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UNITED STATES DEPARTMENT OF LABOR  
WOMEN'S BUREAU  
Bulletin No. 137

SUMMARY OF  
STATE HOUR LAWS FOR WOMEN  
AND  
MINIMUM-WAGE RATES







UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director



SUMMARY OF  
STATE HOUR LAWS FOR WOMEN  
AND  
MINIMUM-WAGE RATES

By

MARY ELIZABETH PIDGEON



BULLETIN OF THE WOMEN'S BUREAU, No. 137

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON : 1936

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For sale by the Superintendent of Documents, Washington, D. C. - - - - - Price 10 cents



UNITED STATES DEPARTMENT OF LABOR

BUREAU OF WOMAN'S BUREAU

SUMMARY OF  
STATE HOUR LAWS FOR WOMEN  
MINIMUM-WAGE RATES

STATEMENT OF FACTS



REPORT OF THE BUREAU OF WOMAN'S BUREAU

OVERVIEW OF THE BUREAU



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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, August 22, 1935.*

MADAM: I have the honor to submit a summary of the State hour laws and the minimum-wage rates now in effect in the various States. This is a type of information for which this Bureau receives constant demands.

The legal charts on these subjects, already published in bulletin 98 of this Bureau, have been used as a basis for this publication. They at first were prepared and now have been brought up-to-date by Florence P. Smith, of the Research Division. The written text of the report is the work of Mary Elizabeth Pidgeon, Chief of the Bureau's Research Division, under whose direction the material has been rearranged for publication.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*

v



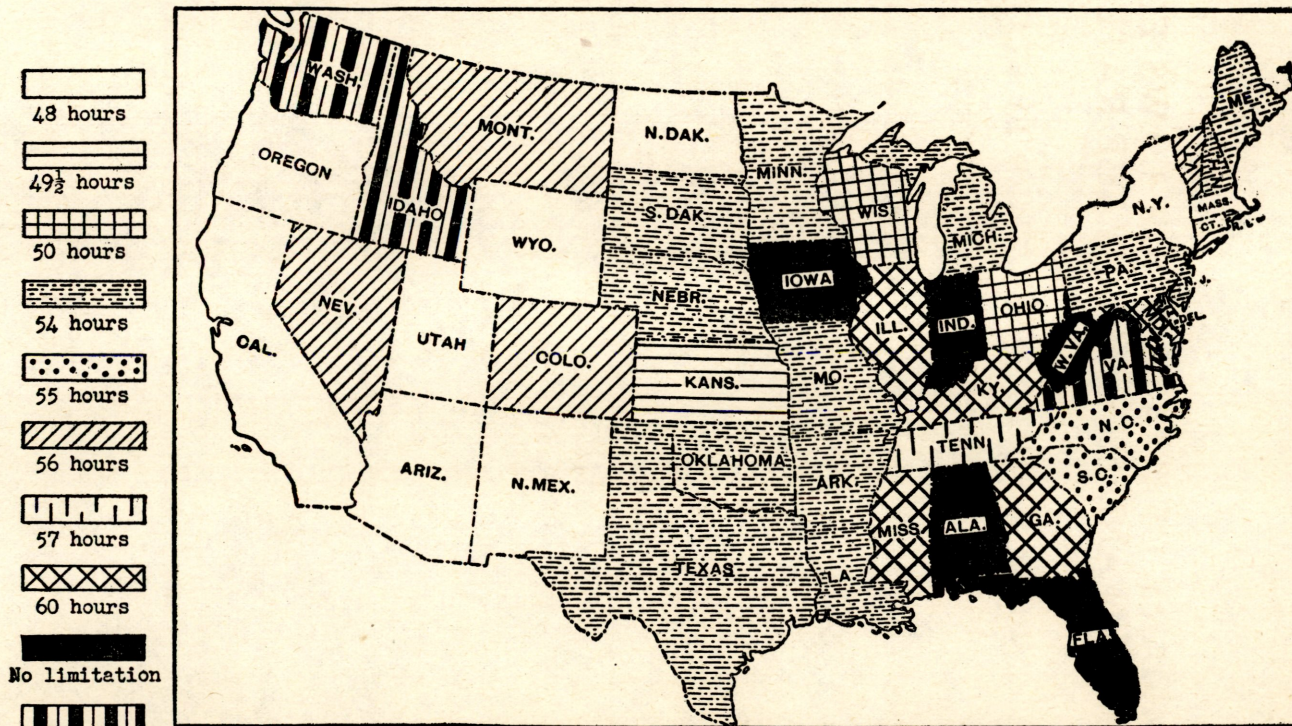
LETTER OF TRANSMITTAL

TO THE BOARD OF DIRECTORS OF THE  
FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON, D. C.  
FROM THE DIRECTOR OF THE  
BUREAU OF INVESTIGATION  
WASHINGTON, D. C.  
SIR: I have the honor to acknowledge the receipt of your letter of the 10th inst. in relation to the matter of the investigation of the activities of the various groups and organizations in the United States which are known to be engaged in the dissemination of propaganda and the subversion of the Government. In response to your letter, I have the honor to inform you that the Bureau is currently conducting a thorough investigation of the activities of these groups and organizations, and that the results of this investigation will be reported to you as soon as they are available. I am, Sir, very respectfully,  
Very truly yours,  
J. Edgar Hoover  
Director



# LEGAL WORKING HOURS FOR WOMEN—WEEKLY

[States having more than one hour regulation are classed under that affecting the greatest number of women.]



No weekly limit in hour law, but effect of Sunday law makes Washington 48, Idaho 54, Virginia 60.



# SUMMARY OF STATE HOUR LAWS FOR WOMEN AND MINIMUM-WAGE RATES

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## Part I.—MINIMUM-WAGE RATES FIXED BY STATES

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[Wherever possible the information has been brought up to the close of 1935]

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### COVERAGE OF PRESENT STATE MINIMUM-WAGE LAWS

Mandatory minimum-wage laws are in existence in 16 States—California, Colorado, Connecticut, Illinois, Massachusetts, Minnesota, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oregon, South Dakota, Utah, Washington, and Wisconsin. The Colorado, New Jersey, and Utah laws have remained inoperative through lack of appropriation. (See citation as to Washington law, footnote 17, p. 23.)

In all States but one the minimum-wage laws are applicable to women and to minors of both sexes, though in Minnesota the law is held unconstitutional in its application to adult women and hence is in effect only in respect to minors. The South Dakota act covers only girls and women. In seven States (including Minnesota) all occupations come under the law. In actual practice Wisconsin has been the only State to include domestic workers in the rates set, and up to the present no State has fixed rates for agricultural workers. Of the laws passed in 1933 and 1934 in eight States, that of Utah covers all occupations. The others all exclude domestic service in the home of an employer and labor on a farm, and New Jersey makes an additional exception of hotel employment. No new minimum-wage law was passed in 1935.

Chart I, presented on subsequent pages of this bulletin, shows the occupations or industries covered in the laws of these various States, the minimum rates fixed, and the body responsible for administration of the act.

### CHARACTER OF NEWER MINIMUM-WAGE LAWS

Most of the more recently enacted minimum-wage laws are based on a standard bill which does not attempt to fix a living wage irrespective of the nature of the work done or the value of the services



rendered. States having this type of law are Connecticut, Illinois, Massachusetts, New Hampshire, New Jersey, New York, and Ohio. In these States, the first step in procedure is the investigation of wages paid in an occupation or industry. If it is found that a substantial number of women and minors are receiving wages that are oppressive and unreasonable and less than the value of the services rendered, a wage board composed of representatives of employees, employers, and the public is appointed to determine and recommend a wage fairly and reasonably commensurate with the value of the services rendered. Following public hearings and approval of the report of the wage board by the commissioner of labor, a directory order is issued by him. For a specified period this order is merely "directory" in character; the only penalty for noncompliance is newspaper publicity. Following the trial period, if "the persistent nonobservance of such order by one or more employers is a threat to the maintenance of fair minimum-wage standards", the labor commissioner, after further public hearings, may make the order mandatory and thereafter the employer is subject to fine or imprisonment for violation.

This law has been so framed that it is believed it will meet the constitutional objections to minimum-wage legislation raised by the majority opinion of the United States Supreme Court in the case of *Adkins v. Children's Hospital* in 1923.<sup>1</sup> It seeks to base minimum wages on a fair value of the services rendered rather than on the cost of living only. Basis for belief in the constitutionality of this method is given in the majority opinion of the Supreme Court in the case just referred to. This opinion for the Court was rendered by Justice Sutherland, who said:

A statute requiring an employer to pay in money, to pay at prescribed and regular intervals, to pay the value of the services rendered, even to pay with fair relation to the extent of the benefit obtained from the service, would be understandable.

The following statements of the Justices who dissented give support to the constitutionality of the present method. Mr. Chief Justice Taft in dissenting (Mr. Justice Sanford agreeing) said:

But it is not the function of this Court to hold congressional acts invalid simply because they are passed to carry out economic views which the Court believes to be unwise or unsound.

\* \* \* \* \*

If it be said that long hours of labor have a more direct effect upon the health of the employee than the low wage, there is very respectable authority from close observers, disclosed in the record and in the literature on the subject quoted at length in the briefs, that they are equally harmful in this regard. Congress took this view and we cannot say it was not warranted in so doing.

<sup>1</sup> 261 U. S. 525. Five judges supported the opinion, 3 dissented, and 1, Justice Brandeis, did not vote, as he had argued such a case previously as its advocate in the State of Oregon.



Mr. Justice Holmes in dissenting observed:

When so many intelligent persons, who have studied the matter more than any of us can, have thought that the means are effective and are worth the price, it seems to me impossible to deny that the belief reasonably may be held by reasonable men.

In connection with the constitutionality of the newer laws, Governor Lehman in his special message to the New York State Legislature in 1933 stated:

I am also advised by competent constitutional authority that present-day conditions are so changed from those prevailing when the original statute was before the court, that a mandatory minimum-wage law based not on living standards but on the minimum value of the services rendered might well be upheld by the Supreme Court of the United States.

### CASES UNDER THE EARLIER LAWS

The earlier type of minimum-wage law was sustained as a valid exercise of the police power in two cases brought before the Supreme Court of Oregon in 1914.<sup>2</sup> These cases were appealed and the United States Supreme Court upheld the law in an evenly divided decision handed down in 1917.<sup>3</sup> Though it was a divided instead of a decisive finding, this decision was believed to have established to a considerable degree the constitutionality of this type of minimum-wage legislation.

During the next few years, the supreme courts of five other States—Arkansas, Massachusetts, Minnesota, Texas, and Washington—upheld the laws in those States.<sup>4</sup> The real test, however, came in connection with the law for the District of Columbia. Two suits were started, one by an employer—the Children's Hospital—and one by an employee, and the cases were argued together. The Supreme Court of the District of Columbia upheld the law. The Court of Appeals at first upheld the law, but, on a rehearing, declared it unconstitutional. On appeal to the United States Supreme Court, the law was declared unconstitutional, insofar as it applied to adult women, in 1923.

### EFFECTS OF MINIMUM-WAGE LAWS

It may be confidently stated that in general the effects of minimum-wage laws have been exactly what is claimed—the depressed wages of large numbers of women receiving the lowest pay have been raised, and the long experience of several States has shown that the fixing of

<sup>2</sup> *Stettler v. O'Hara*, 69 Oregon, 519, 139 Pac. 743 (1914); *Simpson v. O'Hara*, 70 Oregon, 261, 141 Pac. 158 (1914.)

<sup>3</sup> *Stettler v. O'Hara*, 243 U. S. 629, 37 Sup. Ct. 475 (1917).

<sup>4</sup> U. S. Department of Labor, Women's Bureau. *The Development of Minimum-Wage Laws in the United States, 1912 to 1927.* Bul. 61, 1928, pp. 319-323.



a minimum has not had the effect of depressing wages at the higher levels. During a period of depression, all wages naturally show decline. Even the minimum may be set lower than it would be in years of prosperity, but *the essential fact is that the establishment of some minimum does actually fix a bottom* and thus prevent wages from falling into a hopeless abyss.

### California

The State of California has had a successful experience of many years under minimum-wage legislation. In the spring of 1933, at a legislative hearing on a bill designed to change the set-up and decrease appropriations for minimum-wage enforcement, there was overwhelming support by employees, social workers, and employers for increased efforts to enforce the law.

The report of the Department of Industrial Relations of the State of California for the biennium 1930-32 gives information showing the effectiveness of such laws, stated as follows:

Statistical tabulation of the wage information annually collected by the [Industrial Welfare] Commission conclusively refutes the chief claims made by the opponents of minimum-wage legislation.

These objections are that:

(1) The minimum wage will become the maximum wage. The percentage of women employed in the mercantile, laundry and dry cleaning, and manufacturing industries receiving actual weekly earnings in excess of the minimum wage of \$16 a week proves this objection to minimum wage to be fallacious:

Year of pay-roll report	Percent of women receiving actual earnings of \$17 and over a week	Number of women included in pay-roll reports
March 1919.....\$10 minimum.....	16.5	41,247
July 1919.....\$13.50 minimum.....	23.6	48,773
October 1920.....\$16 minimum.....	46.3	55,922
March 1922.....do.....	54.5	58,734
May 1923.....do.....	58.6	68,728
October 1924.....do.....	62.7	71,664
October 1925.....do.....	63.2	76,566
October 1926.....do.....	63.7	83,442
October 1927.....do.....	64.9	83,231
October 1928.....do.....	66.2	90,929
October 1929.....do.....	66.6	98,752
October 1930.....do.....	65.9	94,422
September 1931.....do.....	57.9	88,331

Enforcement of minimum-wage legislation by bringing up the wage of the lowest paid women to the minimum has not reduced the wages of the higher paid women, who by their superior energy and ability have been able to secure for themselves adequate wages.

(2) Learners will be dismissed when their apprenticeship has been completed and their places will be filled by new learners, who may be paid lower wages than experienced workers.

\* \* \* the percentage of learners, or lower paid workers, becomes less each year, proving that learners are not dismissed when completing their apprenticeship but are absorbed normally into the great group of higher paid workers.



## Massachusetts

Until 1934 Massachusetts had a nonmandatory law. The following quotation from an economist familiar with the operation of this law is a significant indication of its effectiveness:

\* \* \* it is surprising to find how much has been accomplished in Massachusetts. The mere focusing of attention upon the problem of wages and livelihood appears to have sufficed materially to raise the wages in many submerged trades. \* \* \* the minimum is usually a distinct advance over previous rates.<sup>5</sup>

Data from Massachusetts given for a period prior to the 1929 depression present striking evidence of the effect of the minimum-wage provisions in maintaining women's wages. Reports as to three industries illustrate this as follows:<sup>6</sup>

### Laundries

An investigation in 1918-19 showed 56 percent of the women receiving less than \$11; 14 percent, \$13 or more.

A decree (the second for this industry) made \$13.50 the minimum rate, effective July 1, 1922.

In 1923, after this decree, only 12 percent of the women were receiving less than \$11, while 51 percent earned \$14 or more. By 1929, the proportions were 2 and 70, respectively.

