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WOMEN'S BUREAU
Bulletin No. 144

STATE LABOR LAWS
FOR WOMEN

REVISION OF BULLETIN 98

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director



STATE LABOR LAWS
FOR WOMEN

Revision of Bulletin 98

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

By

FLORENCE P. SMITH



BULLETIN OF THE WOMEN'S BUREAU, No. 144

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STATE LABOR LAWS
FOR WOMEN

FOR 1912
THE DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

WASHINGTON, D. C.



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, July 1, 1936.

MADAM: I have the honor to submit a report presenting analyses of State labor laws for women as of July 1936.

This report is a revision of Bulletin 98 covering legislation as of December 31, 1931, which has been in such demand that a current edition is greatly needed. Laws included relate to hours, industrial home work, prohibited or regulated occupations, seats, and minimum wage.

This report has been prepared by Florence P. Smith, research assistant in the Women's Bureau.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

STATE LABOR LAWS FOR WOMEN

July 1936

LAWS REGULATING HOURS OF LABOR

Only four States—Alabama, Florida, Iowa, and West Virginia—have no law of any sort regulating the working hours of women. Indiana has but one limitation of hours—that prohibiting the employment of women at night in manufacturing. The remaining 43 States, the District of Columbia, and Puerto Rico have definitely forbidden the employment of women for more than a certain number of hours a day or week or have penalized all employment beyond certain specified hours by providing that it must be paid for at an increased rate. In many States, however, the number of industries or occupations coming under the law is so small as to affect only a small proportion of all working women in the State. A comparison of the laws will show that generally the States that have the shortest working day and week are also the States that regulate the greatest number of industries or occupations.

No State has regulated each industry or occupation by the passage of all types of hour laws. States that regulate daily hours sometimes fail to limit the number of weekly hours, to provide for 1 day of rest in 7, meal periods or rest periods, or to prohibit night work. Few States have all types of laws. In California, Delaware, Kansas, Massachusetts, New Jersey, Oregon, Pennsylvania, and Wisconsin there are regulations of these various kinds covering manufacturing establishments.

Eight-hour laws.

The shortest period to which hours of work are limited is 8 a day, set by the laws of 12 States—Arizona, California, Colorado, Kansas, Montana, Nevada, New Mexico, New York, Oregon, Utah, Washington, and Wyoming—and the District of Columbia and Puerto Rico. The number of industries or occupations included in these laws varies greatly.

California has the most inclusive legislation. An act of the legislature in that State limits the hours of work strictly to 8 a day and 48 a week in any manufacturing, mechanical, or mercantile establishment or industry, laundry, hotel, public lodging house, apartment house, hospital, barber shop, place of amusement, restaurant, telephone or telegraph establishment or office, the operation of elevators in office buildings, or any express or transportation company. In addition to the industries and occupations covered by this act of the legislature, the hours of work in a number of other industries and occupations

have been limited by orders of the industrial welfare commission. Certain of these orders set a 6-day week and limit to 8 a day and 48 a week the hours of women employed in the dried-fruit-packing industry, in the nut cracking and sorting industry, as labelers in the fruit- and vegetable-canning industry, as labelers or office workers in the fish-canning industry, and as office workers in the citrus packing and green fruit and vegetable packing industries. Other orders permit women in hotels and restaurants and in unclassified occupations who work 6 hours a day or less to work 7 days a week; and still others require increased rates of pay for all hours worked beyond the prescribed limits or on the seventh day of the week in the fruit and vegetable canning and packing industries, the fish-canning industry, in general and professional offices, and by specified groups in the motion-picture industry. Thus by a combination of methods of legislation California limits the hours of work for practically all women workers except agricultural workers, graduate nurses in hospitals, and domestic servants.

Although the States in the group under discussion limit daily hours uniformly to 8, the number of hours a week that a woman may work varies. Oregon limits the weekly hours to 44 in two occupations; Arizona, California, Kansas, New York, Utah, Wyoming, the District of Columbia, and Puerto Rico allow 48 hours of work a week. Nevada allows 56 hours and New Mexico 48 and 54 hours. The hour laws of Colorado, Montana, and Washington have no weekly limit, though in Washington an industrial welfare committee order prescribes a 6-day week in manufacturing occupations.

