feet of air space          per person.</p>	
<p><b>Ibid., sec. 3461.....</b></p>	<p>Room or room in any          dwelling house, room-          ing house, or tenement.</p>	<p>Manufacturing.....</p>	<p>.....</p>		

## CHART IX.—HOME-WORK LAWS—Continued

## PART B.—LAWS REGULATING HOME WORK—Continued

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law	Requirements which must be met	Exceptions
<b>Pennsylvania—Continued.</b> Department of labor and industry, regulations for industrial home work, 1925.	Any dwelling, tenement house, apartment house, or lodging house in which industrial home work is done.	Manufacturing, finishing, repairing, altering, or handling of any article or articles the material for which has been furnished by the employer.	Any person or persons in a home who manufacture, finish, repair, alter, or handle in any manner material furnished by the employer.	License to be obtained from department of labor and industry by employer desiring to give out home work. Employer must assure himself that the home is in a clean and sanitary condition and free from any infectious, contagious, or communicable disease. License may be revoked if any of these regulations or the provisions of the child labor law or the woman's labor law have been violated, and work must be withdrawn (if permitted by local or State department of health) and immediately sterilized if any infectious, contagious, or communicable disease is found. Employer must send quarterly to the department of labor and industry register of home workers and such other data as may be prescribed. Employer must designate some person in each home where home work is done as his representative, to be jointly responsible with him for carrying out the provisions of the child labor law, the woman's labor law, and the regulations of the department of labor and industry affecting home work.	
<b>Tennessee.</b> Code, 1932, secs. 6633-6639.	Room or apartment in any tenement or dwelling house, used for eating or sleeping purposes.	Manufacture for sale, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, or any other wearing apparel, or cigars.	Immediate members of family living therein.	Persons occupying or having control of such work, within 14 days of the time of commencing work, shall notify board of health of location of shop, nature of work, and number of persons employed. Premises to be kept clean, free from vermin and from all matter of an infectious or contagious nature.	



<p>Wisconsin. Statutes, 1931, secs. 103.44, 145.03.</p>	<p>Tenement or dwelling house, or shed or other building in the rear of a tenement or dwelling house.</p>	<p>Workshop, i. e., place where goods or products are manufactured, in whole or in part, repaired, cleaned, or sorted, for sale or for wages.</p> <p>Manufacturing, altering, repairing, or finishing of any article.</p>	<p>Persons employed or living therein.</p>	<p>Articles manufactured to be subject to inspection. Employer giving out work to keep list of workshops in his employ.</p> <p>Permit must be obtained from the industrial commission by person desiring to give out home work. Permit conditional on compliance with minimum wage and child labor laws. Permit may be revoked at any time for failure to observe these laws. License for premises where work is to be done must be obtained by owner or lessee of factory or contractor for owner or lessee from the local health officer before employing persons to do home work. Health office investigates premises before issuing license. Place must be clean and fit for use and free from communicable disease. License to be issued for 1 year. Premises to be reinspected during year. License may be revoked at any time if health of community requires it. Employer giving out work to keep register of persons employed on home work.</p>
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CHART X.—LAWS PROHIBITING OR REGULATING THE EMPLOYMENT OF WOMEN IN SPECIFIED OCCUPATIONS OR INDUSTRIES, BY STATE

Occupation or industry	Alabama	Arizona	Arkansas	California	Colorado	Connecticut	Illinois	Indiana	Louisiana	Maryland	Massachusetts	Michigan	Minnesota	Missouri	New Jersey	New York	Ohio	Oklahoma	Oregon	Pennsylvania	Utah	Vermont	Virginia	Washington	Wisconsin	Wyoming
Baggage handling.....																										
Basements (mercantile and restaurant)*.....																⊙	⊙							⊙		
Bell hop.....																	⊙	⊙								
Blast furnaces.....																	⊙	⊙								
Bowling alleys.....					⊙												⊙	⊙								
Coke ovens.....											⊙		⊙			⊙	⊙			⊙						
Core rooms*.....																	⊙			⊙						
Cranes, operation of.....																	⊙			⊙						
Crossing watchman.....																	⊙									
Delivery service.....																	⊙									
Elevator operator, freight or baggage.....																	⊙									
Employment before and after childbirth*.....						⊙					⊙			⊙		⊙	⊙					⊙		⊙		
Express driver.....																	⊙									
Freight handling.....																	⊙									
Jitney driver.....																	⊙									
Lead:																										
Handling dry substances containing lead in excess of 2 per cent.....															⊙											
Taking down blue beds; setting up blue beds in corroding stacks of Old Dutch process*.....															⊙					⊙						
Lifting or carrying heavy weights (other than in core rooms)*.....				⊙							⊙						⊙			⊙				⊙		
Messenger.....																	⊙									
Messenger calling train crews.....																	⊙			⊙						
Meter reading, gas or electric.....	⊙	⊙	⊙		⊙		⊙	⊙		⊙				⊙		⊙	⊙	⊙		⊙	⊙		⊙	⊙	⊙	
Mines.....	⊙	⊙	⊙		⊙		⊙	⊙		⊙				⊙		⊙	⊙	⊙		⊙	⊙		⊙	⊙	⊙	
Molder.....																	⊙									
Moving abrasives*.....												⊙				⊙	⊙									
Moving machinery:																										
Cleaning.....									⊙				⊙	⊙												
Oiling.....													⊙	⊙												
Working between fixed and traversing or traversing parts.....													⊙	⊙												
Nitrators, handling in manufacture of nitroglycerine.....															⊙											
Nitro and amido compounds.....																	⊙									
Pool rooms.....																	⊙									
Quarries.....		⊙															⊙								⊙	
Section work.....																	⊙									
Shoe-shining parlors.....																	⊙									
Smelters.....																	⊙				⊙					