### Office and building cleaners

An inspection in 1920 showed that 84 percent of the women received less than 36 cents an hour, 13 percent 38 cents and over.

A decree fixed 37 cents an hour, effective February 1, 1921.

In 1922, after this decree, the proportions of women receiving these amounts had changed to 16 and 33, respectively. In 1927-28 only 7 percent of the women received less than 36 cents while 52 percent earned 38 cents or more.

### Retail stores

An inspection in 1919 showed that 78 percent of the women received less than \$14 a week and 8 percent \$17 and more.

A decree provided \$14 as the minimum rate for experienced workers June 1, 1922.

A follow-up inspection in 1922-23, immediately after this decree, changed the proportions of women having these respective earnings to 32 and 26. In 1926-28, 20 percent of the women received less than \$14 and 38.3 percent \$17 and over.

## Oregon

The Oregon minimum-wage provision for women in canneries shows the effect of minimum-wage laws in maintaining some standard even in depression years, the wage fixed, 27½ and 22 cents an hour, respectively, being guaranteed to experienced and inexperienced women canner workers in that State. In contrast to this, the Consumers' League of New York disclosed, by an investigation made in the summer of 1932 in New York State, which had no minimum-wage machinery at that time, that women employed in nearly three-

<sup>5</sup> Douglas, Dorothy W. American Minimum Wage Laws at Work, in *American Economic Review*, December 1919, pp. 706-707.

<sup>6</sup> Massachusetts Department of Labor and Industries. Annual report for year ending Nov. 30, 1929, pp. 74-75.



fourths (71.4 percent) of the canneries reported were making 12½ cents an hour or less.

### Wisconsin

Reports as to average full-time earnings per week in selected industries in Wisconsin, a minimum-wage State, compared with such data in States not having a minimum wage, indicate the influence of minimum-wage provisions in securing better wages, even in years of depression. Studies made by the United States Bureau of Labor Statistics form the basis for these comparisons. In June 1932 the minimum wage fixed in Wisconsin permitted some reduction from its former basis. The three industries cited below employed large numbers of women and hence would tend to show the effect of the minimum wage, which applied to women.

*Boot and shoe industry.*—Of 14 States reported in 1930 and in 1932, Wisconsin and Massachusetts were the only ones having minimum-wage laws except Minnesota, where the application is to minors only. In 1930 and also in 1932, though Wisconsin had allowed rates to be lowered by that time, 11 States showed averages of full-time earnings of women below the amounts reported for Wisconsin or Massachusetts.

*Men's clothing industry.*—Average full-time earnings per week for women in this industry were reported for 12 cities, 2 of which—Milwaukee and Boston—were in minimum-wage States. In 1930, 9 of these cities showed amounts below the Milwaukee earnings; in 1932, 7 were below those of Milwaukee.

*Hosiery industry.*—Minnesota and Wisconsin were combined in the Bureau of Labor Statistics tabulations, though Wisconsin data undoubtedly predominated. Of the 13 States reported, Massachusetts was the only one, in addition to Wisconsin and Minnesota, that had a minimum wage. The Minnesota minimum-wage law applies only to minors, that of Wisconsin to women and minors. In 1930, average full-time earnings of women per week were lower in 8 States than in Wisconsin and Minnesota, lower in 6 States than in Massachusetts. By 1932, however, the effect was not so clearly shown as it was in 1930 and in both years in the boot and shoe and men's clothing industries.

### Effect of depression on wages in certain States not having a minimum wage compared to Canadian Provinces having such wage

In Canadian Provinces having minimum wages, percentage declines in weekly earnings during the depression were exceedingly small compared to those in the only two States in the United States which at that time published periodic wage reports, neither of which had then a minimum wage.<sup>7</sup>

<sup>7</sup> From official reports of the States and Provinces cited. Figures from the Canadian Provinces were reported for 1 week in the year (week not specified); from United States sources, those of 1929 to 1931 were as of September, those of 1931 to 1932 as of December. New York and Illinois had no minimum-wage provisions at this time.



	1929-31	1931-32	
	Women	Women	Men
Illinois.....	-11.6	-25.5	-19.2
New York.....	-13.0	-15.6	-12.9
National Industrial Conference Board.....	-18.2	-15.2	-21.9
British Columbia.....	-4.5		
Ontario.....	-1.7		
Quebec and Montreal.....	<sup>1</sup> +2.6	<sup>2</sup> -4.7	

<sup>1</sup> Computed for the 4 selected industrial groups reported in these periods.

<sup>2</sup> Computed for the 5 selected industrial groups reported in these periods.

### CERTAIN ADMINISTRATIVE FEATURES OF MINIMUM-WAGE ORDERS

While the primary function of the minimum-wage orders is to fix the lowest wage level, many other points in their content are of the utmost importance in administration. The definition of the industry, the classifications of the employees to whom rates shall apply, and the hours for which rates are prescribed are almost integral parts of the rate determination, and all these points are shown in detail in chart I, as are also the provisions for overtime and part-time pay. Orders for the laundry industry issued in five States with the newer type of minimum-wage law fixed rates for part time; of the orders in other States having earlier laws, only those of California and North Dakota dealt with this type of work.

The supplement on page 31, referring specifically to orders for the laundry industry, indicates the character of certain additional administrative provisions, and shows that these orders ordinarily have made specific regulations in regard to the keeping and furnishing of plant records; the prohibition or limitation of deductions from the minimum wage for such items as board, lodging, uniforms, or insurance; the requirement that minimum-wage information be plainly posted for employees to see and that explanations of the rates be furnished each worker; provisions that pieceworkers' rates be arranged so that they shall receive at least the stated hourly amount, and that time during which the employee must wait at the premises without work shall be paid for at the regular rate; and other such administrative regulations. Where the orders are mandatory they usually state in accordance with the law, the penalties for noncompliance with the requirements as to payment of the prescribed rates and the keeping and furnishing of records.

Several of the States whose orders were issued some time ago have fixed rates for experienced and for inexperienced workers. The definitions of experience for work in various industries as given in the orders of these States are summarized on page 28.



## STANDARDS PRESENTED BY THE CONFERENCE OF MINIMUM-WAGE STATES IN JULY 1933

It was the consensus of opinion of the representatives of the governors of six new minimum-wage States, in conference in Washington July 19, 1933, that the following principles should apply in the application of State minimum-wage rates:

1. The minimum-wage rates should correspond to those in codes approved by the N. R. A.
2. Since the minimum wage for an industry is based on unskilled work, therefore there should be no differential for learners.
3. Minors should be paid the same rate as other workers.
4. Part-time workers should receive an hourly rate higher than the regular minimum.
5. All overtime work should be paid for at a rate of time and a half.
6. In fixing rates for piecework the principle followed should be that laid down by the President in his acceptance of the textile code:

It is interpreted that the provisions for a minimum wage in this code establish a guaranteed minimum rate of pay per hour of employment regardless of whether the employee's compensation is otherwise based on a time rate or upon a piecework performance. This is to avoid frustration of the purpose of the code by changing from hour to piecework rules.

7. Home work should be eliminated through the National Industrial Recovery codes.
8. Workers required to be present at the plant but receiving no work should be paid at their regular rates of pay for all time required to be present.
9. Minimum rates fixed should be the same throughout the State, and there should be no differential in rates according to size of community.

### Statements explaining the foregoing standards

The problems that underlie the establishment of all substandard rates are the same—to keep the rate high enough so that it will not lead to the employment of a large number of workers of these classes and thus undermine the minimum wage. All of these special rates present special problems.

#### Learners and minors

The minimum wage is set for the most unskilled workers in the industry. The existence of a training period must be considered in relation to that unskilled work. Before a learning period is allowed



there should be a very definite proof given of the educational content of the training period.

Lower rates for minors tend to put a premium upon their employment and so should be avoided. Unless boys and girls are to be employed as part of their school training and under supervision of the schools, no special rates should be set.

Before a learning period is allowed consideration should be given to the enforcement of the provisions for learners. To prevent exploitation it is essential that a certification system be established. This entails a check-up on the learner's experience, the issuance of a certificate, the filing of this certificate by the employer, and other such record keeping, all of which necessitate considerable expense.

#### **Substandard workers**

Experience has shown the necessity of care in administering the provision allowing the issuance of a special license to an individual whose earning capacity has been impaired. The board should be convinced that the applicant's earning capacity is actually impaired for the particular job in question.

#### **Pieceworkers**

The adjustment of the minimum-wage rates to pieceworkers is clearly stated by the President in his approval of the cotton-textile code under the National Industrial Recovery Act, as quoted on page 8.

#### **Part-time workers**

The chief problem to be considered in fixing rates for part-time workers is the possibility that employers, for instance in the hotel and restaurant industry and the mercantile industry, will shorten working schedules to avoid payment of the full minimum wage. Attention must therefore be given to the number of hours to be set up as a standard for full-time work and a higher hourly rate determined for a work week of less than the standard hours.

#### **Overtime workers**

The main purpose of special overtime rates is to discourage work beyond the usual hours by increasing its cost. They stimulate the employer to substitute other methods of meeting his emergencies, while allowing him some leeway where this is impossible.

#### **Qualifications of personnel for minimum-wage administration as discussed at conference**

##### **For direction of minimum-wage work**

1. Training and experience in the field of industrial research. Specifically this should mean at least a college degree, preferably also graduate research, and added to this some years of experience in research work in the field of industry.



2. Administrative experience of some years' duration, either in government work, an industrial, or allied field.

3. Personality qualifications which will assure the establishment of satisfactory relationships with the varying groups directly concerned in the administration of a minimum-wage act and will assure also sympathetic yet forceful presentation of the work of minimum-wage administration to that larger public which already is, or should become, interested.

#### For staff

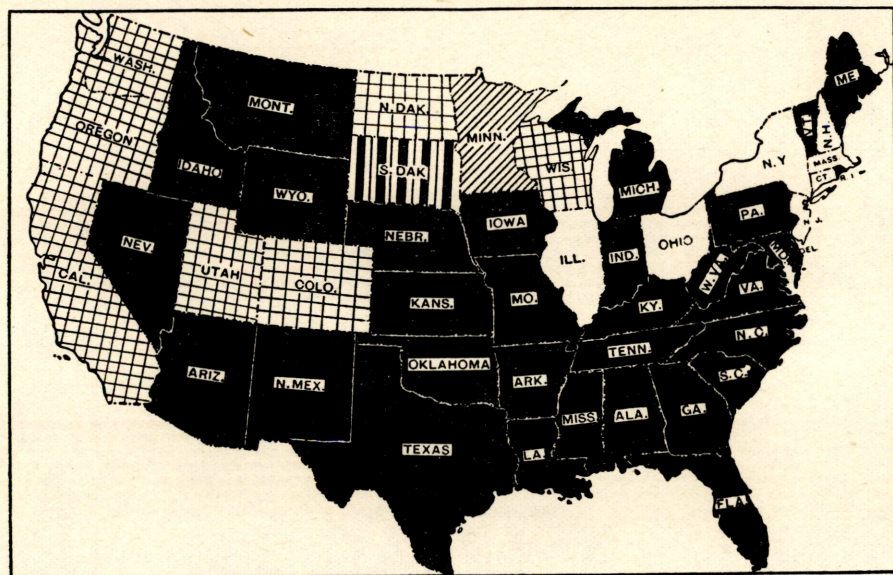
1. Training and experience in the field of industrial research, to include at least a college degree in the field of economics.






2. Experience as a field agent in some type of industrial work but of sufficient breadth to assure familiarity with various types of industrial set-up, skill in gathering and interpreting facts, ability to meet and deal with people.

3. Personality qualifications of the same sort as for the director.



## MINIMUM-WAGE LAWS FOR WOMEN AND MINORS



- |   |  |
|---|--|
|  | Law mandatory after trial period. Rates fixed by labor departments on recommendation of wage boards. (This type known as "the minimum fair wage law".) |
|  | Mandatory law. Rates fixed by commission.  |
|  | Mandatory law. Rates fixed by commission for minors only.  |
|  | Mandatory law. Rates fixed by law.   |
|  | No law.  |



# CHART I.—COVERAGE OF MINIMUM-WAGE LAWS AND MINIMUM-WAGE PROVISIONS IN EFFECT

[The rates given are those in effect as of December 1935. Surveys made preparatory to calling a wage board also are listed, as are the provisions recommended by wage boards but not yet in effect]

State, administering body, and occupations or industries covered by law	Provisions of minimum-wage orders			
	Occupation or industry covered	Class of employees covered	Minimum rate	Hours
<b>California.</b> Industrial Welfare Commission: The various occupations, trades, and industries in which women and minors are employed. <i>Henning's General Laws, edition 3 (Hyatt), 1920, Act 2107; session laws 1929, ch. 256.</i>	Mercantile.....	Experienced..... Inexperienced: Women..... Minors.....	\$16 per week..... \$12 per week..... \$10 per week..... \$16 per week <sup>2</sup> .....	Standard week. <sup>1 2</sup> Do. Do. Do. <sup>1 2 3</sup> Do.
	Manufacturing.....	Experienced..... Inexperienced.....	\$9 per week..... 33½ cents per hour.....	8 per day, 48 per week: Maximum for office workers; labelers; minors under 18. Basic for others. Over-time: Over 8 and up to 12 hours, 1¼ times minimum; over 12 hours, double the minimum.
	Fish canning.....	Experienced..... Inexperienced.....	28 cents per hour.....	Standard week. <sup>1 2 3</sup> Do.
	Laundry and dry cleaning <sup>4</sup> .....	Experienced..... Inexperienced.....	\$16 per week <sup>3</sup> ..... \$14 per week.....	8 per day, 48 per week: Maximum for dried fruit; for office workers and minors in citrus and green fruit and vegetable. Basic for others. Over-time: Over 8 and up to 12 hours, 1¼ times minimum; over 12 hours, double the minimum.
	Fruit and vegetable packing. (Dried fruit, citrus, and green fruit and vegetable.)	Experienced..... Inexperienced.....	33½ cents per hour..... 25 cents per hour.....	Standard week. <sup>1 2</sup> Do.
	Unclassified occupations, defined as all employment not classified under the special orders; it excepts also millinery, telephone, and telegraph industries, professional occupations, domestic labor, harvesting, etc., of fruits and vegetables.	Experienced: Women or minors..... Minors where no adult women are employed. Inexperienced: Women..... Minors.....	\$16 per week..... \$12 per week..... \$12 per week..... \$10.56 per week.....	Standard week. <sup>1 2</sup> Do. Do. Do.

For footnotes see p. 23.