Eight-and-a-half-hour laws.

North Dakota, by act of the legislature, provides for a working day of 8½ hours in specified industries and occupations. The law applies only to towns of 500 or more population and limits the weekly hours to 48.

Nine-hour laws.

Nineteen States—Arkansas, Connecticut, Idaho, Kansas, Louisiana, Maine, Massachusetts, Michigan, Missouri, Nebraska, New Mexico, New York, North Dakota, Ohio, Oklahoma, Oregon, Rhode Island, Texas, and Wisconsin—limit to 9 hours the working day of women in specified industries or occupations. Massachusetts, Oregon, and Rhode Island limit the weekly hours to 48, while Connecticut allows 48 in manufacturing but 52 in mercantile, restaurant, and some other industries. Kansas allows 49½ hours a week in laundries and factories and 54 in mercantile establishments. Ohio and Wisconsin allow 50 working hours a week, New Mexico allows 56 hours, North Dakota 54 hours in mercantile and 58 in public housekeeping establishments in towns of less than 500 population. Idaho sets no weekly limit, and the remaining States allow 54 hours a week.

Ten-hour laws.

In this group are found the States of Delaware, Georgia, Illinois, Kentucky, Maryland, Mississippi, New Jersey, North Carolina, Oregon, Pennsylvania, South Carolina, South Dakota, Virginia, and Wisconsin—14 in all. The weekly hours show considerable variation. New Jersey, Pennsylvania, and South Dakota have the shortest limit, 54 hours a week. Delaware, North Carolina, South Carolina, and Wisconsin allow 55 hours; Georgia, Kentucky, Maryland, and Mississippi, 60 hours; Illinois, Oregon, and Virginia hour laws set no weekly limit. Illinois, however, has a 1-day's-rest-in-7 law, thus effecting a 60-hour week for women. Two of these States—Oregon and Wisconsin—limit the hours of the majority of their women workers to less than 10 a day and include only a few groups in their 10-hour laws.

The laws in Georgia and South Carolina apply to both men and women. Mississippi and Oregon, in addition to their laws for women only, have 10-hour laws that cover both men and women, the Oregon act allowing 3 hours' overtime daily if time and a half is paid.

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

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

Weekly hour laws.

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

One State—Minnesota—does not limit women's daily hours in any industry but restricts the week to 54 hours.

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

Twenty-five States, the District of Columbia, Puerto Rico, and the Philippine Islands have further regulated the hours of working women by providing for breaks in their employment periods. Except in the Philippines these laws supplement legislation on the length of the working day or week. In the States that have industrial commissions the orders for rest periods, a day of rest, and time for meals have been issued for specific industries or occupations and have considered the special conditions that apply to each case.

Day of rest, one shorter workday.

Nineteen States—Arizona, Arkansas, California, Connecticut, Delaware, Illinois, Kansas, Massachusetts, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Ohio, Oregon, Pennsylvania, South Carolina, Washington, and Wisconsin—and the District of Columbia in their labor laws¹ have limited the number of days that a woman may work in succession, usually to 6 days out of 7. In Illinois, Massachusetts, New Hampshire, and Wisconsin this limitation comes through laws providing 1 day of rest in 7 for men and women in specified occupations. Connecticut and New York also have that type of legislation in addition to special provisions for a 6-day week for women.

Arizona allows a 7-day workweek for women if daily hours are not more than 6. The same is true under the California industrial welfare orders for hotels and restaurants and unclassified occupations. For work on the seventh day in seasonal industries and for non-performers in the motion-picture industry, California requires higher rates of pay. Oregon allows work on 7 days a week in the telegraph industry, if 1 day does not exceed 6 hours; 14 consecutive workdays are permitted in the telephone industry outside of Portland, with 1 full day of rest and 1 maximum 6-hour day. For public housekeeping occupations, Washington will allow 10 consecutive days of work in emergencies but requires 4 days of rest in any 28-day period; North Dakota allows not more than 28 workdays a month in towns under 500 population.