CHART XI.—LAWS PROVIDING SEATING ACCOMMODATIONS FOR WOMEN WORKERS

State	Number of seats	Type of seats	When seats may be used	Occupations or industries specified
<b>Alabama.</b> Code (Michie), 1928, sec. 3991.	-----	Proper accommodations.....	When employee is not actively engaged in the work of her employment.	Store or shop employing any girl or woman as a clerk or saleswoman.
<b>Arizona.</b> Revised code, 1928, secs. 1362, 1390.	At least 2 seats to every 3 females.	Suitable seats, chairs, or benches.	When employee is not necessarily engaged in the active duties of employment.	Mill, factory, workshop, mercantile establishment, tenement house, manufactory or workshop, store, business office, telegraph or telephone office, restaurant, bakery, barber shop, apartment house, bootblack stand or parlor, or in the distribution or transportation of merchandise or messages.
<b>Arkansas.</b> Digest of the statutes, 1921 sec. 7100.	Sufficient to seat comfortably.	-----	During such times as employee is not required to be upon her feet.	Manufacturing, mechanical, mercantile, or other establishment.
<b>California.</b> Henning's general laws edition 2, (Hyatt) 1920, Act 2034. Industrial welfare commission orders No. 2A, 1929, No. 18, 1931.	Seats for all female employees.  Where nature of work permits a seat for each and every woman or minor at worktables or machines.	Suitable seats.....  Where nature of work permits: Adjustable seats at worktables or machines to permit position of workers relative to work to be substantially the same whether seated or standing. Worktables, including cutting and canning tables and sorting belts, to have individually adjustable foot-rests.	When employee is not engaged in active duties of employment.  -----	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment. Fruit and vegetable canning industry; any occupation, trade, or industry. <i>Exception:</i> Motion-picture industry.
<b>Ibid.</b> , No. 16-A, 1931.....	Seats for all women employees.	Suitable seats.....	When employee is not engaged in active duties of employment.	Motion-picture industry—Extras, i. e., women who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week.
<b>Ibid.</b> , No. 18, 1931.....	At least 1 seat for every 2 women.	Seats of proper height.....	When employee is not engaged in active duties of employment.	Any occupation, trade, or industry. <i>Exception:</i> Motion-picture industry.
<b>Colorado.</b> Compiled laws, 1921 (published, 1922), sec. 4193.	-----	Suitable seats.....	When employee is not necessarily engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment.

<b>Connecticut.</b> General statutes, 1930, sec. 5212.	Seats for all female employees.	do	do	Mercantile, mechanical, or manufacturing establishment.
<b>Delaware.</b> Session laws, 1917, ch. 231, secs. 1-2.	At least 1 for every 3 females.	do		Mercantile, mechanical, or manufacturing establishment, laundry, baking or printing establishment, dressmaking establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office.
<b>District of Columbia.</b> Code, 1929, p. 182, sec. 30.	Seats for all females.	Proper and suitable seats; seats, rests, or stools.	As may be necessary. When employee is not actively engaged in her employment.	Store, shop, office, or manufactory.
<b>Florida.</b> Compiled general laws, 1927, sec. 7170. <sup>1</sup>		Suitable chairs or stools or sliding seats attached to counters or walls.	When employee is not engaged in active work and not required to stand in proper performance of duties. For reasonable use when such use will not interfere with humane or reasonable requirements of employment.	Mercantile or other business pursuits.
<b>Georgia.</b> Code (Michie), 1926, p. 811, sec. 3150.		Suitable seats.	When employee is not necessarily engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment.
<b>Idaho.</b> Compiled statutes, 1919, sec. 2331.		do	When employee is not engaged in active duties of employment.	Establishments where females are employed.
<b>Illinois.</b> Revised statutes (Cahill), 1931, p. 1397, ch. 48, sec. 151.	Reasonable number.	Suitable seats, where practicable to be made a permanent fixture that may be so constructed or adjusted as not to hinder work when not in use.	When employee is not engaged in active duties of employment. When use will not actually and necessarily interfere with proper discharge of duties.	Factory, mercantile establishment, mill, or workshop.
<b>Indiana.</b> Annotated statutes (Burns), 1914, sec. 2628.  Ibid., 1926, secs. 9416, 9418.		Suitable seats.	When employee is not necessarily engaged in active duties of employment.	Any business.
	A seat for each female employee.	Suitable seats so constructed or adjusted, where practicable, as to be fixtures and not obstruct employees at their work.	do	Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office.
<b>Iowa.</b> Code, 1931, sec. 1485.		Suitable seats.	To such extent as work may reasonably admit.	Workshop, mercantile, or manufacturing business or establishment.

Applies to all employees.