CHART I.—COVERAGE OF MINIMUM-WAGE LAWS AND MINIMUM-WAGE PROVISIONS IN EFFECT—Continued

State, administering body, and occupations or industries covered by law	Provisions of minimum-wage orders			
	Occupation or industry covered	Class of employees covered	Minimum rate	Hours
California—Continued.	Hotels and restaurants; i. e., hotels, lodging houses, or apartment houses; restaurants, cafeterias, or other places where food or drink is sold or to be consumed on the premises; food-catering departments of mercantile establishments; hospitals, except nurses.	Women or female minors...	\$16 per week .....	48 per week. <sup>2</sup>
	Nut cracking and sorting.....	Experienced.....	33¼ cents per hour .....	Do.
		Inexperienced.....	25 cents per hour .....	Do.
	Fruit and vegetable canning.....	Experienced: Women or minors..... Male minors where no females are employed.	33¼ cents per hour .....	8 per day, 48 per week: Maximum for minors; labelers. Basic for others. Overtime: Over 8 and up to 12 hours, 1¼ times regular rate; over 12 hours, double the regular rate.
			25 cents per hour .....	Do.
	General and professional offices.....	Inexperienced.....	25 cents per hour .....	Unlimited for all women not subject to 48-hour law; <sup>1 2</sup> but if receiving less than \$30 per week must be paid 1½ times the regular rate for hours over 48.
		Experienced.....	\$16 per week .....	48 per week: Maximum for minors under 18. <sup>2</sup>
		Inexperienced: 18 years and over..... Under 18 years.....	\$12 per week .....	
			\$10 per week .....	
	Colorado.....	Law never operative, for lack of appropriation.		
Industrial Commission: Any occupation. (Occupation to include "any and every vocation, trade, pursuit, and industry.") <i>Compiled laws 1921 (published 1922), secs. 4262-4283, 4329.</i>				



<b>Connecticut</b> Commissioner of Labor and Factory Inspection: Any sweatshop occupation; i. e., any industry, trade, business, or occupation paying an unfair and oppressive wage. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm. <i>Session laws 1933, ch. 301.</i>	<b>*Thread drawing in the lace industry</b> Surveys have been made in the following industries: Beauty parlors. Cleaning and dyeing. Dress. Electrical supplies. Fabricated metal (home work). Home work (general). Hotel and restaurant. Laundry. Shirt.	Woman and minor home workers.	\$13 per week. (12 cents per gross yards, 1 thread; 18 cents per gross yards, 2 threads.)	40 per week. <sup>5</sup>
<b>Illinois</b> Director of Department of Labor: Any occupation; i. e. any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm. <i>Session laws 1935, pp. 697-804.</i>	<b>*Macaroni, spaghetti, and noodle industry</b>	Women and minors.	35 cents per hour. 46 $\frac{3}{4}$ cents per hour. 38 $\frac{1}{2}$ cents per hour, but week's wage need not exceed \$14.	40 per week. For each hour over 40. <sup>6</sup> Less than 40 per week.
	<b>*Laundry occupations, defined as "all processes directly concerned with the cleansing, collection, and distribution of laundry services." <i>Exceptions:</i> Plant maintenance; office work.</b>	Women and minors:	District no. 1. 28 cents per hour. 42 cents per hour. 30 $\frac{1}{10}$ cents per hour. District no. 2. 25 cents per hour. 37 $\frac{1}{4}$ cents per hour. 27 $\frac{1}{4}$ cents per hour. District no. 3. 23 cents per hour. 34 $\frac{1}{4}$ cents per hour. 25 $\frac{3}{10}$ cents per hour.	44 per week. For each hour over 44. <sup>6</sup> Less than 25. 44 per week. For each hour over 44. <sup>6</sup> Less than 25. 44 per week. For each hour over 44. <sup>6</sup> Less than 25.
	<b>*Beauty-culture industry</b>	Registered beauty culturists, manicurists, desk clerks, and shop managers.	\$16.50 per week. 55 cents per hour.	45-48 per week. For each hour over 48 per week. <sup>6</sup>
		Apprentices.	\$10 per week. 33 cents per hour. \$3 per day.	45-48 per week. For each hour over 48 per week. <sup>6</sup> 8 hours or less if employed less than 45 per week.
		Maids.	\$15 per week. 50 cents per hour. \$3 per day.	45-48 per week. For each hour over 48 per week. <sup>6</sup> 8 hours or less if employed less than 45 per week.
		Cleaning women.	30 cents per hour. No deductions allowed for any class of employees.	

For footnotes see p. 23.



CHART I.—COVERAGE OF MINIMUM-WAGE LAWS AND MINIMUM-WAGE PROVISIONS IN EFFECT—Continued

State, administering body, and occupations or industries covered by law	Provisions of minimum-wage orders			
	Occupation or industry covered	Class of employees covered	Minimum rate	Hours
<b>Massachusetts</b> <sup>7</sup> Commission, i. e., associate commissioners of Department of Labor and Industries. Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm. <i>Session laws: 1 34, ch. 308; 1935, ch. 267.</i>	Men's clothing and raincoats.....	Experienced.....	\$15 per week.....	Full time. <sup>8</sup>
		Inexperienced.....	\$7 per week.....	Do.
	Corsets.....	Experienced.....	\$13 per week.....	Do.
		Inexperienced:		
		17 years and over.....	\$10 per week.....	Do.
		Under 17 years.....	\$8 per week.....	Do.
	Knit goods.....	Experienced.....	\$13.75 per week.....	Do.
		Inexperienced.....	\$8.50 per week.....	Do.
	Office and other building cleaners.....	Women and minors.....	\$15.40 per week.....	42 per week.
			37 cents per hour.....	Less than 42 per week.
	Paper boxes.....	Experienced.....	\$13.50 per week.....	Full time. <sup>8</sup>
		Inexperienced:		
		18 years and over.....	\$10 per week.....	Do.
		Under 18 years.....	\$8.50 per week.....	Do.
	Women's clothing.....	Experienced.....	\$14 per week.....	Do.
		Inexperienced:		
		18 years and over.....	\$11 per week.....	Do.
		Under 18 years.....	\$9 per week.....	Do.
	Men's furnishings.....	Experienced.....	\$13.75 per week.....	Do.
		Inexperienced:		
		16 years and over.....	\$9 per week.....	Do.
		Under 16 years.....	\$8 per week.....	Do.
	Muslin underwear, etc.....	Experienced.....	\$13.75 per week.....	Do.
		Inexperienced:		
		16 years and over.....	\$8 per week.....	Do.
		Under 16 years.....	\$7.50 per week.....	Do.
	Retail stores.....	Experienced.....	\$14 per week.....	Do.
		Inexperienced:		
		18 years and over.....	\$12 per week.....	Do.
		Under 18 years.....	\$10 per week.....	Do.
	* Laundry and dry cleaning.—All branches of this industry. (Directory order under 1935 law.)	Women and minors.....	30 cents per hour.....	35 hours or over. <sup>9</sup>
			33 cents per hour, but week's wage need not exceed 35 times 30 cents.	Less than 35 per week.
	Brushes.....	Learners (not over 4 weeks).....	27½ cents per hour.....	Full time. <sup>8</sup>
		Experienced.....	\$13.92 per week.....	Do.
		Inexperienced.....	\$9.60 per week.....	



Druggists' preparations, etc.....	Experienced.....	\$13.20 per week.....	Do.
	Inexperienced.....	\$9.60 per week.....	Do.
Canning and preserving and minor lines of confectionery.....	Experienced:		
	18 years and over.....	\$13 per week.....	Do.
	16 and under 18 years.....	\$11 per week.....	Do.
	Under 16 years.....	\$9 per week.....	Do.
	Inexperienced:		
	18 years and over.....	\$12 per week.....	Do.
	16 and under 18 years.....	\$10 per week.....	Do.
	Under 16 years.....	\$8 per week.....	Do.
Bread and other bakery products.....	Experienced.....	\$13 per week.....	Do.
	Inexperienced:		
	16 years and over.....	\$11 per week.....	Do.
	Under 16 years.....	\$9 per week.....	Do.
Millinery.....	Experienced.....	\$13 per week.....	Do.
	Inexperienced.....	\$6 per week.....	Do.
Stationery goods and envelops.....	Experienced.....	\$13.75 per week.....	Do.
	Inexperienced:		
	16 years and over.....	\$11 per week.....	Do.
	Under 16 years.....	\$9 per week.....	Do.
Candy.....	Experienced.....	\$13 per week.....	Do.
	Inexperienced.....	\$9 per week.....	Do.
Jewelry and related lines.....	Experienced.....	\$14.40 per week.....	Do.
	Inexperienced.....	\$12 per week.....	Do.
Toys, games, sporting goods, etc.....	Experienced.....	\$13.50 per week.....	Do.
	Inexperienced:		
	16 years and over or with 1 year's experience.....	\$12 per week.....	Do.
	All others.....	\$10.50 per week.....	Do.
Electrical equipment and supplies.....	Experienced.....	\$14 per week.....	Do.
	Inexperienced.....	\$12 per week.....	Do.
Boot and shoe cut stock and findings.....	17 years and over:		
	Experienced.....	\$14.65 per week.....	Do.
	Inexperienced.....	\$12 per week.....	Do.
	Under 17 years.....	\$10 per week.....	Do.
Pocketbook and leather goods.....	Experienced:		
	18 years and over.....	\$12.50 per week.....	Do.
	Under 18 years.....	\$11.25 per week.....	Do.
	Inexperienced.....	\$8 per week.....	Do.
Minnesota.....	Law declared unconstitutional as applied to adult women.		
Industrial Commission:			
Any occupation. (Occupation to include any business, industry, trade, or branch of trade.)			
General statutes 1927, secs. 4033-4034, 4210-4232.			
For footnotes see p. 23.			



CHART I.—COVERAGE OF MINIMUM-WAGE LAWS AND MINIMUM-WAGE PROVISIONS IN EFFECT—Continued

State, administering body, and occupations or industries covered by law	Provisions of minimum-wage orders			
	Occupation or industry covered	Class of employees covered	Minimum rate	Hours
<b>New Hampshire</b> ----- Labor Commissioner: Any occupation; i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm. <i>Session laws 1933, ch. 87.</i>	*Laundry occupations; <sup>4</sup> i. e., any activity directly concerned with the washing, ironing, or processing of laundry wares; or with the collection, distribution, or sale of laundry services. Includes laundries in business establishments, clubs, or institutions, such as hospitals. A survey has been made of: Hotels and restaurants.	Women and minors-----	28 cents per hour----- 30 cents per hour, but week's wage need not exceed \$8.40.	30 and over. <sup>10</sup> Less than 30 per week.
<b>New Jersey</b> ----- Commissioner of Labor: Any occupation; i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; employment in any hotel. <i>Session laws 1933, ch. 152.</i>	Law never operative, for lack of appropriation.			
<b>New York</b> ----- Industrial Commissioner: Any occupation; i. e., any industry, trade, business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm. <i>Session laws 1933, ch. 634.</i>	Laundry <sup>4</sup> occupations; i. e., all processes directly concerned with the cleansing, collection and distribution of laundry wares. <i>Exceptions:</i> Plant maintenance; office work. (Includes all places where women are employed.)	Women and minors: New York City area----- Outside New York City-----	31 cents per hour; \$12.40 per week. 31 cents per hour----- \$12.40 per week----- 34 <sup>1</sup> / <sub>10</sub> cents per hour----- 46 <sup>1</sup> / <sub>2</sub> cents per hour----- 27 <sup>1</sup> / <sub>2</sub> cents per hour; \$11 per week. 27 <sup>1</sup> / <sub>2</sub> cents per hour----- \$11 per week----- 30 <sup>3</sup> / <sub>4</sub> cents per hour----- 41 <sup>3</sup> / <sub>4</sub> cents per hour-----	40 per week. Over 40 to and including 45 per week. 37-40 per week. Less than 37 per week. For each hour over 45. <sup>11</sup> 40 per week. Over 40 to and including 45 per week. 37-40 per week. Less than 37 per week. For each hour over 45. <sup>11</sup>



		<i>Rates recommended Dec. 6, 1935:</i>	
<b>North Dakota</b> ----- Commissioner of Agriculture and Labor: Any occupation (occupation to include a business, industry, trade, or branch thereof). <i>Exceptions:</i> Agriculture; domestic service. <i>Supplement to compiled laws 1913-1925, secs. 396b3, 396b6-396b9, 396b11-396b16; session laws 1935, ch. 162.</i>	Hotel and restaurant; i. e., (1) any place lodging more than 5 persons as a business; (2) any place preparing and selling food, including banquet, box lunch, and curb service. <i>Exceptions:</i> Hospitals; institutions.	Women and minors-----  Service employees; i. e., employees whose duties relate solely to serving food at tables, and to the duties incidental to the setting of such tables; those whose duties are solely those of a bell boy or page boy. Nonservice employees---  Resident employees-----	Rates vary by locality: Over 200,000; 10,000 to 200,000; under 10,000. No deductions allowed.  18, 17, and 16 cents per hour (without meals, 6 cents an hour more).  27, 26, and 25 cents per hour (without meals, 6 cents an hour more). \$9.50, \$9, and \$8.50 per week (full maintenance required).
	Public housekeeping; 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. Waitress or counter girl----- Chambermaids or kitchen help-----	Women----- -----do-----	Hotels: Unlimited. Restaurants: 54 per week in cities of 50,000 population or more; elsewhere unlimited. <sup>11</sup>  58 per week in towns of under 500; 48 per week elsewhere. <sup>13</sup>

For footnotes see p. 23.



CHART I.—COVERAGE OF MINIMUM-WAGE LAWS AND MINIMUM-WAGE PROVISIONS IN EFFECT—Continued

18

STATE HOUR LAWS AND MINIMUM-WAGE RATES

State, administering body, and occupations or industries covered by law	Provisions of minimum-wage orders			
	Occupation or industry covered	Class of employees covered	Minimum rate	Hours
North Dakota—Continued.	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 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 bookbinding and jobpress feeding establishments. Biscuit or candy making.....	Women:		
		Experienced.....	\$14 per week; <sup>12</sup> \$60.67 per month.	40 to and including 48 per week.
		Inexperienced.....	\$9 per week; <sup>12</sup> \$39 per month.	Do.
	Bookbinding or jobpress feeding.....	Women:		
		Experienced.....	\$14 per week; <sup>12</sup> \$60.67 per month.	Do.
		Inexperienced.....	\$9 per week; <sup>12</sup> \$39 per month.	Do.
	All other manufacturing.....	Women:		
		Experienced.....	\$14 per week <sup>12</sup>	Do.
		Inexperienced.....	To be determined by conference between the department and the employer and employee concerned.	Do.
	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; and all other women. <i>Exception:</i> Women who perform office duties solely.	Women:		
		Experienced.....	\$13 per week; <sup>12</sup> \$56.33 per month.	54 per week in towns of under 500; 48 per week elsewhere. <sup>13</sup>
		Inexperienced.....	\$10.80 per week; <sup>12</sup> \$46.80 per month.	Do.