One shorter workday, in addition to a day of rest each week, is not required in any State but is optional under the laws of a few States through provisions allowing daily overtime if the maximum weekly hours are not exceeded and the week does not exceed 6 days. In some States 1 shorter day follows of necessity if the maximum daily hours prescribed in the law are worked; for example, Ohio allows 9 hours a day but not more than 50 hours and 6 days a week.

Time for meals, rest periods.

Twenty States—Arkansas, California, Delaware, Indiana, Kansas, Louisiana, Maine, Maryland, Massachusetts, Nebraska, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oregon, Pennsylvania, Washington, and Wisconsin—the District of Columbia, the Philippine Islands, and Puerto Rico have provided that a period of time varying from 15 minutes to 1 hour must be allowed for meals or rest.

In 14 States—Arkansas, California, Delaware, Kansas, Maine, Maryland, Massachusetts, New Jersey, North Carolina, North Dakota, Oregon, Pennsylvania, Washington, and Wisconsin—the District of Columbia, and Puerto Rico an interval for meals or rest must be allowed after a fixed number of working hours, usually 5 or 6. In addition to this provision, Oregon requires a 10-minute rest period each half day in mercantile occupations. Maryland and North Carolina permit 6½ consecutive hours of work if the employee is not allowed to work the remainder of the day and Arkansas, Delaware, Maine, and the District of Columbia allow 6½ hours' work without a

¹ Sunday laws, having their origin in the old Puritan "blue laws", are not considered here.

break if employment for the day ends not later than 1:30 p. m. In Massachusetts, 6½ hours are allowed if employment ends not later than 1 p. m.

Nine hours of rest between workdays is required in Oregon in all occupations and in Wisconsin in seasonal occupations.

NIGHT-WORK LAWS ²

Sixteen States—California, Connecticut, Delaware, Indiana, Kansas, Massachusetts, Nebraska, New Jersey, New York, North Dakota, Ohio, Oregon, Pennsylvania, South Carolina, Washington, and Wisconsin—and Puerto Rico prohibit night work for women in certain industries or occupations. The laws of three of these States—Indiana, Massachusetts, and Pennsylvania—cover manufacturing only, and in South Carolina the law covers only mercantile establishments. In Ohio and in Washington only one very small group is covered, ticket sellers in the former and elevator operators in the latter. In the remaining 10 States two or more industries or occupations are included.

Maryland and New Hampshire limit the hours that a woman may work at night to 8, although Maryland allows women to work 10 hours and New Hampshire 10¼ hours during the day. Delaware, Kansas, Wisconsin, and Puerto Rico, in addition to prohibiting work at night in some occupations, limit the night hours in certain other occupations.

The most common period during which night work is prohibited is from 10 p. m. to 6 a. m. A few of the States set only an evening limit after which work is not permitted, and one State—North Dakota—prohibits work in one industry before 6 a. m. Work is prohibited between 6 p. m. and 6 a. m. in the manufacture of textile goods or leather in Massachusetts and in factories and laundries in Wisconsin. Modifications are allowed, however, in both States. Indiana prohibits work in factories between 10 p. m. and 6 a. m. but will permit work until 12 p. m. in plants operating 2 shifts of not more than 8 hours each and not more than 5 days a week.

Not only is night-work legislation found in a much smaller number of States than is legislation limiting the daily and weekly hours of work, but in many States that have both types of legislation the night-work laws cover a much smaller group of industries or occupations.

PROHIBITORY AND REGULATORY LAWS ³

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

² States that have laws that apply only to girls under 21 years of age are not included.

³ In addition to the States, the Philippine Islands have legislation of this character. Act 3071, Session Laws, 1923, prohibits the employment of women in mines or in any place where explosives are used or manufactured, and requires employers to grant to women employed as laborers 30 days' vacation with pay before and 30 days after childbirth.