CHART XI.—LAWS PROVIDING SEATING ACCOMMODATIONS FOR WOMEN WORKERS—Continued

State	Number of seats	Type of seats	When seats may be used	Occupations or industries specified
<b>Kansas.</b> Revised statutes, 1923, ch. 44, sec. 111. Commission of labor and in- dustry order No. 1, 1931. Ibid., No. 2, 1931.	Sufficient number. A seat for each woman.	Chairs, stools, or other contriv- ances for comfortable use. Suitable seats. Suitable seats provided with backs and footrests broad and firm enough to be con- venient.	When employee is not actively en- gaged in discharge of duties. When employee is not actively en- gaged at regular duties.	Mercantile establishment, store, shop, hotel, restaurant, or other place. Laundry occupations, i. e., laundry, dyeing, dry-cleaning, and pressing establishments. Manufacturing occupations, i. e., all processes in the production of commodities.
<b>Kentucky.</b> Carroll's Statutes, 1930, sec. 4866b-3.	In stores and mercantile es- tablishments at least 1 seat to every 3 females.	Seats that fold when not in use shall not be deemed a com- pliance with the law.	When employee is not engaged in active duties of employment.	Every person, firm, or corporation that em- ploys females.
<b>Louisiana.</b> Statutes (Wolff), 1920, vol. 2, p. 1090. Ibid., p. 1088.	At least 1 chair to every 3 females.	Seats, chairs, or benches. Suitable seats, chairs, or benches.	When employee is not actually en- gaged in duties of employment. When employee is not necessarily engaged in active duties of em- ployment.	Any person, firm, or corporation employing female labor or female clerks. Mill, factory, warehouse, mine, packing house, manufacturing establishment, work- shop, laundry, millinery or dressmaking store or mercantile establishment, hotel, restaurant, theater, concert hall, any place of amusement where intoxicating liquors are made or sold, bowling alley, bootblack- ing establishment, freight or passenger ele- vator, in the transmission or distribution of messages or merchandise, or in any other occupation whatsoever. <i>Exception:</i> Agri- cultural pursuits.
Ibid., p. 1091.		Proper seating or resting ac- commodations.	For convenience while on duty.	Elevators used for carrying persons, goods, wares, or merchandise.
<b>Maine.</b> Revised statutes, 1930, ch. 54, sec. 37.		Chairs, stools, or other contriv- ances for comfortable use.	When employee is not actively en- gaged in discharge of duties.	Mercantile establishment, store, shop, hotel, restaurant, or other place.
<b>Maryland.</b> Annotated code (Bagby), 1924, art. 27, sec. 293.	1 for each woman.	Chairs or stools.	When employee is not actively en- gaged in performance of duties.	Retail, jobbing or wholesale dry-goods store, notion, millinery, or any other business where females are employed for the purpose of serving the public.



<b>Massachusetts.</b> General laws, 1921, ch. 149, sec. 103.	-----	Suitable seats-----	When employee is not necessarily engaged in active duties of employment. While at work except when work can not properly be performed in a sitting position.	Manufacturing, mechanical, or mercantile establishment.
<b>Michigan.</b> Compiled laws, 1929, sec. 8339.	Seats for all females-----	Proper and suitable seats. Seats, rests, or stools.	As may be necessary. At reasonable times. Employer shall not require employee to stand when not necessarily in service.	Store, shop, office, or manufactory.
<b>Minnesota.</b> Mason's Statutes, 1927, secs. 4171, 4186.	Commissioner of labor may determine number.	Suitable seats. In all places where work can be properly performed in a sitting posture, seats with proper backs where practicable. Commissioner of labor may determine when seats, with or without backs, are necessary.	To such extent as may be reasonable for the preservation of health.	All places of employment, i. e., any place, either inside or outside, where any business or industry is carried on and in which persons are employed, including factories, mills, workshops, laundries, dyeing and cleaning establishments, mercantile establishments, offices and office buildings, hotels, restaurants, theaters and other places of amusement, transportation systems, public utilities, engineering works, the erection of buildings, and yards. <i>Exceptions:</i> Domestic service and agricultural labor.
<b>Missouri.</b> Revised statutes, 1929, sec. 13233.	Sufficient number to seat comfortably.	-----	When employee is not required by duties to be upon her feet.	Manufacturing, mechanical, mercantile, or other establishment.
<b>Montana.</b> Revised codes, 1921, sec. 3077.	Seats for all female employees.	Suitable seats-----	When employee is not engaged in the active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment.
<b>Nebraska.</b> Compiled statutes, 1929, ch. 48, sec. 203.	1 for each female-----	Chair, stool, or seat-----	When duties of employee permit or when sitting does not interfere with faithful discharge of duties.	Every agent, proprietor, superintendent, or employer of female help.
<b>Nevada.</b> Compiled laws (Hillyer), 1929, sec. 2791.	Seats for all female employees.	Suitable seats-----	When employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment.
<b>New Hampshire.</b> Public laws, 1926, ch. 177, secs. 1, 4.	-----	do-----	When employee is not necessarily engaged in active duties of employment.	Factory, mill, workshop or other manufacturing or mercantile establishment. <i>Exception:</i> Establishments employing fewer than 3 persons regularly.