	<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, hospitals, and factories.</p> <p>Telephone exchanges.....</p>	<p>Women:</p> <p>Experienced..... \$12.60 per week <sup>12</sup> (\$12.10 if laundry privileges are allowed); \$54.60 per month.</p> <p>Inexperienced..... \$9.90 per week; <sup>12</sup> \$42.90 per month.</p> <p>Women in towns of 1,800 or more population:</p> <p>Experienced..... \$14 per week; <sup>12</sup> \$60.67 per month.</p> <p>Inexperienced..... \$10 per week; <sup>12</sup> \$43.43 per month.</p> <p>Women in towns of less than 1,800 population:</p> <p>Experienced..... \$12 per week; <sup>12</sup> \$52 per month.</p> <p>Inexperienced..... \$9 per week; <sup>12</sup> \$39 per month.</p>	<p>38 to and including 48 per week.</p> <p>Do.</p> <p>Over 40 to and including 48 per week.<sup>13</sup></p> <p>Do.</p> <p>Over 40 to and including 48 per week in towns of 500 population or more; <sup>12</sup> elsewhere, maximum hours per day and days per month to be fixed by agreement between employer and employees.</p>
<p><b>Ohio</b>.....</p> <p>Director of Industrial Relations:</p> <p>Any occupation; i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.</p> <p><i>Session laws 1933, pp. 502-510.</i></p>	<p>Laundry<sup>4</sup> occupations; i. e., all processes directly concerned with the cleansing, collection, and distribution of laundry wares. <i>Exceptions:</i> Office work, plant maintenance.</p> <p>Cleaning and dyeing occupations, i. e., all processes directly concerned with the cleaning, dyeing, pressing, soliciting, collection, and distribution of dry cleaning wares. <i>Exceptions:</i> Office work; plant maintenance.</p> <p>Surveys have been made of: Hotels and restaurants. Retail trade.</p>	<p>Women and minors..... 27½ cents per hour.....</p> <p>37 cents per hour.....</p> <p>29 cents per hour.....</p> <p>30¼ cents per hour.....</p> <p>Women and minors (except store clerks). 35 cents per hour; \$14 per week.</p> <p>52¼ cents per hour.....</p> <p>Women and minors, store clerks. 35 cents per hour; \$16.80 per week.</p> <p>52¼ cents per hour.....</p> <p>Women:</p> <p>Experienced..... 30 cents per hour.....</p> <p>Inexperienced..... 27½ cents per hour.....</p> <p>Minors..... do.....</p>	<p>40 to and including 45 per week.</p> <p>For each hour over 45 per week.<sup>14</sup></p> <p>19 per week.</p> <p>Less than 19 per week.</p> <p>40 per week.</p> <p>For each hour over 40 per week.<sup>14</sup></p> <p>48 per week.</p> <p>For each hour over 48 per week.<sup>14</sup></p>
<p><b>Oregon</b>.....</p> <p>Welfare Commission:</p> <p>Any occupation. (Occupation to include any and every vocation, pursuit, trade, and industry.)</p> <p><i>Code 1930, vol. 3, title 49, secs. 503-519; session laws 1931, ch. 894.</i></p>	<p>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.</p>		<p>48 per week.</p> <p>Do.</p> <p>Do.</p>

For footnotes see p. 23.



CHART I.—COVERAGE OF MINIMUM-WAGE LAWS AND MINIMUM-WAGE PROVISIONS IN EFFECT—Continued

20

STATE HOUR LAWS AND MINIMUM-WAGE RATES

State, administering body, and occupations or industries covered by law	Provisions of minimum-wage orders			
	Occupation or industry covered	Class of employees covered	Minimum rate	Hours
<b>Oregon—Continued.</b>	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.	Women: Experienced..... Inexperienced.....	\$13.20 per week..... \$9 per week.....	48 per week. Do.
	Personal service occupations; i. e., manicuring, hairdressing, barbering, and other work of like nature; the work of ushers in theaters.	Women: Experienced..... Inexperienced.....	\$13.20 per week..... \$9 per week.....	Do. Do.
	Laundry, cleaning, and dyeing occupations.	Women.....	30 cents per hour.....	44 per week. Daily maximum, 9 hours, but one and one-half times regular rate required for over 8 hours.
	Telephone and telegraph occupations.....	Women: Experienced..... Inexperienced.....	\$13.20 per week..... \$9 per week.....	48 per week. Do.
	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; elevator operators; retail candy departments in connection with ice-cream, soft-drink, or light-lunch counters, or restaurants.	Women: Experienced..... Inexperienced.....	\$13.20 per week..... \$9 per week.....	48 per week. Do.
	Office occupations; i. e., the work of stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' or dentists' offices, and all kinds of clerical work.	Women: Experienced..... Inexperienced.....	\$60 per month..... \$9 per week.....	Do. Do.
	Any occupation (see also mercantile).....	Minors: 14 years..... 15 years..... 16 and 17 years.....	\$6 per week..... \$7.20 per week..... \$8.50 per week.....	Do. Do. Do.



	Packing, drying, preserving, canning perishable fruits or vegetables.	Women or minors: Experienced.....	27½ cents per hour.....	10 hours per day; time and one-half for overtime.
		Inexperienced.....	22 cents per hour.....	
	Needlecraft occupations; i. e., all designing, cutting, stitching, weaving, knitting, hemstitching, altering, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstering, tents, awnings, bags, and draperies.	Women: Experienced.....	30 cents per hour.....	44 per week (48 allowed for 2 periods during year of 6 weeks each).
		Inexperienced.....	22 cents per hour.....	
<b>South Dakota</b> .....	(Rate fixed in law; no orders issued.)	Experienced women or girls.....	\$12 per week.....	54 per week. <sup>16</sup>
Secretary of Agriculture: Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house. <i>Compiled laws 1929, sec. 1022-A—1022-E; session laws 1931, chs. 173, 174.</i>				
<b>Utah</b> .....	Law never operative, for lack of appropriation.			
Industrial Commission: The various occupations, trades, and industries in which women and minors are employed. <i>Session laws 1933, ch. 38.</i>				
<b>Washington</b> <sup>17</sup> .....	Public housekeeping; i. e., the work of linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, elevator operators, janitresses, laundry workers (except where a commercial laundry is operated), and any other occupation which would properly be classified under public housekeeping. The establishments shall include: Hotels, rooming houses, boarding houses, restaurants, cafes, cafeterias, lunch rooms, tea rooms, apartment houses, hospitals (not nurses), philanthropic institutions, and any other which may be properly classified under this industry.	Females over 18 years of age.....	\$14.50 per week; \$2.50 per day; 35 cents per hour.	48 per week; 8 per day.
Industrial Welfare Committee: The various occupations, trades, and industries. <i>Pierce's Code 1929, secs. 4-3, 4-74, 4-75, 4-77, 4-82; 3526-3547.</i>		Minors <sup>18</sup> .....	\$12 per week.....	48 per week. <sup>19</sup>
	Laundry, dry-cleaning or dye works occupation, trade, or industry.	Females over 18 years of age.....	\$13.20 per week.....	Do.
	Telephone or telegraph or any public occupation other than public housekeeping; laundry, drycleaning and dye works; mercantile; manufacturing.	do.....	do.....	6-day week. <sup>20</sup>
	Mercantile.....	do.....	do.....	48 per week. <sup>19</sup>
	Manufacturing.....	Women: Experienced.....	do.....	48 per week. <sup>19 21</sup>
		Inexperienced.....	\$9 per week.....	Do.

For footnotes see p. 23.



CHART I.—COVERAGE OF MINIMUM-WAGE LAWS AND MINIMUM-WAGE PROVISIONS IN EFFECT—Continued

22

STATE HOUR LAWS AND MINIMUM-WAGE RATES

State, administering body, and occupations or industries covered by law	Provisions of minimum-wage orders			
	Occupation or industry covered	Class of employees covered	Minimum rate	Hours
<b>Washington</b> <sup>17</sup> —Continued.	Mercantile, manufacturing, printing, laundering, 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, invoicer, comptometer operator, or any clerical office work, including assistants and helpers in doctors' and dentists' offices; any occupation, trade, or industry not mentioned above. <i>Exceptions:</i> Telephone or telegraph messengers in rural communities and cities of less than 3,000 population who are not continuously employed and who are paid piece rates.	Minors.....	\$9 per week.....	48 per week. <sup>18</sup>
<b>Wisconsin</b> ..... Industrial Commission: Every person in receipt of, or entitled to, any compensation for labor performed for any employer. <i>Statutes 1931, secs. 20.57, 101.02, 104.01-104.12.</i>	Any occupation, trade, or industry. <i>Exception:</i> Seasonal industries.	Minors: 17 years and over: Experienced: Cities of 5,000 or more. Cities of under 5,000. Inexperienced..... Adult women, covered not by minimum-wage law but by oppressive-wage law (sec. 104.125, Statutes), must be paid these same rates. Minors: Under 17 years: Experienced..... Inexperienced.....	22½ cents per hour..... 20 cents per hour..... 16 cents per hour.....    18 cents per hour. 16 cents per hour.	In general: 50 per week; <sup>19</sup> hotels: 55. Minors under 18 years in cigar manufactories: 48 per week.
	Pea, bean, cherry, corn, strawberry, or tomato canning.	Minors: 17 years and over: Experienced: Cities of 5,000 or more. Cities of under 5,000.	22½ cents per hour..... 20 cents per hour.....	

Canneries: 54 per week during canning season; 10 hours (in pea canneries, 11) allowed on 8 days but not



*Ibid.*, secs. 20.57, 101.02, 104.125.

do.

Inexperienced.....	16 cents per hour.....	more than 60 hours in any week; time and a half pay after 9 hours. For girls over 16 but under 17 years, maximum 9 per day, 54 per week.
Between 16 and 17 years: Experienced.....	18 cents per hour.....	
Inexperienced.....	16 cents per hour.....	
Adult women:		
Experienced:		
Cities of 5,000 or more.	22½ cents per hour.....	Canneries: 54 per week during canning season; 10 hours (in pea canneries, 11) allowed on 8 days but not more than 60 hours in any week; time and a half pay after 9 hours.
Cities of under 5,000.	20 cents per hour.....	
Inexperienced.....	16 cents per hour.....	

<sup>1</sup> The standard week, according to the order, means the regularly established number of hours worked per week in the place of employment. The State hour law provides a maximum 8-hour day, 48-hour week. For coverage, see p. 42.

<sup>2</sup> Orders of the Industrial Welfare Commission fix hourly rates for part-time work as follows: 40 cents for less than an 8-hour day for all workers in laundries and dry cleaning, for adults in mercantile (except waitresses and errand boys), in manufacturing (except messengers and errand boys), for adults and experienced persons under 18 in general and professional offices; for less than a 6-hour day for adults in unclassified occupations. For minors, or for inexperienced minors, in most of these cases, 30 cents. However, the office work specified need not be paid over \$2.67 a day for adults, \$2 a day for inexperienced minors. In hotels and restaurants, 38 cents an hour must be paid for a week of less than 48 hours, but not over \$16 a week is required.

<sup>3</sup> Resolutions adopted by the Industrial Welfare Commission, May 24, 1934, interpret the orders for the manufacturing and laundry and dry-cleaning industries as requiring 33½ cents an hour if 8 hours are worked in 1 day, and 40 cents an hour (the part-time rate) for less than 8 hours. At 33½ cents an hour, 48 hours of work are necessary to earn \$16 a week.

<sup>4</sup> See supplement to pt. I, p. 31.

<sup>5</sup> Hour law provides a maximum week of 48 hours for women and minors in manufacturing.

<sup>6</sup> Hour law sets daily maximum only; i. e., 10 hours for females. Another act limits week to 6 days (see footnote 3, p. 54). Beauty culture is not covered.

<sup>7</sup> With the exception of the rates for the laundry and dry-cleaning industry, the rates shown here were fixed under the State's nonmandatory law of 1912. These are still in effect though not mandatory until further proceedings have been taken. (Session laws 1935, ch. 267.)

<sup>8</sup> Rates are based on full-time work; i. e., the full number of hours required by employers and permitted by State law. The law provides maximum hours of 9 a day and 48 a week for women and minors. See p. 46 for coverage and overtime provision.

<sup>9</sup> Hour law provides a maximum week of 48 hours. See p. 46.

<sup>10</sup> Hour law allows maximum hours of 54 a week for women and minors, with exceptions including hotel labor. See p. 48.

<sup>11</sup> For laundries, the hour law provides a 48-hour week; for restaurants in towns of 50,000 or more, 54 hours. For coverage of laws, see pp. 48, 49.

<sup>12</sup> The orders for public housekeeping and mercantile provide that women employed, whether regularly or on part time, shall be paid 1/48 of the weekly wage for each hour worked. The manufacturing and laundry orders provide that part-time workers shall be paid for each hour worked a proportion of the full-time pay according to various undertime hours as specified in the orders. The telephone order also fixes hourly rates for part-time workers.

<sup>13</sup> The hour law provides a 48-hour week, except in towns of under 500 population.

<sup>14</sup> The law limiting hours to 50 per week for women over 18 applies to workshops, thus affecting laundry, and cleaning and dyeing establishments. Maximum hours are 48 per week for girls under 18 and 54 per week for boys between 16 and 18 in laundries, factories, workshops, mechanical establishments, etc.

<sup>15</sup> Hours specified for minor boys; i. e., under 18 years, not more than 10 a day, 6 days a week.

<sup>16</sup> See hour law, p. 52.

<sup>17</sup> The Washington minimum-wage law was declared unconstitutional by the decision of a lower court, Oct. 17, 1935, in the case of *Parrish v. West Coast Hotels*.

<sup>18</sup> Girls may not be employed as elevator operators or as bus girls.

<sup>19</sup> Work period is limited to 8 hours a day, 6 days a week.

<sup>20</sup> The hour law does not apply, see p. 53.

<sup>21</sup> The hour law does not apply to such seasonal industries as canning, packing, etc. In 1933, Washington entered into a tri-State agreement with Oregon and California, which fixed an hourly minimum. In 1934, the Washington Department of Labor and Industries set hourly rates of 27½ cents and 22½ cents, respectively, for experienced and inexperienced women and minors.

<sup>22</sup> See hour law, p. 53, for coverage.

\* Asterisk indicates that in December 1935 the order is directory; i. e., the only penalty for noncompliance is newspaper publicity.



## LIST OF INDUSTRIES COVERED BY MINIMUM-WAGE ORDERS IN VARIOUS STATES

The list that follows shows the extent to which certain types of occupation are covered by minimum-wage orders in the various States. Reference to the foregoing chart will show the rates in effect for these occupations.

### FRUIT AND VEGETABLE CANNING AND ALLIED INDUSTRIES

**California.**—Fruit and vegetable packing (dried fruit, citrus, and green fruit and vegetable); fruit and vegetable canning; fish canning.

**Massachusetts.**—Canning and preserving and minor lines of confectionery.

**Oregon.**—Packing, drying, preserving, canning perishable fruits or vegetables.

**Washington.**—(Tristate agreement with Oregon and California for the canning industry, 1933.)

**Wisconsin.**—Pea, bean, cherry, corn, strawberry, or tomato canning.

### HOTELS AND RESTAURANTS

**California.**—Hotels and restaurants.

**New York.**—Includes any place lodging more than 5 persons as a business, and any place preparing and selling food, including banquet, box lunch, and curb service; hospitals and institutions excepted. (Rates recommended Dec. 6, 1935.)