CONSIDERED BY STATE

No prohibition or regulation.

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

One prohibition or regulation.

The list of 13 States having a single prohibition or regulation comprises Alabama, Arkansas, Illinois, Indiana, Maryland, Virginia, and Wyoming—7 in all—prohibiting only work in mines; Oregon, prohibiting messenger service; Connecticut and Vermont, requiring specified unemployed periods for women workers before and after childbirth; Louisiana, forbidding the cleaning of moving machinery; California, prohibiting the lifting or carrying of heavy weights, thereby regulating the conditions under which women work; and Michigan, with its law relating to work on moving abrasives, which, however, because of ambiguous wording, has never been enforced and is considered a dead letter.

Prohibition or regulation in one State.

Prohibitions or regulations occurring in only one State are 24 in number. Minnesota prohibits the oiling of moving machinery and Missouri says that no woman shall work between the fixed and traversing or the traversing parts of any machine in motion by the action of any mechanical power except the machine she is operating. In New York, employment in the basements of mercantile stores and restaurants may be allowed by the commissioner of labor only if the basements are sufficiently lighted, ventilated, and sanitary. In Oregon, messenger service is prohibited; in Colorado, work in coke ovens; in Ohio, work as crossing watchman, express driver, molder, taxi driver,⁴ jitney driver, freight or baggage elevator operator, baggage handler, freight handler, and workers in blast furnaces, shoe-shining parlors, bowling alleys, and pool rooms, and in delivery service; and in Pennsylvania, handling nitrators in the manufacture of nitroglycerine, taking down blue beds after the process of lead corroding, setting up blue beds in the corroding stacks of the Old Dutch process (unless such buckles or lead plates are used as have not previously been corroded), operating cranes, work for railroad corporations as messengers calling train crews, and electric, acetylene, oxyhydrogen, or other forms of welding and cutting except bench and machine welding and welding in the manufacture of radio tubes.

⁴ On Mar. 2, 1928, the prohibition of taxicab driving was declared unconstitutional by a county court of Ohio.

These exceptions are permitted provided that the women so employed wear protective clothing prescribed by the department of labor and industry and are not permitted to handle cylinders containing gases or to lift weights of more than 15 pounds.

In Wisconsin, employment in any place used as a disorderly house or for solicitation or bargaining for immoral purposes, or employment by any person convicted as a keeper of or an agent for a disorderly house is prohibited.

Prohibition in two States.

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

Prohibition or regulation in three States.

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

Prohibition or regulation in five States.

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

Prohibition in six States.

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

CONSIDERED BY CHARACTER OF PROHIBITION OR REGULATION

Mining.

Mining as an occupation for women is prohibited in Alabama, Arizona, Arkansas, Colorado, Illinois, Indiana, Maryland, Missouri, New York, Ohio, Oklahoma, Pennsylvania, Utah, Virginia, Washington, Wisconsin, and Wyoming—17 States in all. In seven of these States, as already indicated, all other occupations are open to women; in Colorado only one other occupation, work in coke ovens, is prohibited; and in Arizona and Oklahoma work in quarries is the only other prohibited employment. (See also footnote 3, p. 6.)

Lifting or carrying heavy weights.

In California, Massachusetts, Ohio, Pennsylvania, and Washington women are not allowed to perform tasks that involve the lifting or carrying of heavy weights. In California, boxes, baskets, or other receptacles weighing with their contents 50 pounds or more must be equipped with pulleys, casters, or other contrivances so that they may be easily moved. This regulation applies to mills, workshops, restaurants, packing, canning, or mercantile establishments, or any

other establishments employing women. Massachusetts has a law similarly worded that designates 75 pounds as the maximum weight. This law applies to manufacturing or mechanical establishments. The law in California also provides specifically against the carrying of any box, tray, or other receptacle weighing with its contents 10 pounds or over up or down any stairway or series of stairways that rise more than 5 feet from the base. Another California regulation applies to any occupation, trade, or industry, and specifies 25 pounds as the maximum weight to be lifted or carried.