CHART XI.—LAWS PROVIDING SEATING ACCOMMODATIONS FOR WOMEN WORKERS—Continued

State	Number of seats	Type of seats	When seats may be used	Occupations or industries specified
<b>New Jersey.</b> Compiled statutes, 1910, p. 3037.  Ibid., p. 3041.....	-----	Suitable seats.....	When employee is not necessarily engaged in active duties of employment.  Free access to seats allowed when employee is not engaged in discharge of duties that can not be performed properly in a sitting position.	Manufacturing, mechanical, or mercantile establishment.  Any commercial employment (mercantile establishment).
<b>New Mexico.</b> Session laws, 1931, ch. 109.....	-----	do.....	When employee is not engaged in active duties of employment.	Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater or moving-picture show, barber shop, telegraph or telephone or other office, express or transportation company, State institution, or any other establishment, institution, or enterprise.
<b>New York.</b> Cahill's Consolidated Laws, 1930, ch. 32, sec. 150.	Sufficient number. In mercantile establishments at least 1 seat for every 3 females.	Suitable seats with backs where practicable.	To such extent as may be reasonable for the preservation of health. In factories when employee is engaged in work that can be properly performed in a sitting posture.	Factory, mercantile establishment, freight or passenger elevator, hotel, or restaurant.
<b>North Carolina.</b> Code (Michie), 1931, sec. 6555.	Seats for all female employees.	Proper and suitable seats. Seats, rests, or stools.	As may be necessary; when employee is not actively engaged in her work.	Store, shop, office, or manufacturing establishment.
<b>North Dakota.</b> Minimum wage department order No. 3, 1922.	-----	Suitable seats.....	To such extent as may be reasonable for the preservation of health.	Mercantile establishment.
<b>Ohio.</b> Throckmorton's Annotated Code, 1930, sec. 1008.	1 seat for each female employee.	Suitable seats to be constructed, where practicable, with automatic back supports and so adjusted as to be fixtures but not to obstruct employees in performance of duties.	When employee is not necessarily engaged in active duties of employment and when use will not actually and necessarily interfere with proper discharge of duties.	Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment.

<b>Oklahoma.</b> Compiled statutes, 1921, sec. 7219.  Ibid., sec. 7224.....	-----  Seats for all female employees.	-----  Chairs, stools, or other contrivances for comfortable use. Suitable seats.....	-----  When employee is not actively employed in discharge of duties.  When employee is not engaged in active performance of duties.	-----  Mercantile establishment, store, shop, hotel, restaurant, or other place where women or girls are employed as clerks. Manufacturing, mechanical, or mercantile establishment, workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, theater, telegraph or telephone establishment and office, or any other establishment.
<b>Oregon.</b> Code, 1930, vol. 3, title 49, sec. 323.  State welfare commission order No. 22, 1931.	-----do-----  -----	-----do-----  Convenient and comfortable seats.	-----  When employee is not engaged in active duties of employment.  When nature of work is such that employee may sit while working.	-----  Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment. Any occupation.
<b>Pennsylvania.</b> Statutes, 1920, secs. 13540, 13547.  Department of labor and industry rule W-6, 1931.	-----  1 for every 3 females.....	-----  Suitable seats.....	-----  Reasonable use permitted.....	-----  Any establishment, i. e., any place where work is done for compensation of any sort to whomever payable. <i>Exceptions:</i> Work in private homes and farming. Elevators.
<b>Philippine Islands.</b> Session laws, 1923, Act 3071, sec. 2.	-----	-----  Proper seats.....	-----  When use will not be a detriment to efficiency.	-----  Factory, shop, industrial or mercantile establishment.
<b>Puerto Rico.</b> Session laws, 1910, Act 73, sec. 4.	-----	-----  Appropriate chairs.....	-----  When employee is not occupied in duties that require her to stand.	-----  Any establishment.
<b>Rhode Island.</b> General laws, 1923, sec. 1116..	-----	-----  Seats conveniently located....	-----  When duties do not require employee to stand.	-----  Manufacturing, mechanical, or mercantile establishment.
<b>South Carolina.</b> Code, 1922, vol. 2, sec. 421....	-----  1 for every 3 females.....	-----  Chairs, stools, or other suitable seats.	-----  At reasonable times, to such extent as may be requisite for the preservation of health.	-----  Mercantile establishment, or any place where goods, wares, or merchandise are offered for sale.
<b>South Dakota.</b> Compiled laws, 1929, sec. 10022.	-----	-----  Suitable seats.....	-----  As may be necessary for the preservation of health.	-----  Mercantile, manufacturing, hotel, or restaurant business.
<b>Tennessee.</b> Code, 1932, sec. 5307.....	-----  1 for each female.....	-----  Suitable seats to be made permanent fixtures where practicable.	-----  When employee is not necessarily engaged in active duties of employment. When use will not actually and necessarily interfere with the proper discharge of duties.	-----  Factory, mercantile establishment, mill, or workshop.