**North Dakota.**—Public housekeeping. Includes work of waitresses in restaurants, hotel dining rooms, boarding houses; attendants at ice-cream and light-lunch stands, steam table or counter work in cafeterias and delicatessens; work of chambermaids, of janitresses, car cleaners, kitchen workers in hotels, lodging houses, restaurants, and hospitals; elevator operators.

**Oregon.**—Public housekeeping. Includes work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants at ice-cream and light-lunch stands, steam table or counter work in cafeterias and delicatessens; work of chambermaids in hotels, lodging houses, and boarding houses; of janitresses, car cleaners, kitchen workers in hotels and restaurants; elevator operators; retail candy departments in connection with ice-cream, soft-drink, or light-lunch counters or restaurants.

**Washington.**—Public housekeeping. Includes hotels, restaurants, rooming and boarding houses; cafes, cafeterias, lunch rooms, tea rooms; apartment houses; hospitals, philanthropic institutions, and any other which may be properly classified under this industry; work of linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, elevator operators, janitresses, laundry workers (except where commercial laundry is operated). (See footnote 17 on chart I.)

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries.



The following States have made surveys of the hotel and restaurant industry, with recommendation that a wage board be called to fix a minimum rate:<sup>8</sup> Connecticut, New Hampshire, Ohio.

### LAUNDRY AND DRY CLEANING

#### LAUNDRY, SEPARATELY

**Illinois.**—All processes directly concerned with the cleansing, collection, and distribution of laundry services; plant maintenance and office work excepted.

**Massachusetts.**—Laundries.<sup>9</sup>

**New Hampshire.**—Any activity directly concerned with washing, ironing, or processing of laundry wares; collection, distribution, sale of laundry services; includes laundries in business establishments, clubs, or institutions such as hospitals.

**New York.**—All processes directly concerned with the cleansing, collection, and distribution of laundry wares. Exception: Plant maintenance; office work. Includes all places where women are so employed.

**Ohio.**—All processes directly concerned with cleansing, collection, and distribution of laundry wares. Includes producing of laundry service for their own use by business establishments, clubs, or institutions.

#### CLEANING AND DYEING, SEPARATELY

**Ohio.**—All processes directly concerned with the cleaning, dyeing, pressing, soliciting, collection, and distribution of dry-cleaning wares. Exception: Office work, plant maintenance.

#### LAUNDRY AND DRY CLEANING, COMBINED

**California.**—Laundry and dry cleaning.

**Massachusetts.**—All branches of the laundry and dry cleaning industry. (New rate fixed under 1935 mandatory law.)

**North Dakota.**—All processes connected with receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials. Specified work to include laundry departments in hotels, hospitals, and factories.

**Oregon.**—Laundry, cleaning, and dyeing occupations.

**Washington.**—Laundry, dry cleaning, or dye works occupation, trade, or industry. (See footnote 17 on chart I.)

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries.

Connecticut has made surveys of the laundry and of the cleaning and dyeing industries with recommendation that a wage board be called to fix a minimum rate.<sup>8</sup>

<sup>8</sup> Procedure under most of the laws passed in 1934 and 1935 is initiated by the making of a survey by the proper authorities in the labor department, which thereupon make recommendations to the labor commissioner as to whether a wage board should be called. He may then call a wage board, which recommends minimum rates to the commissioner. He may accept the rates recommended and hold hearings thereon, after which he may issue a directory order, effective for a specified length of time with publicity as the only method of enforcement. This he follows with further investigation, and if this indicates that the directory order is not being fully complied with, he may, after the directory period has passed, issue a mandatory order with legal penalties attached.

<sup>9</sup> A new rate for both laundries and dry cleaning has been fixed under the new mandatory law. Rates for laundries were first put into effect in Massachusetts in September 1915.



## MANUFACTURING INDUSTRIES

**California.**—Manufacturing. (Separate rate fixed for nut cracking and sorting.)

**Connecticut.**—Thread drawing in lace. Surveys have been made of the following industries: Dress; electrical supplies; fabricated metal (home work); shirt; home work (general study).

**Illinois.**—Macaroni, spaghetti, and noodle industry.

**Massachusetts.**—Wage boards have fixed rates separately for the following manufacturing industries:

*Clothing and textile:* Corsets; knit goods; men's clothing and raincoats; men's furnishings; millinery; muslin underwear, etc.; women's clothing.

*Food industries:* Bread and bakery products; candy.

*Leather industries:* Boot and shoe cut stock and findings; pocketbooks and leather goods.

*Paper industries:* Paper boxes; stationery goods and envelopes.

*Other industries:* Brushes; druggists' preparations, etc.; electrical equipment and supplies; jewelry and related lines; toys, games, and sporting goods.

**North Dakota.**—All processes in the production of commodities. Includes work in dressmaking shops, wholesale millinery houses, workrooms of retail millinery shops, and certain work in stores (see "Mercantile" below). Separate rates are fixed in book-binding and job-press feeding, and for bakery and biscuit manufacturing and for candy manufacturing.

**Oregon.**—All processes in the production of commodities. Includes such work in stores as shown above for North Dakota. Separate rates fixed for needlecraft; i. e., all designing, cutting, stitching, weaving, knitting, hemstitching, altering, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstering, tents, awnings, bags, and draperies.

**Washington.**—Manufacturing. (See footnote 17 on chart I.)

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries.

## MERCANTILE ESTABLISHMENTS

**California.**—Mercantile.

**Massachusetts.**—Retail stores.

**North Dakota.**—Work in establishments operated for the purpose of trade in purchase or sale of any merchandise, including sales force, wrapping force, auditing or checking force, shippers in mail-order department, receiving, marking, and stock-room employees; and all other women. Exception: Women who perform office duties solely. (But drapery and furniture covering, garment alteration, art needlework, fur-garment making and millinery workrooms in mercantile stores, and candy-making departments of retail candy stores and restaurants, come under rates for manufacturing occupations.)

**Oregon.**—Work in establishments operated for the purpose of trade in purchase or sale of any goods or merchandise, including sales force, wrapping employees, auditing or check-inspection force, shippers in mail-order department, receiving, marking, and stock-room employees, sheet-music saleswomen and demonstrators. (But certain occupations come under manufacturing rates as in North Dakota, shown above.)

**Washington.**—Mercantile. (See footnote 17 on chart I.)

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries.

Ohio has made a survey of retail stores with recommendation that a wage board be called to fix a minimum rate.<sup>10</sup>

<sup>10</sup> See footnotes



## OFFICE OCCUPATIONS

**California.**—General and professional offices.

**Oregon.**—Work of stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' or dentists' offices, and all kinds of clerical work.

**Washington.**—For minors only, if employed as stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator or any clerical office work including assistants and helpers in doctors' and dentists' offices. (See footnote 17 on chart I.)

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries.

## SERVICES NOT ELSEWHERE CLASSIFIED

## BEAUTY SHOPS

**Illinois.**—Registered beauty culturists, manicurists, desk clerks, shop managers, apprentices, maids, and cleaning women.

**Oregon.**—Personal service; i. e., manicuring, hairdressing, barbering, and other work of like nature.

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries.

Connecticut has made a survey of the beauty-shop trade, with recommendation that a wage board be called to fix a minimum rate.<sup>10</sup>

## CLEANING OF OFFICES AND BUILDINGS

**Massachusetts.**—Office and other buildings, cleaning.

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries.

## DOMESTIC EMPLOYMENT

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries (so interpreted).

## TELEPHONE AND TELEGRAPH

**North Dakota.**—Telephone exchanges.

**Oregon.**—Telephone and telegraph occupations.

**Washington.**—Telephone or telegraph or any public occupation excluding those covered by other orders. (See footnote 17 on chart I.)

**Wisconsin.**—Any occupation, trade, or industry, except seasonal industries.

<sup>10</sup> See footnote 8.



## DEFINITIONS OF LEARNING PERIOD

At the conference of the representatives of governors of minimum-wage States held in Washington in July 1933 the standards adopted included the following:

Since the minimum wage for an industry is based on unskilled work, therefore there should be no differential for learners.

It was pointed out at the conference that the allowance of lower rates for learners greatly complicates the administrative problem, since—

To prevent exploitation it is essential that a certification system be established. This entails a check-up on the learner's experience, the issuance of a certificate, the filing of this certificate by the employer, and other such record keeping, all of which necessitate considerable expense.

This principle of fixing a definite minimum with no lower rate for learners has been followed for the laundry industry in the orders issued since this conference by the States of New Hampshire, New York, Ohio, and Illinois. As shown in chart I, most of the States continuing operation under the earlier type of law fixed different minimum rates for experienced and inexperienced workers. Definitions of the learning period as found in the various orders are summarized in the pages following.

### CALIFORNIA

The learning period specified in this State's orders varies for each of the industries specified.

*Mercantile*—1 year in the industry for an adult, 2 years for a minor under 18. Not more than 33½ percent of the female workers in an establishment may be learners.

*Manufacturing*—26 weeks in the branch of the industry. Not more than 33½ percent of the female workers in an establishment may be learners.

*General and professional offices*—6 months in any such office.

*Laundry and dry cleaning*—3 months in the industry. Not more than 33½ percent of the female workers in an establishment may be learners.

*Unclassified occupations*—3 weeks in the occupation.

*Nut cracking and sorting*—3 weeks in the establishment.

*Fruit and vegetable canning*—2 weeks in the establishment.

*Fish canning*—1 week in the establishment, except for fancy packers. Three weeks in the establishment for fancy packers.

*Fruit and vegetable packing*—periods vary according to kind of product, 2 weeks, 4 weeks, 3 months, and 1 season (cherries).

*Hotels and restaurants*—no learning period.



## MASSACHUSETTS

Orders regulating 2 Massachusetts industries require that the apprenticeship period be more than a year:

*Millinery*—4 seasons (2 in the spring and 2 in the fall) of 16 weeks each; 2 years if work is not of seasonal character. Worker must have reached 19 years of age.

*Women's clothing*—1½ years (35 weeks to constitute a year). Worker must have reached 18 years.

In the 12 following orders, the learning period is defined as 1 year in the occupation. Nine of the 12 specify the age that the worker must have reached in order to be termed "experienced."

*Retail stores*—employment for 1 year after reaching 18 years.

*Druggists' preparations; toys, games, and sporting goods; pocketbook and leather goods* (at least 1 month in factory where employed); *stationery goods and envelopes* (entire year in the particular plant); *paper boxes*—worker must have reached 18.

*Corsets*—year's employment to comprise at least 50 weeks. Worker to have reached 17.

*Muslin underwear* (26 weeks in present employer's shop); *men's furnishings*—employee must have reached 16.

*Brushes; candy; men's clothing and raincoats*—no age minimum specified.

The learning period required is less than a year in the following industries:

*Knit goods*—40 weeks.

*Bread and other bakery products; canning and preserving and minor lines of confectionery* (entire period "in a given factory"); *electrical equipment and supplies* (3 months in the particular plant); *jewelry and related lines* (worker to have reached 20 years)—6 months.

*Boot and shoe cut stock and findings*—3 months. Worker to have reached 17 years.

*Laundry and dry cleaning*—4 weeks.

*Office and other building cleaners*—no learning period.

## NORTH DAKOTA

*Mercantile occupations*—1 year. Not over 25 percent of the employees in an establishment may be inexperienced.

*Manufacturing occupations:*

*Biscuit or candy making*—9 months.

*Bookbinding or job-press feeding*—1 year.

*All other manufacturing*—to be left to discretion of department in conference with employer and employee concerned.

Not over 40 percent of the employees in any manufacturing establishment may be inexperienced. In biscuit or candy making and in bookbinding or job-press feeding, a different minimum wage is fixed for each 3 months of the learning period.

*Telephone exchanges*—9 months. In exchanges employing 6 or more persons, not over 35 percent of the women may be inexperienced. Different minimum rates are fixed for the first month, the next four months, and the last four months of apprenticeship.

*Laundry occupations*—5 months. Not over 25 percent of the employees in a laundry may be inexperienced. Different minimum rates are fixed for the first three and the last two months.

*Public housekeeping*—no learning period.



## OREGON

Only two of the orders of this State fix the learning period at less than a year:  
*Mercantile occupations*—6 months.

*Packing, drying, preserving, or canning perishable fruits or vegetables*—1 week.

The learning period is 1 year, with a different minimum wage set for each 4 months, for the following: Manufacturing, needlecraft, office, personal service, public housekeeping, and telegraph offices. For telephone exchanges, also, the period is 1 year, but divided into 4 periods of 3 months each.

*Laundry, cleaning, and dyeing occupations*—no learning period.

## WASHINGTON

(See footnote 17 on chart I)

In this State the order for manufacturing industries is the only one that fixes rates by experience. The length of apprenticeship may vary according to 5 schedules that provide 4 wage rates and allow learning periods of 4 weeks, 4 months, 24 weeks, 8 months, and 1 year respectively. Not more than 25 percent of the women in a plant may be apprentices, except in emergencies under special permit.

## WISCONSIN

Experienced employees, according to the Wisconsin order, are those who have worked for 6 months in any nonseasonal industry or for any part of a season in a seasonal industry (defined as one that regularly operates less than 6 months in the year). Not more than 25 percent of the women and minors normally employed in the plant may be apprentices.



## SUPPLEMENT TO PART I

### MINIMUM WAGE AS APPLIED IN AN IMPORTANT WOMAN-EMPLOYING INDUSTRY—LAUNDRIES

Summaries cannot be given here for every important woman-employing industry for which minimum wages have been fixed by a number of States, though information for a special industry, in most cases, can be assembled from data given in the accompanying chart.

The paragraphs following summarize the provisions adopted for laundry occupations in several States. This industry was among the first to be regulated under the older orders, and likewise was selected for early consideration by certain of the newer minimum-wage States. Some action has been taken for laundries in practically every State that has put its minimum-wage law into actual operation. Among the reasons for this are—That this industry is a large employer of women; that it operates in every State; and that in some instances wages are so extremely low that many employers as well as employees welcome the setting of a minimum rate. Moreover, it is one of the industries for which claims have been made as to its largely intra-state character, and should substantiation of such claims be possible, minimum standards could be fixed through State action only.

Laundry occupations were covered in the orders of all the States that had minimum-wage laws in operation in 1932, prior to the enactment of the newer laws. Since several of these States had set rates for women in laundries at earlier dates, those that continued their orders have had some rates in effect for this industry for from 12 to 21 years.

The rates fixed by these 7 older minimum-wage States for experienced workers follow:

State	Present minimum rate for laundries		Date first rate for laundry industry effective
	Rate	Date effective	
California.....	\$16 per week <sup>1</sup> .....	July 1923.....	January 1918.
Massachusetts.....	\$13.50 per week.....	July 1922 <sup>2</sup> .....	September 1915.
North Dakota.....	\$12.00 per week.....	December 1932.....	August 1920.
Oregon.....	30 cents per hour.....	May 1934.....	February 1914.
South Dakota.....	\$12 per week.....	Law of 1923.....	July 1923.
Washington <sup>3</sup> .....	\$13.20 per week.....	December 1921.....	August 1914.
Wisconsin.....	22½ cents per hour.....	August 1932.....	August 1919.