CHART XI.—LAWS PROVIDING SEATING ACCOMMODATIONS FOR WOMEN WORKERS—Continued

State	Number of seats	Type of seats	When seats may be used	Occupations or industries specified
<b>Texas.</b> Complete statutes, 1928, re- vised civil statutes, art. 5171; supplement, 1931, art. 5172.	-----	Suitable seats.....	When employee is not engaged in active duties of employment.	Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater, moving-picture show, barber shop, tele- graph or telephone or other office, express or transportation company, State institu- tion, or any other establishment, institu- tion, or enterprise. <i>Exceptions:</i> Stenogra- phers; pharmacists; superintendents, ma- trons, nurses, and attendants employed by, in, and about such orphans' homes that are charitable institutions, not run for profit, and not operated by the State; mercantile establishments and telegraph or telephone companies in rural districts and in towns of less than 3,000 inhabitants.
<b>Utah.</b> Compiled laws, 1917, sec. 3669.	-----	Chairs, stools, or other con- trivances.	When employee is not engaged in discharge of duties.	Store, shop, hotel, restaurant, or other place.
<b>Vermont.</b> General laws, 1917, sec. 7044.	-----	do.....	When employee is not actively en- gaged in discharge of duties.	Mercantile establishment, store, shop, hotel, inn, restaurant, or other place.
<b>Virginia.</b> Code, 1930, sec. 1807.....	1 for every 3 females.....	Chairs, stools, or other suit- able seats.	At such times and to such extent as may be necessary for the pres- ervation of health.	Factory, shop, mill, laundry, mercantile, or manufacturing establishment. <i>Exceptions:</i> Fruit and vegetable canning factories. In any manufacturing establishment where it is necessary for employee to stand while working, provision of suitable rest rooms for use at reasonable times is deemed com- pliance with law.
<b>Washington.</b> Pierce's Code, 1929, sec. 3454..	1 for each female employee..	Chair, stool, or seat.....	When duties will permit and use does not interfere with faithful discharge of duties.	Stores, offices, schools.
<i>Ibid.</i> , sec. 3457.....	-----	Suitable seats.....	When employee is not engaged in active duties of employment.	Establishments where females are employed.

Industrial welfare committee order No. 30, 1922.	Where nature of work permits, a seat for each and every woman at worktables or machines.	Where nature of work permits: Adjustable seats at worktables or machines to permit position of workers relative to work to be substantially the same whether seated or standing. Worktables, including sorting belts, to have individually adjustable footrests.	-----do-----	Manufacturing or other mercantile establishment.
West Virginia. Code, 1931, p. 613, c. 21, art. 3, sec. 11.	Reasonable number-----	Suitable seats where practicable to be made permanent fixtures so constructed or adjusted as not to obstruct work.	When employee is not necessarily engaged in active duties of employment. When use will not actually and necessarily interfere with the proper discharge of duties.	Factory, mercantile establishment, mill, or workshop.
Wisconsin. Statutes, 1931, sec. 103.16-----	-----	Suitable seats-----	When employee is not necessarily engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment.
Wyoming. Session laws, 1929, ch. 13-----	Seats for all female employees.	-----do-----	When employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment.

CHART XII.—MINIMUM-WAGE LEGISLATION  
ADMINISTRATION OF MINIMUM-WAGE LAWS

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	Employees covered by law	Exceptions	Date of award (date effective)	Occupation or industry	Class of employee	Minimum rate
California. Hearings General Laws, edition 3 (Hearings, 1920, let 1921; session laws, 1920, ch. 204.	Industrial welfare commission. (Commission is composed of 5 persons appointed by the governor for terms of 4 years, at least 1 of whom shall be a woman. 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.	Commission ends a wage board composed of an equal number of representatives of employers and employees in the trade in question with a representative 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 commission 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 the workers.	The various occupations, trades, and industries in which women and minors are employed.	Women; minors (girls under 21, boys under 18 years of age).	Women physically defective by age or otherwise may be granted a special license by commission fixing a lower wage. License must be renewed every 4 months. Apprentices: Special wages set by commission during specified period of apprenticeship.	Apr. 8, 1922 May 8, 1922 May 8, 1922 July 23, 1922 Aug. 8, 1922 Sept. 14, 1922	Merchandise..... Manufacturing..... Fish canning..... Laundry and dry cleaning..... Fruit and vegetable packing..... Unclassified.....  Hotels and restaurants..... C. of cracking and setting..... Fruit and vegetable canning.....	Experienced..... Inexperienced: Women..... Minors..... Experienced..... Inexperienced..... Experienced..... Inexperienced..... Experienced..... Inexperienced..... Experienced..... Inexperienced: Women or minors..... Minors where no adult women are employed. Inexperienced: Women..... Minors..... Women or female minors..... Experienced..... Inexperienced: Women or minors..... Male minors where no females are employed. Inexperienced.....	\$16 per week. \$12 per week. \$10 per week. \$16 per week. \$9 per week. \$1.35/4 per hour. \$8.25 per hour. \$16 per week. \$14 per week. \$8.35/4 per hour. \$8.25 per hour. \$8.25 per week. \$12 per week. \$12 per week. \$14 per week. \$1.35/4 per hour. \$8.25 per hour. \$8.25 per hour. \$8.25 per hour. \$8.25 per hour. \$8.25 per hour. Do.
Colorado. <sup>1</sup> Compiled laws, 1922 (published 1922), sec. 4262-4264, 4226.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the consent of the senate, for terms of 6 years, at salaries of \$4,000 per annum. Not more than 1 member may represent employer's interests nor may more than 1 represent employees.)	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 occupation; 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 representative 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).	In occupations in which only time rates are paid, women physically defective or crippled by age or otherwise or less efficient than women workers of ordinary ability may be granted special license, fixing wage; number so licensed must not exceed one-tenth of the total number employed in any establishment.				Do.

<sup>1</sup> Legislature has never made an appropriation sufficient to put this law into effect.



CHART XII.—MINIMUM-WAGE LEGISLATION—Continued

CHART XII.—MINIMUM-WAGE LEGISLATION—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	Employees covered by law	Exceptions	Date of award (date effective)	Occupation or industry	Class of employees	Minimum rate
<b>Minnesota.</b> General laws, 1927, chs. 4253-4264, 4259-4262.	Industrial commission. (Commission is composed of 3 members appointed by the governor by and with the advice and consent of the senate for terms of 6 years at salaries of \$4,500 per annum.)	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 representatives of the public must not exceed the number in either 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.	Enforced to comply with law as 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, <sup>1</sup> minors (males under 18 years of age, males under 21 years of age).	In occupations in which only time rates are ordered women physically defective may obtain a license fixing a lower wage. Number of licenses may not exceed one-tenth of the whole number of workers employed in the establishment.	Jan. 1, 1921	Any occupation.....	Experienced: Women <sup>1</sup> or minors in cities of 5,000 or more population.  Experienced: Women <sup>1</sup> or minors in towns of less than 5,000 population.  Inexperienced: Women <sup>1</sup> or minors 18 years or over in cities of 5,000 or more population.  Inexperienced: Women <sup>1</sup> or minors 18 years or over in cities of less than 5,000 population.  Inexperienced: Minors under 18 years in cities of 5,000 or more population.  Inexperienced: Minors 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. \$7.08 per week; \$0.14 per hour for all hours in excess of 48 per week. \$6.65 per week; \$0.135 per hour for all hours in excess of 48 per week.
<b>North Dakota.</b> Supplement to compiled laws, 1915-1926, sec. 29664, 29661-29661B.	Workmen's compensation bureau. (Bureau is composed of the commissioner of agriculture and labor, the insurance commissioner, and 3 workmen's compensation commissioners appointed by the governor for terms of 3 years, 1 of these to be a representative of labor, 1, of the public, and 1, of the employers, these 3 commissioners to receive salaries of \$2,000 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 employees, an equal number of representatives of the employees in the occupation in question, an equal number of representatives of the public, and 1 or more commissioners. After investigation, the conference recommends a minimum wage, which the bureau may accept or reject.	do.....	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>Exception:</i> Agricultural or domestic service).	Women; minors (under 18 years of age).	A female physically defective by age or otherwise, or an apprentice or learner 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 at ice-creams and light-lunch stands and steam-table or counter work in canteens and delicatessens where hotly cooked foods are served; the work of chambermaids in hotels, helping houses, boarding houses, and hotels; of janitresses, car cleaners, kitchen workers in hotels, restaurants, and hospitals, and elevator operators. Waitress or counter girl.....  Chambermaids or kitchen help.....  Manufacturing occupations, i. e., all processes in the production of commodities, including work in dress-making shops, wholesale millinery houses, 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 restaurants; in bakery and biscuit-manufacturing establishments, in candy manufacturing establishments, in bookbinding and job-press binding establishments. Biscuit or candy making.....  Bookbinding or job-press binding.....	Women: Experienced..... Inexperienced.....  Women: Experienced..... Inexperienced.....  Women: Experienced..... Inexperienced.....	\$14.50 per week; \$02.90 per month. \$11.00 per week; \$21.57 per month.  \$14.20 per week; \$01.55 per month. \$11.20 per week; \$01.50 per month.  \$14 per week; \$00.67 per month. \$9 per week; \$20 per month.  \$13 per week; \$00.67 per month. \$9 per week; \$20 per month.

<sup>1</sup> The Attorney General has ruled that the law is unconstitutional as applied to adult women.



# CHART XII.—MINIMUM-WAGE LEGISLATION—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	Employees covered by law	Exceptions	Date of award (date effective)	Occupation or industry	Class of employees	Minimum rate
North Dakota—Continued. Supplement 42, compiled laws, 1923-1925, sec. 3664, 36651-366518.	Workmen's compensation bureau. (Bureau is composed of the commissioner of agriculture and labor, the insurance commissioner, and 3 workmen's compensation commissioners appointed by the governor for terms of 3 years, 1 of these to be a representative of labor, 1, of the public, and 1, of the employers, these 3 commissioners to receive salaries of \$1,500 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, an equal number of representatives of the employees in the occupation in question, an equal number of representatives of the public, and 1 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. Employees 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>Exception:</i> Agricultural or domestic service).	Women; minors (under 18 years of age).	A female physically defective by age or otherwise, or an apprentice or learner may obtain a license fixing a lower wage.	Apr. 4, 1922	All other manufacturing.....	Women: Experienced..... Inexperienced.....	\$14 per week. To be determined by conference between the board and the employer and employees concerned.
										Merchandise occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping force, sorting or checking force, shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-metal saleswomen, demonstrators, and sign-board girls.	Women: Experienced..... Inexperienced.....	\$14.50 per week; \$65.93 per month. \$9.00 per week; \$45.00 per month.
										Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels, hospitals, and bacterias.	Women: Experienced..... Inexperienced.....	\$14 per week (\$13.50 if laundry privileges are allowed); \$69.57 per month.
										Telephone exchanges.....	Women in towns of 1,800 or more population: Experienced..... Inexperienced..... Women in towns of less than 1,800 population: Experienced..... Inexperienced.....	\$11 per week; \$57.47 per month. \$11 per week; \$57.47 per month. \$10 per week; \$51.43 per month. \$12 per week; \$52 per month; \$9 per week; \$49 per month.
Oregon. Session laws, 1921, ch. 261; code, 1925, vol. 2, title 69, sec. 309-313.	Welfare commission. (Commission is composed of 3 unalarmed members appointed by the governor for terms of 4 years. The commissioner of labor is to serve as secretary and executive officer.)	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.	.....do.....	Wages adequate to supply the necessary cost of living and to maintain health. Reasonable wages for minor workers.	Any occupation. (Occupation to include any and every vocation, pursuit, trade, and industry.)	.....do.....	In occupations in which only time rates are established a woman physically defective or crippled by age or otherwise may be employed by license fixing a lower wage.	Oct. 14, 1919*	Merchandise occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, sorting or check-inspection force, shippers in the mail-order department, the receiving, marking, and stock-room employees, sheet-metal saleswomen and demonstrators.	Women: Experienced..... Inexperienced.....	\$13.10 per week. \$9 per week.
										Manufacturing occupations, i. e., all processes in the production of commodities, including work in dress-making shops, wholesale millinery houses, workrooms of retail millinery shops, and in the drapery and fur-cloak-covering workrooms, garment alteration, art needlework, for garment making, and millinery workrooms in mercantile stores, and the candy-making department of retail candy stores and of restaurants.	Women: Experienced..... Inexperienced.....	\$13.10 per week. \$9 per week.
										Personal service occupations, i. e., manicuring, hairdressing, bartering, and other work of like nature; the work of waiters in theaters.	Women: Experienced..... Inexperienced.....	\$13.20 per week. \$9 per week.
										Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels and bacterias.	Women: Experienced..... Inexperienced.....	\$13.50 per week. \$9 per week.
										Telephone and telegraph occupations.	Women: Experienced..... Inexperienced.....	\$13.50 per week. \$9 per week.