<sup>1</sup> This rate is for a "standard week." The legal hour maximum is 48. See fuller discussion of California on p. 4.

<sup>2</sup> Under the new mandatory law passed in 1934, Massachusetts made a survey of laundries and dry cleaning and fixed a rate of 30 cents an hour where as many as 35 hours are worked and a higher hourly rate for shorter hours.

<sup>3</sup> See footnote 17 on chart I.



Between the fall of 1933 and the fall of 1935, five of the new minimum-wage States issued directory orders for laundries. The basic minimum rates fixed and the dates the orders went into effect follow:

*Illinois*.—Hourly rates of 23, 25, and 28 cents, respectively, for three defined districts in the State, July 1935.

*Massachusetts*.—Under the new mandatory law of 1934, 30 cents an hour for the laundry and dry-cleaning industry, October 1935.<sup>11</sup>

*New Hampshire*.—28 cents an hour, August 1934.

*New York*.—27½ and 31 cents an hour, up-State and New York City, respectively, October 1933; made mandatory August 1934.

*Ohio*.—27½ cents an hour, March 1934; made mandatory July 1934.

In Connecticut a survey of this industry was made in 1934. Women's wages were found to be oppressive and unreasonable and the fixing of a minimum wage was recommended. A separate survey has been made of the cleaning and dyeing industry.

As illustration of some of the points covered in the laundry orders, somewhat more detailed statements as to those issued in 4 of the minimum-wage States follow.

### California

The Industrial Welfare Commission of California in May 1934 adopted a resolution in regard to the minimum hourly rates in laundries and dry-cleaning establishments. This resolution specifies that if 8 hours are worked in 1 day, 33½ cents an hour must be paid, but for less than 8 hours a day the usual part-time rate of 40 cents is required. The order of the commission which this resolution amends was issued July 23, 1923, and consequently had been in effect for practically 11 years, following still earlier orders of the commission.

The order of July 1923, which had constituted the standard in effect for so long, does not specify an hourly wage rate but requires that workers with experience of 3 months or more be paid a minimum of \$16 for the standard week's work, defining the standard week not as 48 hours, the maximum allowed by law, but as "the regularly established number of hours worked per week in the place of employment" by each shift of employees. If employed the maximum of 48 hours a week, the hourly rate would amount to 33½ cents. Part-time employees are defined as workers employed on an hourly basis for less than 8 hours a day, and for them the rate of 40 cents an hour is provided. Special workers—i. e., workers employed on a full-day basis for less than the standard week—must be paid at least \$2.67 a day.

The order fixes \$14 as the rate for learners, who must be so registered with the Industrial Welfare Commission within their first 2 weeks of employment. Exclusive of office workers, learners must not constitute more than one-third of the females at work in any establishment. If less than the standard week is worked on account of a

<sup>11</sup> For effectiveness of the early rate, see p. 5.



legal or religious holiday, at least 38 cents an hour must be paid, for learners 30 cents. The commission may issue a special permit for a physically handicapped woman, fixing her wage below the minimum.

With the reduction of hours to 40 a week under the N. R. A. code, enforcement of the standard week provision of the laundry order would have resulted in as high an hourly rate for full-time as for part-time employment. This the commission considered discrimination against the part-time worker, and accordingly adopted the resolution referred to in the first paragraph discussing California. Under its provisions 5 days of 8 hours each (40 hours) would yield at the 33½-cent hourly rate \$13.33½; 5 days of 8 hours each plus 1 day of 4 hours (44 hours) would yield \$13.93½; but the \$16 minimum prescribed in the order of 1923 for the standard week, whether 48 hours or under, now could be received only for a full 48-hour week, the maximum allowed by law. The minimum fixed in the N. R. A. code for this industry, as it would apply in California, ranged from 25 to 30 cents an hour, according to size of locality.

### **New Hampshire**

The Commissioner of Labor in New Hampshire issued a directory order, effective August 1, 1934, fixing minimum-wage rates in the laundry industry for women and minors (defined as employees under 21 years of age). This is the first and only order operative in the State under the minimum-wage law, and its adoption followed public hearings and the unanimous recommendation of the wage board called for the industry.

The order sets the minimum hourly rate at 28 cents for 30 hours or more a week, and at 30 cents for less than 30 hours, provided that the amount paid for less than 30 hours need not exceed \$8.40 (30 hours at 28 cents). The minimum rate is guaranteed to workers paid on a piece basis as well as those on an hourly rate, and learners also must receive at least this amount.

It is specified that employees shall be paid for such time as they are required to wait for work in the plant. If called in for less than half a day's work, they shall receive pay for half a day, except in the case of those whose employment in the week amounts to 36 hours.

Maximum deductions are set for meals and lodging based on number of meals and number of persons in room: The deduction for one meal a day shall be not more than 20 cents; two meals, 35 cents; three meals, 50 cents; 21 meals a week, \$3; room and board with separate room, \$4.50 a week. No deductions are allowed for other purposes except with the approval of the commissioner, and only a fair charge may be made for uniforms.

The minimum rate fixed in the N. R. A. code for the laundry industry was 25 cents, as it would apply to New Hampshire, since there is no city in the State with a population of 100,000 or more.



An examination of laundry pay rolls showed that in a week after the order had been in effect 14 percent of those reported were receiving \$16 or more, while in a week prior to the order less than 4 percent had week's earnings of this amount. The hourly wage was at least 30 cents for 42 percent of those reported after the order; previously about 37 percent had had an hourly wage as high as this.

### New York

The mandatory order issued by the Industrial Commissioner of New York, and effective August 6, 1934, fixes a minimum wage of 27½ cents an hour for a 40-hour week outside New York City, and 31 cents an hour for 40 hours in the New York City area. Penalties for violation range from \$50 to \$200 fines and from 10 to 90 days' imprisonment, or both. These rates constitute the minimum permitted, applying to minors and learners as well as others, and piece rates must yield at least this amount. Furthermore, time during which the employee is required to wait on the premises must be paid for at the individual's regular rate.

The order provides for time and one-half pay for each hour of work over 45, and a 10 percent hourly bonus for less than a 40-hour week (but not more than the regular 40-hour minimum need be paid). Each individual underpayment is a separate offense. No deductions are allowed except by permit from the division of minimum wage, and only a fair charge may be made for uniforms.<sup>12</sup>

The minimum rate fixed in the N. R. A. code for the laundry industry, as it would apply in New York, ranged from 25 to 30 cents an hour according to size of city.

The minimum fair wage law was first applied to the laundry industry in New York in the form of a directory order of October 2, 1933. The median of week's earnings of women and minor laundry employees had increased from \$10.41 found in the sample of 5,322 women in the power laundries surveyed in the State in May 1933, to \$12.12 for 22,325 women reported to the State in November 1933, after the order had been in effect, though the work week was shortened from a median of 44.9 hours in May to 40.3 hours in November. In more than two-thirds of the laundries especially investigated, the total week's pay roll for women and minors was larger in November than it had been in May; substantial increases for individual women had resulted from the order. These are strong testimonies to the value of a minimum wage. Moreover, at the hearings held at the close of the directory period, representatives of employers, of labor organizations, and of various civic groups were unanimously in favor of making the order mandatory. Frieda S. Miller, director of the Division of

<sup>12</sup> Sec. 195 of the New York Labor Law requires cash payments to be made to workers in enumerated industries. Laundries in establishments not covered by this law, as for example in hotels and institutions, are included in the laundry order provision in regard to deductions.



Women in Industry and Minimum Wage of the New York State Department of Labor, in her statement to the commissioner July 2, 1934, said:

Our experience in administering the directory order governing wages of women and minors in laundry occupations during the 9 months in which it has been in effect has led to the following conclusions:

The directory order has been effective in raising the wage level of women and minors in laundries throughout the State and has brought about substantial increases for individual women. There has been no discernible tendency for the minimum wage to become the maximum or for wages of the higher paid employees to be reduced.

Under this mandatory order the manager and three operators of a laundry in Brooklyn were convicted of paying less than the minimum wage and of forging books to conceal the fact, and were imprisoned. Appeal was taken in a habeas corpus case (*People ex rel., Joseph Tipaldo against Frederick L. Morehead*, as warden of the City Prison, Brooklyn). The indictment was upheld, together with the constitutionality of the minimum-wage act, by the Supreme Court <sup>13</sup> of the State of New York, County of Kings, June 27, 1935.

### Ohio

A mandatory order effective July 26, 1934, fixes a minimum wage of 27½ cents an hour or \$11 a week. This is the minimum for all employees, including pieceworkers, learners, and minors. Furthermore, waiting time at the plant is to be paid for. For violation of this the law provides penalties of 10 to 90 days' imprisonment or \$50 to \$200 fines, or both.

One and one-third times the basic rate is to be paid for each hour over 45. If less than 19 hours a week are worked, the employee is to receive a bonus of 10 percent for each hour worked up to the point where the total earnings equal what would have been received for 20 hours' work. Deductions for meals or lodging are allowed only after the plant has been given a permit, and deductions for uniforms are not to be above a fair charge.

Each week for any day of which an employee is paid less than the rate applicable constitutes a separate offense, as does also each employee thus underpaid. The fine also is applicable in cases of discrimination against employees because of assisting in enforcement of the act. Employees may recover in civil action the full amount of the minimum wage less amount actually paid, together with costs and lawyer's fees.

The minimum rates in the N. R. A. code for the laundry industry as it would have applied to Ohio ranged from 22½ to 25 cents an hour according to size of city.

<sup>13</sup> This is not the highest court of the State.



The minimum fair wage law was first applied to the laundry industry in Ohio in the form of a directory order effective March 26, 1934. Studies of wages in the laundry industry were made by the Division of Minimum Wage of the Ohio Department of Industrial Relations, in which it was found that the median wage increased from \$8.80 in September 1933 to \$10.61 (20.6 percent) in July 1934, after the directory order had been in effect. Relatively few of the 4,840 women for whom wages were reported by commercial laundries in 1934, were receiving less than the 27½-cent hourly rate, and nearly a third of the women were receiving more than the required minimum.

Cleaning and dyeing were considered separately in this State, and a directory order effective September 10, 1934, fixed a minimum of 35 cents an hour for this industry. The order was made mandatory January 19, 1935.

#### **Certain administrative regulations**

The foregoing discussions of laundry orders in several States have included statements as to the rates fixed (whether for normal time, undertime, or part time); as to the application of these rates (in regard to minors, learners, pieceworkers, and waiting time); as to the penalties provided by law if the order is mandatory; and as to prohibitions of deductions for meals and lodging.

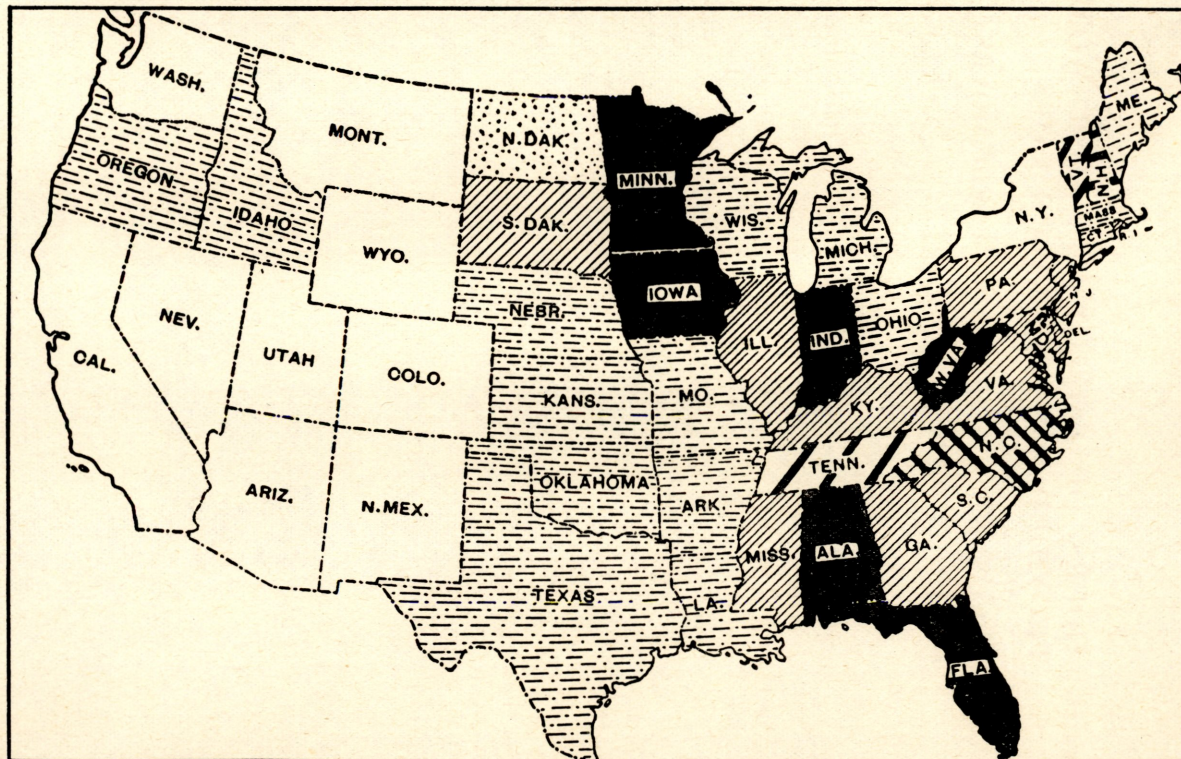
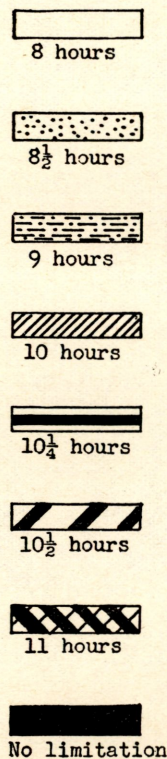
A number of other regulations as to the administration of the minimum wage appear in the orders. Perhaps the most universal of these are the requirements that a notice of the order be posted so that employees can be informed; that hour and wage records be kept in a form prescribed by the enforcing agency; and that a sworn copy be submitted whenever requested by this agency. The law usually attaches severe penalties for violation of the last mentioned; for example, New York and Ohio punish with a fine of from \$25 to \$100, each day's misdemeanor constituting a separate offense.

New Hampshire, New York, and Ohio all require that some form of statement be given the employee explaining her earnings, and that an age certificate be provided for every male minor under 21. New York and Ohio provide weekly payment of the wages, the former specifying that these must be received within 6 days after earned. New York and New Hampshire require department approval before deductions can be made for insurance. New York provides that the commission may issue an insignia of compliance that may be displayed by the employer.