\* Rescinded July 14, 1921.



CHART XII.—MINIMUM-WAGE LEGISLATION—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	Employees covered by law	Exceptions	Date of award (date effective)	Occupation or industry	Class of employees	Minimum rate
<b>Oregon</b> —Continued. <i>Session laws, 1931, ch. 294; code, 1933, vol. 3, title 49, secs. 362-379.</i>	Welfare commission. (Commission is composed of 3 unalarmed members appointed by the governor for terms of 4 years. The commissioner of labor is to serve as secretary and executive officer.)	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. Reasonable wages for minor workers.	Any occupation. (Occupation to include any and every vocation, pursuit, trade, and industry.)	Women, minors (under 18 years of age).	In occupations in which only time rates are established a woman physically defective or crippled by age or otherwise may be employed by license fixing a lower wage.	Oct. 14, 1919 <sup>1</sup>	Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in canteens and delis; persons who freshly cooked foods are served; the work of chambermaids in hotels, lodging houses, and boarding houses; of janitresses, car cleaners, kitchen workers in hotels and restaurants, and elevator operators; retail candy departments in connection with ice-cream, soft-drink, or light-lunch counters, or restaurants. Office occupations, i. e., the work of stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoice, comptometer operators, addition, attendants in physicians' or dentists' offices, and all kinds of clerical work. Any occupation.	Women: Experienced..... Inexperienced.....	\$13.20 per week. 10 per week.
<b>South Dakota.</b> <i>Compiled laws, 1929, sec. 1022-A—1022-E; session laws, 1931, chs. 171, 174.</i>	Secretary of Agriculture.		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.	Any woman mentally or physically deficient or disabled may obtain a permit fixing a lower wage. Apprentices if employer obtains permission to employ.	May 21, 1922 <sup>1</sup>	Packing, drying, preserving, canning perishable fruits or vegetables.	Women: Experienced..... Inexperienced.....  Minors: 14 years..... 15 years..... 16 and 17 years..... Women or minors: Experienced..... Inexperienced.....	\$60 per month. 10 per week.  \$6 per week. \$7.20 per week. \$8.50 per week. \$8.27½ per hour. \$6.22 per hour.
<b>Washington.</b> <i>Revised Code, 1929, sec. 4-3, 4-24, 4-25, 4-27, 4-32; 1930-1931.</i>	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; the supervisor of industrial insurance and the supervisor of industrial relations appointed by the director of labor and industries; the supervisor of women in industry and the industrial statistician 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 or industry in question and 1 or more representatives of the public, but no more representatives of the public than in either of the other groups, and a member of the committee to act as chairman. 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 health. Suitable wages for minors.	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., the work of linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, laundry 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, cabs, canteens, lunch rooms, tea rooms, apartment houses, hospitals (not nurseries), philanthropic institutions, and any other which may be properly classified under this industry.	Females over 18 years of age.  Minors.....	\$14.00 per week. 32.50 per day. 30.35 per hour. \$12 per week.
									Dec. 14, 1921	Laundry, dry-cleaning or dye works occupation, trade, or industry. Telephone or telegraph or any public occupation other than public housekeeping, laundry, dry-cleaning and dye works, mercantile, and manufacturing.	Females over 18 years of age. Females over 18 years of age.	\$12.20 per week. \$12.20 per week.
									Dec. 31, 1921 Jan. 22, 1922	Mercantile. Manufacturing.	Females over 18 years of age. Women: Experienced..... Inexperienced.....	\$12.20 per week. \$12.20 per week. 10 per week.

<sup>1</sup> Rescinded July 14, 1931.

CHART XII.—MINIMUM-WAGE LEGISLATION—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	Employees covered by law	Exceptions	Date of award (date effective)	Occupation or industry	Class of employees	Minimum rate
Washington—Continued. Pierce's Code, 1929, sec. 4-2, 4-74, 4-75, 4-77, 4-82; 1928-2547.	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; the supervisor of industrial insurance and the supervisor of industrial relations appointed by the director of labor and industries; the supervisor of women in industry and the industrial statistician 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 or industry in question and 1 or more representatives of the public, but no more representatives of the public than in either of the other groups, and a member of the committee to act as chairman. The conference recommends a minimum wage, which the committee may accept or reject.	Refused 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 health. Suitable wages for minors.	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. 27, 1932	Manufacture, manufacturing, printing, bookbinding, or dye works establishment, sign painting, machine or repair shop, or parcel delivery service, or any other industry other than public housekeeping, as stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoice, comptometer operator, or any clerical office work, including assistants and helpers in doctors' and dentists' offices, any occupation, trade, or industry not mentioned above. Exceptions: Telephone or telegraph messengers in rural communities and cities of less than 5,000 population who are not continuously employed and who are paid piece rates.	Minors.....	\$9 per week.
Wisconsin. Statutes, 1931, sec. 20.57, 101.02, 104.01-104.11.	Industrial commission. (Commission is composed of 2 members appointed by the governor, with the advice and consent of the senate, for terms of 5 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 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.	Minors.....	Any minor unable to earn "a living wage" may obtain a license fixing a lower wage.	Aug. 1, 1931	Any occupation, trade, or industry. Exceptions: Seasonal industries.	Minors: Over 17 years. Experienced— In cities of 5,000 or more..... In cities under 5,000..... Inexperienced..... All others— Experienced..... Inexperienced.....	\$9.25 per hour. \$9.25 per hour. \$9.16 per hour. \$9.16 per hour. \$9.20 per hour. \$9.16 per hour.
Idaho, sec. 20.57, 101.02, 104.12.	Industrial commission. (Commission is composed of 2 members appointed by the governor, with the advice and consent of the senate, for terms of 5 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 orders 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 that 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 female 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.	1931.....	Pot., bean, cherry, corn, strawberry, or tomato canning.	Minors: In cities of 5,000 or more..... In cities of under 5,000..... Adult females: In cities of 5,000 or more..... In cities of under 5,000.....	\$9.25 per hour. \$9.25 per hour. \$9.25 per hour. \$9.25 per hour.



## PUBLICATIONS OF THE WOMEN'S BUREAU

[Any of these bulletins still available will be sent free of charge upon request]

- No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
- No. 2. Labor Laws for Women in Industry in Indiana. 29 pp. 1919.
- No. 3. Standards for the Employment of Women in Industry. 8 pp. Fourth edition, 1928.
- No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
- No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1921.
- No. 7. Night-Work Laws in the United States. (1919.) 4 pp. 1920.
- No. 8. Women in the Government Service. 37 pp. 1920.
- No. 9. Home Work in Bridgeport, Conn. 35 pp. 1920.
- No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1921.
- No. 12. The New Position of Women in American Industry. 158 pp. 1920.
- No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1921.
- No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
- No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
- No. 16. (See Bulletin 98.)
- No. 17. Women's Wages in Kansas. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. 6 pp. Revised, 1931.
- No. 19. Iowa Women in Industry. 73 pp. 1922.
- No. 20. Negro Women in Industry. 65 pp. 1922.
- No. 21. Women in Rhode Island Industries. 73 pp. 1922.
- No. 22. Women in Georgia Industries. 89 pp. 1922.
- No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
- No. 24. Women in Maryland Industries. 96 pp. 1922.
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- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
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- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 34. Women in Alabama Industries. 86 pp. 1924.
- No. 35. Women in Missouri Industries. 127 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
- No. 37. Women in New Jersey Industries. 99 pp. 1924.
- No. 38. Married Women in Industry. 8 pp. 1924.
- No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.
- No. 40. (See Bulletin 98.)
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68 pp. 1925.



## 70 LABOR LAWS FOR WOMEN IN THE STATES AND TERRITORIES

- No. 44. Women in Ohio Industries. 137 pp. 1925.
- No. 45. Home Environment and Employment Opportunities of Women in Coal-Mine Workers' Families. 61 pp. 1925.
- No. 46. Facts about Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.
- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
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- No. 64. The Employment of Women at Night. 86 pp. 1928.
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- No. 66-I. History of Labor Legislation for Women in Three States. 137 pp. 1932.
- No. 66-II. Chronological Development of Labor Legislation for Women in the United States. Revised December, 1931. 176 pp. 1932.
- No. 67. Women Workers in Flint, Mich. 80 pp. 1929.
- No. 68. Summary: The Effects of Labor Legislation on the Employment Opportunities of Women. (Reprint of Chapter II of bulletin 65.) 22 pp. 1928.
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- No. 99. The Installation and Maintenance of Toilet Facilities in Places of Employment. (In press.)
- No. 100. The Effects on Women of Changing Conditions in the Cigar and Cigarette Industries. (In press.)
- No. 101. The Employment of Women in Vitreous Enameling. (In press.) Pamphlet—Women's Place in Industry in 10 Southern States. 14 pp. 1931.
- Annual Reports of the Director, 1919\*, 1920\*, 1921\*, 1922, 1923, 1924\*, 1925, 1926, 1927\*, 1928\*, 1929\*, 1930\*, 1931, 1932.

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\* Supply exhausted.