# LEGAL WORKING HOURS FOR WOMEN—DAILY

[States having more than one hour regulation are classed under that affecting the greatest number of women]





## Part II.—HOURS OF EMPLOYMENT FOR WOMEN PROVIDED IN STATE LABOR LAWS

### REGULATION OF DAILY AND WEEKLY HOURS

Very nearly all the States, 43 of them, place some legal limit either to the daily or to the weekly hours of women's work or to both daily and weekly hours, in certain occupations or industries. Only 4 States—Alabama, Florida, Iowa, and West Virginia—have no statute or order regulating women's hours in any way, while Indiana, though prohibiting night work in manufacturing, has no law applying to daily or weekly hours.<sup>14</sup> The maximum hours fixed, the occupations or industries covered by the laws of the various States, and those excepted will be shown in chart II, pp. 42 to 54.

Many States have different hour limits for different occupations and industries, hence some appear more than once in the following list, which shows that for certain occupations 12 States have an 8-hour day, 1 an 8½-hour day, 18 a 9-hour day, 15 a 10-hour day, 6 a day of more than 10 hours, and 6 no daily limit though they have a weekly limit.

Only 1 State limits weekly hours to less than 48; 11 States to 48; 4 set limits above 48 but under 54; 18 restrict to 54; 16 allow over 54 hours, 6 of these permitting 60 hours; 7 States fix no weekly limit though they have a daily limit. In all these cases the limits referred to apply to one or more occupations.

The following list shows the maximum hours that the various States have fixed for some occupations or industries.<sup>15</sup>

	<i>Number of States</i>
States having 8-hour day:	
44-hour week—Oregon.....	1
48-hour week—Arizona, California, Kansas, New Mexico, New York, Utah, Wyoming.....	7
54-hour week—New Mexico.....	1
56-hour week—Nevada.....	1
No weekly limit—Colorado, Montana, Washington (has Sunday law)...	3
State having 8½-hour day:	
48-hour week—North Dakota.....	1
States having 9-hour day:	
48-hour week—Connecticut, Massachusetts, Oregon.....	3
49½-hour week—Kansas.....	1
50-hour week—Ohio, Wisconsin.....	2
52-hour week—Connecticut.....	1

<sup>14</sup> Night-work laws are not summarized in this bulletin. For such information, see Women's Bureau Bul. 98.

<sup>15</sup> For map of weekly hours, see frontispiece.



	<i>Number of States</i>
States having 9-hour day—Continued.	
54-hour week—Arkansas, Kansas, Louisiana, Maine, Michigan, Missouri, Nebraska, New York, North Dakota, Oklahoma, Texas.....	11
56-hour week—New Mexico.....	1
58-hour week—North Dakota.....	1
No weekly limit—Idaho (has Sunday law).....	1
States having 10-hour day:	
54-hour week—New Jersey, Pennsylvania, Rhode Island, South Dakota.....	4
55-hour week—Delaware, North Carolina, South Carolina, Wisconsin.....	4
60-hour week—Georgia, Kentucky, Maryland, Mississippi.....	4
No weekly limit—Illinois (has day-of-rest law), Oregon, Virginia (has Sunday law).....	3
State having 10¼-hour day:	
54-hour week—New Hampshire.....	1
States having 10½-hour day:	
56-hour week—Vermont.....	1
57-hour week—Tennessee.....	1
States having 11-hour day:	
54-hour week—Texas.....	1
55-hour week—North Carolina.....	1
State having 12-hour day:	
60-hour week—South Carolina.....	1
States having no daily hours, but a weekly limit only, for certain industries or occupations:	
48-hour week—Oregon.....	1
54-hour week—Maine, Minnesota, New York.....	3
56-hour week—Oregon.....	1
58-hour week—Connecticut.....	1
60-hour week—Louisiana.....	1

From the foregoing lists it is evident that 12 States—Connecticut, Kansas, Louisiana, Maine, Oregon, North Carolina, North Dakota, New Mexico, New York, South Carolina, Texas, and Wisconsin—have two or more hour regulations.

### OVERTIME

Overtime in some occupations or industries is permitted in 28 States—Arkansas, California, Colorado, Connecticut, Delaware, Georgia, Kansas, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Montana, New Mexico, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, South Dakota, Texas, Utah, Wisconsin, and Wyoming. Details as to the overtime allowed under the hour laws of these States will be found in chart II.

### OVERTIME PAY

Five States—Arkansas, New Mexico, Oregon, Wisconsin, and Wyoming—require the payment of 1½ the regular rate for overtime in some occupations or industries or for limited emergency periods. Further details as to the occupations or industries in which such pay is required also will be shown in the chart referred to.



Two States—Oklahoma and Texas—require double payment for overtime in some occupations or industries.

One State—California—requires the payment of increased rates for all time over 8 hours a day for certain occupations.

### COVERAGE OF HOUR LAWS

Naturally there is wide variation in the coverage of hour laws in the different States. The following summaries show to what extent the 5 principal industrial groups in which women are employed are covered by the hour laws of these 43 States.

	<i>Number of States in which covered <sup>16</sup></i>
Manufacturing establishments.....	43
Mercantile establishments.....	41
Laundries.....	40
Restaurants.....	39
Hotels.....	31

Hour laws in the following States do not cover the types of employment specified:

	<i>Number of States in which not covered <sup>16</sup></i>
Mercantile establishments:	
Georgia, Vermont.....	2
Laundries:	
Georgia, Ohio, South Carolina.....	3
(Connecticut and Vermont cover "mechanical" establishments and Rhode Island "mechanical, business" establishments. None however, definitely specifies laundries.)	
Restaurants:	
Georgia, Maryland, South Carolina, Vermont.....	4
(Rhode Island in addition to factory, manufacturing, mechanical, or mercantile establishment includes "business" establishment in its hours statute; no specific mention is made, however, of restaurants.)	
Hotels:	
Connecticut, Georgia, Maine, Maryland, Missouri, New Hampshire, New Jersey, New York, Ohio, South Carolina, Vermont, Virginia.....	12
(Connecticut, New Hampshire, and New Jersey definitely exclude hotels from hour-law coverage. Rhode Island, in addition to factory, manufacturing, mechanical, or mercantile establishment, includes "business" establishment in its hours statute; no specific mention is made, however, of hotels.)	

### EXCEPTIONS

In the hour laws certain industries and occupations are *specifically excepted*. The cases in which the language of the law itself excepts industries or occupations by name are listed below, and these exceptions also are shown in chart II. The following list does not neces-

<sup>16</sup> Where a State law uses such a term as "any other occupation" or "any establishment" it is counted as covering the industry specified.



sarily include *all* States in which a certain industry or occupation is not covered by the law, because in some cases the text of the law recites a given list that excludes them even though no specific exception is stated.

# INDUSTRIES AND OCCUPATIONS SPECIFICALLY EXCEPTED IN TEXT OF STATE'S HOUR REGULATION

*Number of  
States*

Canneries (usually includes process of conditioning and packing):	
Arizona, California, Delaware, Idaho, Maine, Maryland, Michigan, Minnesota, Mississippi, Missouri, Nevada, New Jersey, North Carolina, Ohio, Pennsylvania, Tennessee, Utah, Vermont, Virginia, Washington.....	20
Telephone and telegraph (see also holiday seasons for 1 other State):	
Arizona (3 women or less), Maine (telephone exchanges, 3 or fewer operators), Minnesota (telephone operators in small towns), Missouri (telephone companies), New Hampshire (operators), New Mexico (5 or fewer operators), North Dakota (rural telephone exchanges and small exchanges or offices), Texas (small towns), South Dakota (operators).....	9
Agricultural pursuits:	
Arkansas (gathering fruits or farm products), Louisiana, Massachusetts, New Hampshire, North Carolina, Oklahoma, Pennsylvania, South Dakota, Tennessee.....	9
Nurses:	
Arizona, California (graduate nurses in hospitals), Michigan (all nurses in hospitals and fraternal or charitable homes), Nevada, New Hampshire, New Mexico, Oklahoma, Pennsylvania (nurses in hospitals), Texas (nurses and attendants in orphan homes).....	9
Domestic service:	
Arizona, Massachusetts, Mississippi, New Hampshire (also boarding-house labor), New Mexico, Oklahoma, Pennsylvania, South Dakota, Tennessee.....	9
Clerical (and executive or supervisory):	
Arkansas (executives at \$35 a week or more), Georgia, Massachusetts (supervisors or personal secretaries), North Carolina, North Dakota (in mercantile establishments in towns of under 500), South Carolina, Texas (stenographers), Virginia.....	8
Public service corporations, public utilities, interstate commerce (see also holiday seasons for 1 other State):	
Arizona (railroad yard office, 3 women or less), Arkansas (railroad if federally regulated), Maine (public service in emergencies), Mississippi (railroad or other public service), New Mexico (interstate commerce if federally regulated), Rhode Island (shifts in public utilities).....	6
Mercantile (see also holiday seasons for 4 other States):	
Louisiana (Saturday nights, establishments having more than 5 employees), Ohio (outside of "any city"), Texas (small towns), Virginia (small towns).....	4
Hotels (see also 6-day week but allowing 7 days for 1 other State):	
Connecticut, New Hampshire, New Jersey (where working hours do not exceed 8), New York (dining-room and kitchen employees in hotel restaurants; see also last item in miscellaneous industries, etc.)....	4



	<i>Number of States</i>
Pharmacists (see also 6-day week but allowing 7 days for 1 other State):	
Kansas, Oklahoma, Texas, Wisconsin.....	4
Miscellaneous industries or occupations excepted:	
Cotton factories—Arkansas (also certain occupations not chiefly of women in textiles in South Carolina and Georgia).....	3
Manufacture of munitions or supplies for United States or State in war time—New Hampshire.....	1
Care of livestock—South Dakota.....	1
Singers, performers, or attendants in ladies' cloak rooms and parlors (restaurants)—New York.....	1
Miscellaneous types of exceptions:	
Small localities (see also telephone and telegraph; mercantile; and clerical—for 5 other States):	
Missouri, North Dakota, Oklahoma (if fewer than 5 females employed) ..	3
Holiday seasons (e. g., days before Christmas, Easter, etc.):	
Connecticut (mercantile, but to balance with paid holidays), Maine (telephone exchanges, stores, restaurants, laundries, telegraph offices, and express or transportation companies), New Hampshire (mercan- tile, weekly average for year 54 hours), New York (mercantile).....	4
6-day week but allowing 7 days:	
Arizona (if 6 hours daily or less), California (unclassified occupations and hotels and restaurants if 6 hours daily or less), New York (newspaper writers and reporters, pharmacists).....	3
Other miscellaneous provisions:	
Minnesota:	
Night employees on a schedule of not more than 12 hours if allowed 4 hours' sleep.	
Emergency periods aggregating not more than 4 weeks in the calen- dar year.	
New Jersey:	
Employees in other continuous business (than hotels) if hours not over 8 a day.....	2



CHART II.—HOURS OF EMPLOYMENT FOR WOMEN PROVIDED IN STATE LABOR LAWS

State	Weekly limit and daily limit	Overtime	Occupations or industries specified
<b>Arizona:</b> Session laws 1931, ch. 14.....	48 hours, 6 days, 8-hour day.	-----	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 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>Arkansas:</b> Digest of the statutes 1921, sec. 7114; supplement, 1927, sec. 7109; session laws 1935, ch. 150.	54 hours, 6 days, 9-hour day.	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; women in executive or managerial positions with weekly salaries of \$35 or more upon permit from Industrial Welfare Commission.
Industrial Welfare Commission, order of 1919.	54 hours, 6 days, 9-hour day.	-----	Hotel or restaurant.
<b>California:</b> Session laws 1929, ch. 286.....	48 hours, 8-hour day.	-----	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 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, 8-hour day.	-----	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 1½ 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 1¼ 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.)



Ibid., 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.)
Ibid., nos. 10a and 12a, 1923-----	48 hours, 6 days, 8-hour day.		Unclassified occupations and hotels and restaurants. <i>Exception:</i> Women working 6 hours a day or less may be employed 7 days a week.
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.
Ibid., no. 9a, 1933-----	48 hours, 8-hour day--	In emergencies females over 18, not subject to 8-hour law and receiving \$30 or more a week may be employed more than 48 hours. In emergencies females over 18, not subject to 8-hour law and receiving less than \$30 a week, may be employed more than 48 hours if paid $1\frac{1}{2}$ times the regular rate for all emergency work.	General and professional offices.
<b>Colorado:</b> Compiled laws 1921 (published 1922), secs. 4184, 4272.	No weekly limit, 8-hour day.	Industrial Commission may allow overtime in cases of emergency, provided the minimum wage is increased.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, or restaurant.
<b>Connecticut:</b> Session laws 1933, ch. 74-----	52 hours, 6 days, 9-hour day.	10 hours may be worked on 1 day each week provided weekly maximum is not exceeded.	Public restaurant, cafe, dining room, barber shop, hair-dressing or manicuring establishment, or photograph gallery. <i>Exception:</i> Hotels.

For footnotes see p. 54.



CHART II.—HOURS OF EMPLOYMENT FOR WOMEN PROVIDED IN STATE LABOR LAWS—Continued

State	Weekly limit and daily limit	Overtime	Occupations or industries specified
<b>Connecticut</b> —Continued. Session laws 1935, ch. 291.....	48 hours, 9-hour day...	In emergencies and in cases of seasonal or peak demand, 10 hours a day and 55 hours a week may be permitted by the Department of Labor.	Manufacturing or mechanical establishment.
Session laws 1933, ch. 201.....	52 hours, 6 days, 9-hour day.	10 hours may be worked 1 day in the week in order to make 1 shorter work day during such week.	Mercantile establishment other than manufacturing or mechanical. <i>Exception:</i> Dec. 17-25 if employer grants at least 7 holidays with pay annually.
General statutes 1930, sec. 5197...	58 hours, no daily limit.	-----	Bowling alley, shoe-shining establishment, billiard or pool room.
<b>Delaware:</b> Session laws 1917, ch. 230.....	55 hours, 6 days, 10-hour day.	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>Exception:</i> Canning or preserving or preparation for canning or preserving of perishable fruits or vegetables.
<b>Georgia:</b> Code (Michie) 1926, p. 807, sec. 3137. <sup>1</sup>	60 hours, 10-hour day...	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.
<b>Idaho:</b> Compiled statutes 1919, sec. 2330.	No weekly limit, 9-hour day. <sup>2</sup>	-----	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.
<b>Illinois:</b> Revised statutes (Cahill) 1931, ch. 48, sec. 26.	No weekly limit, 10-hour day. <sup>3</sup>	-----	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.
<b>Kansas:</b> Commission of Labor and Industry, order no. 4, 1931.	48 hours, 8-hour day...	-----	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.
<i>Ibid.</i> , no. 5, 1931.....	8 hours (basic), 6 days (basic).	-----	Telephone operators.



Ibid., no. 1, 1931.....	49½ hours, 9-hour day.	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, 9-hour day.	4½ hours a week allowed in case of emergency. In seasonal industries handling perishable food products, such as canneries, creameries, condensereries, 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, 9-hour day.	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 and 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>Kentucky:</b> Carroll's Statutes 1930, sec. 4866b-2.	60 hours, 10-hour day.....		Laundry, bakery, factory, workshop, store or mercantile, manufacturing or mechanical establishment, hotel, restaurant, telephone exchange, or telegraph office.
<b>Louisiana:</b> General statutes (Dart) 1932, secs. 4319, 4322.	54 hours, 9-hour day....	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, cafe 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.

For footnotes see p. 54.



CHART II.—HOURS OF EMPLOYMENT FOR WOMEN PROVIDED IN STATE LABOR LAWS—Continued

State	Weekly limit and daily limit	Overtime	Occupations or industries specified
<b>Louisiana—Continued.</b> Ibid., sec. 4322.....	60 hours, no daily limit.		Telegraph office; mercantile establishment, cafe, or restaurant situated and operated outside of any municipality or within any town or village of less than 2,500 inhabitants.
<b>Maine:</b> Session laws 1931, ch. 144.....	54 hours, no daily limit.		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.
Revised statutes 1930, ch. 54, sec. 27; session laws 1931, ch. 144.	54 hours, 9-hour day...	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>Maryland:</b> Annotated code (Bagby) 1924, art. 100, sec. 54.	60 hours, 10-hour day...	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.
<b>Massachusetts:</b> General laws 1932, ch. 149, sec. 1; session laws 1935, ch. 200.	48 hours, 9-hour day...	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, other than hotels, or other businesses requiring shifts. 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 (including premises used for a restaurant or for publicly providing and serving meals), or 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 switchboard operator in a private exchange. <i>Exceptions:</i> Persons employed in supervisory capacity or serving exclusively as personal secretaries; domestic service; farm labor.
<b>Michigan:</b> Compiled laws 1929, sec. 8324.....	54 hours, 9-hour day...	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> Session laws 1933, ch. 354.....	54 hours, no daily limit	Allowed in case of emergency in which safety, health, morals, or welfare of the public may otherwise be affected.	Public housekeeping, manufacturing, mechanical, mercantile, or laundry occupation, or telephone operator. <i>Exceptions:</i> Telephone operators in towns under 1,500 population; night employees who are at their place of employment not more than 12 hours and have opportunity for at least 4 hours of sleep; preserving perishable fruits, grains, or vegetables if employment does not last more than 75 days in any 1 year; industrial commission may, under special rules, allow longer hours during emergency not exceeding 4 weeks in the aggregate in any calendar year; industrial commission, upon application of employer, may for cause shown exempt any employer or class of employers from the provisions of the act.
<b>Mississippi:</b> Code 1930, secs. 4646, 4652 <sup>1</sup> .....	60 hours, 10-hour day..	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.
Ibid., sec. 4653.....	60 hours, 10-hour day..	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.
<b>Missouri:</b> Revised statutes 1929, sec. 13210..	54 hours, 9-hour day..	-----	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.
<b>Montana:</b> Revised codes 1921, sec. 3076.....	No weekly limit, 8-hour day.	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>Nebraska:</b> Session laws 1931, ch. 97.....	54 hours, 9-hour day..	-----	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, office, or public-service corporation in metropolitan cities and cities of the first class.
<b>Nevada:</b> Compiled laws (Hillyer) 1929, sec. 2790.	56 hours, 8-hour day..	-----	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.

For footnotes see p. 54.



CHART II.—HOURS OF EMPLOYMENT FOR WOMEN PROVIDED IN STATE LABOR LAWS—Continued

State	Weekly limit and daily limit	Overtime	Occupations or industries specified
<b>New Hampshire:</b> Public laws 1926, ch. 176, secs. 14-18.	54 hours, 10¼-hour day	-----	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.
<b>New Jersey:</b> Cumulative supplement to compiled statutes, 1911-24, title 107, sec. 137C (1).	54 hours, 6 days, 10-hour day.	-----	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> Session laws 1933, ch. 148-----	48 hours, 6 days, 8-hour day.	2 hours weekly in emergencies if time and one-half is paid.	Industrial or mercantile establishment, laundry, hotel, restaurant, cafe, or eating house, place of amusement, public utility business, office (as stenographer, bookkeeper, clerk, or in other clerical work). <i>Exceptions:</i> Females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States; hospitals, sanitariums, registered or practical nurses, midwives, domestic servants.
Idem-----	48 hours, 7 days, 8-hour day.	Allowed in emergencies resulting from fire, flood, storm, epidemic of sickness, or other like causes.	Telephone or telegraph office where hours of work are between 7 a. m. and 10 p. m. <i>Exceptions:</i> Establishments where 5 or fewer operators are employed; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
Idem-----	54 hours, 7 days, 8-hour day.	do-----	Telephone or telegraph office where the hours of work are between 10 p. m. and 7 a. m. <i>Exceptions:</i> Establishments where 5 or fewer operators are employed; females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
Statutes, 1929, ch. 80, secs. 203, 206, 208.	56 hours, 9-hour day---	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.	Express, transportation, or any common carrier. <i>Exceptions:</i> 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. 2; session laws 1935, ch. 106.	48 hours, 6 days, 8-hour day.	10 hours may be worked on 1 day in the week in order to make 1 short day of not more than 4½ hours, provided hours do not exceed 9 on any of the remaining 4 days and the weekly hours do not exceed 48.	Factory, i. e., mill, workshop, or other manufacturing establishment; laundry.



Cahill's Consolidated Laws 1930, ch. 32, sec. 173; industrial code rule no. 1, amended, 1932.		From June 15 to Oct. 15, 10 hours a day, 60 hours and 6 days a week may be worked. In emergencies or rush periods between June 25 and Aug. 5, 12 hours a day, 66 hours and 6 days a week may be worked if employer secures permit from industrial commissioner and complies with specified regulations. <i>Exception:</i> Work requiring continuous standing.	Establishments canning perishable products.
Session laws 1931, ch. 509; 1935, ch. 106.	48 hours, 6 days, 8-hour day.	(a) 10 hours may be worked on 1 day of the week in order to make 1 or more shorter work days 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. (b) 10 hours may be worked on 1 day of the week and 9 hours on any of 4 other days provided that the sixth day does not exceed 4½ hours and the week 48 hours. Two periods a year are permitted for taking inventory, each period not to exceed 1 week's duration nor a total of 5 hours. Every employer must notify the Commissioner of Labor annually of his choice between (a) and (b) and must not change his election more than twice in any calendar year.	Mercantile establishments. <i>Exceptions:</i> Dec. 18-24, inclusive; writers or reporters in newspaper offices and duly licensed pharmacists may be employed 7 days a week.
Session laws 1934, ch. 740.	54 hours, 6 days, 9-hour day.		Work in or in connection with restaurants in cities having a population of 50,000 inhabitants or more. <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. Care, custody, or operation of any freight or passenger elevator.
Cahill's Consolidated Laws 1930, ch. 32, sec. 183.	54 hours, 6 days, 9-hour day.		Conductor or guard on any street, surface, electric, subway, or elevated railroad.
Ibid., sec. 184.	do.		Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages.
Ibid., sec. 185.	54 hours, 6 days, no daily limit.		Factory, manufacturing establishment, mill; laundry, dry-cleaning establishment, pressing club, work shop. <i>Exceptions:</i> Seasonal industries in their process of conditioning and of preserving perishable or semiperishable commodities; agricultural work.
North Carolina: Code (Michie) 1931, sec. 6554; session laws 1935, ch. 406.	55 hours, 11-hour day.		Mercantile establishment or other business where any female help is employed as clerks, salesladies, or waitresses and other employees of public eating places. <i>Exceptions:</i> Bookkeepers, cashiers, and office assistants; establishments employing fewer than 3 persons.
Session laws 1933, ch. 35; 1935, ch. 407.	55 hours, 10-hour day.		

For footnotes see p. 54.



CHART II.—HOURS OF EMPLOYMENT FOR WOMEN PROVIDED IN STATE LABOR LAWS—Continued

State	Weekly limit and daily limit	Overtime	Occupations or industries specified
<b>North Dakota:</b> Session laws 1927, ch. 142.....	48 hours, 6 days, 8½-hour day.	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.
Minimum Wage Department, order no. 1, 1932.	58 hours, 9-hour day...	In case of emergency temporary suspension or modification may be permitted by the Department of Agriculture and Labor.	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. 3, 1932.....	54 hours, 9-hour day...	In case of emergency temporary suspension or modification may be permitted by the Department of Agriculture and Labor.	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, and all other women.) <i>Exception:</i> Women who perform office duties solely.
<b>Ohio:</b> Throckmorton's Annotated Code 1930, sec. 1008.	50 hours, 6 days, 9-hour day.	Mercantile establishments: 10 hours on Saturday.	Factory, workshop, telephone or telegraph office, millinery or dress-making 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>Exceptions:</i> Canneries or establishments preparing perishable goods for use during the canning season.
<b>Oklahoma:</b> Compiled statutes 1921, secs. 7222-7223.	54 hours, 9-hour day...	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, bookbinding, 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.
<b>Oregon:</b> State Welfare Commission, order effective Apr. 29, 1934.	44 hours, 6 days, 8-hour day.	9 hours a day, 48 hours a week may be worked for 2 periods during the year not to exceed 6 weeks each.	Needlecraft occupations; i. e., designing, cutting, stitching, weaving, knitting, hemstitching, altering, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstering, tents, awnings, bags, and draperies.



Ibid., order effective May 5, 1934.	.....do.....	9 hours a day if $1\frac{1}{2}$ times the regular rate is paid for time over 8 hours.	Laundry, cleaning, and dyeing occupations; i. e., work in all places where 2 or more persons are engaged in washing, cleaning, or dyeing clothing, washable and cleanable materials, directly or indirectly connected with such place of business; work in the process of receiving, marking, washing, cleaning, dyeing, and ironing, and distribution of washable and cleanable materials.
Code 1930, v. 3, title 49, sec. 322.	No weekly limit, 10-hour day.	Allowed if time and one-half is paid for all work in excess of 10 hours a day.	Canneries, driers, or packing plants.
Ibid., sec. 602 <sup>15</sup> .	.....do.....	3 hours a day permitted if time and one-half is paid for all work in excess of 10 hours.	Mill, factory, or manufacturing establishment.
State Welfare Commission, orders nos. 39, 40, and 42, 1931; unnumbered order effective Apr. 4, 1934.	48 hours, 6 days, 9-hour day.		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>Exceptions:</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.)
			Telephone or telegraph occupations in the city of Portland. (No. 42.)
			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. (Unnumbered.)
Ibid., no. 43, 1931.	48 hours, 9-hour day.		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.
Ibid., no. 45, 1931.	48 hours, 9-hour day.		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.
Ibid., no. 44, 1931.	48 hours, 6 days, no daily limit.		Office occupations; i. e., the work of stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' or dentists' offices, and all kinds of clerical work.
Ibid., no. 48, 1931.	56 hours, no daily limit.		Student nurses.

For footnotes see p. 54.



CHART II.—HOURS OF EMPLOYMENT FOR WOMEN PROVIDED IN STATE LABOR LAWS—Continued

State	- Weekly limit and daily limit	Overtime	Occupations or industries specified
<b>Pennsylvania:</b> Statutes 1920, secs. 13540-13542; Department of Labor and Industry rule W-10, 1931.	54 hours, 6 days, 10-hour day.	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> Session laws 1928, ch. 1231; 1929, ch. 1316.	54 hours, 10-hour day	-----	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 Carolina:</b> Session laws 1922, ch. 567 <sup>1</sup> -----	55 hours, 10-hour day <sup>6</sup>	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.
Code 1922, v. 2, sec. 422-----	60 hours, 12-hour day	-----	Mercantile establishments.
<b>South Dakota:</b> Compiled laws 1929, sec. 10014----	54 hours, 10-hour day	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.
<b>Tennessee:</b> Code 1932, secs. 5322-5324-----	57 hours, 10½-hour day	-----	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>Texas:</b> Complete statutes 1928, revised civil statutes, arts. 5168-5170; supplement 1931, art. 5172; session laws 1933, ch. 114.	54 hours, 9-hour day	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, beauty shop, roadside drink- or food-vending establishment, 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.
Session laws 1933, ch. 114-----	54 hours, 11-hour day	-----	Cleaning and pressing establishments.



<b>Utah:</b> Session laws 1919, ch. 70.....	48 hours, 8-hour day...	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>Vermont:</b> Public laws 1933, secs. 6587, 6598..	56 hours, 10½-hour day.....		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.
<b>Virginia:</b> Code 1930, sec. 1808.....	10-hour day <sup>1</sup> .....		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.
<b>Washington:</b> Pierce's Code 1929, v. 2, sec. 3456.	8-hour day <sup>27</sup> .....		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, 8-hour day.....		Manufacturing occupations, trades, or industries.
<b>Wisconsin <sup>2</sup>:</b> Statutes 1931, secs. 103.01-103.02; session laws 1935, ch. 329; Industrial Commission, order no. 6, 1918.	50 hours, 9-hour day..	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, beauty parlors, 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, 1935.	.....do.....	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.

For footnotes see p. 54.



CHART II.—HOURS OF EMPLOYMENT FOR WOMEN PROVIDED IN STATE LABOR LAWS—Continued

State	Weekly limit and daily limit	Overtime	Occupations or industries specified
<b>Wisconsin</b> <sup>1</sup> —Continued. Industrial Commission, order relating to factories canning beans, cherries, corn, strawberries, or tomatoes, 1935.	50 hours, 9-hour day--	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.
Statutes 1931, sec. 103.02-----	55 hours, 10-hour day--	-----	Hotels.
<b>Wyoming:</b> Revised statutes 1931, sec. 63-113; session laws 1933, ch. 114.	48 hours, 8-hour day--	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.
<b>District of Columbia:</b> Code 1929, p. 181, sec. 21.-----	48 hours, 6 days, 8-hour day.	-----	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company.
<b>Puerto Rico:</b> Session laws 1930, ch. 28.-----	48 hours, 8-hour day--	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.

<sup>1</sup> Covers men as well as women.<sup>2</sup> State has Sunday law.<sup>3</sup> Illinois has law requiring 1 day's rest in 7 for most of the industries covered in hour law. (Session laws 1935, p. 547.)<sup>4</sup> This section of the Oregon code also sets maximum hours of 10 a day, 60 a week, for other industries, but orders of the State Welfare Commission supersede this statute and fix shorter hours for these other industries, which include any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company, but which exempt harvesting, packing, curing, canning, or drying of any variety of perishable fruit, vegetable, or fish.<sup>5</sup> See also order no. 39 of the State Welfare Commission, which fixes for women in manufacturing establishments shorter hours than the maximum allowed in the statute.<sup>6</sup> "For night running 55 hours per week." 10-hour-day limit does not apply at night.<sup>7</sup> 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.<sup>8</sup> Wisconsin has an order of the Industrial Commission limiting the working hours of women on street railways to 8 a day, but no women are employed in such a capacity in Wisconsin.



IN SENATE,  
January 10, 1907.  
REPORT  
OF THE  
COMMISSIONER OF THE  
LAND OFFICE,  
IN RESPONSE TO A  
RESOLUTION PASSED  
BY THE SENATE,  
MAY 1, 1906.  
ALBANY:  
J. M. RILEY, PRINTING OFFICE,  
1907.