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

Core-room regulations.

Regulations regarding the work of women in core rooms have been set up by five States—Massachusetts, Minnesota, New York, Ohio, and Pennsylvania. Minnesota prohibits women from placing cores in ovens or taking them out. Minnesota and New York prohibit the making or handling of cores, the weight of which, including core box and plate, exceeds 25 pounds; and a similar restriction in Pennsylvania regarding the making or handling of cores specifies 15 pounds as the maximum weight. Massachusetts forbids the lifting of any core or cores upon one plate with total cubical contents of more than 1 cubic foot, or total weight of more than 25 pounds, unless assisted by mechanical appliances that limit to 25 pounds the physical effort involved. Massachusetts also requires that no woman shall work on any core with total cubical contents exceeding 2 cubic feet, or with total weight, including plate and core box or boxes, exceeding 60 pounds. Ohio provides that women employed in core rooms shall not lift any object weighing more than 25 pounds unless mechanical means are used that limit the physical effort to 25 pounds. In New York, Ohio, and Pennsylvania women are not permitted to handle cores having a temperature of more than 110° F.

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

Employment before and after childbirth.

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

Blanket prohibition.

There are several States—Kansas, Michigan, North Dakota, Oregon, Washington, and Wisconsin—whose laws in general terms prohibit the employment of women under detrimental conditions.⁵ Kansas says that women shall not work in any industry or occupation “under conditions of labor detrimental to their health or welfare”; the North Dakota, Oregon, and Washington laws are the same with the substitution of “morals” for “welfare”; Michigan provides that no woman “shall be given any task disproportionate to her strength, nor shall she be employed in any place detrimental to her morals, her health, or her potential capacity for motherhood”; and Wisconsin says that no woman shall be employed in any place or at any employment dangerous or prejudicial to her life, health, safety, or welfare.

Summary.

In 22 States and the District of Columbia there are no prohibitory or regulatory laws regarding the employment of women in any specific occupation. One prohibition or regulation only exists in each of 13 States; 2 exist in each of 5 States; 3 in each of 3 States; 4 in each of 2 States; and in 3 States, respectively, 6, 13, and 23 prohibitions or regulations are in force.

The occupation from which women are most commonly excluded by law is mining, which is prohibited in 17 States, 7 of which have established no other legal bars to women’s employment. Two States only have long lists of occupations at which women are not permitted to work and in most of which women in all other States are legally free to engage. In all, 38 prohibitions or regulations have been set up by law in 26 States, and of these 23 are concentrated in Ohio, Pennsylvania, and New Jersey—13 in Ohio only, 5 in Pennsylvania only, 3 in both Ohio and Pennsylvania, and 2 in both New Jersey and Pennsylvania. The remaining 15 prohibitions or regulations are scattered over 25 States.

SEATING LAWS

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

Most of the States specify that “suitable” seats shall be provided, some designate “chairs, stools, or other contrivances”, a few provide that the seats may be permanent fixtures so adjusted as not to obstruct the work. One State, however—Kentucky—says that seats that fold are not a compliance with the law. Regulations in four States—

⁵ Kansas—Revised statutes 1923, ch. 44, sec. 640; Michigan—Compiled laws 1929, sec. 8497; North Dakota—Compiled laws, supplement 1913-25, sec. 396b3; Oregon—Code 1930, v. 3, sec. 49-315; Washington—Remington’s Revised Statutes 1931, sec. 7624; Wisconsin—Statutes 1935, sec. 103.05.

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

Kansas, Minnesota, New York, and Ohio—specify seats with backs; California, Kansas, and Washington require foot rests, the first and last named stipulating individually adjustable foot rests; and the same two States—California and Washington—require adjustable seats at work tables or machines to permit the position of the worker relative to her work to be substantially the same whether she is seated or standing.

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

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

LAWS REGULATING HOME WORK

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

Requirements of a different character also are made in several States. In Connecticut, New York, and Rhode Island all home workers must be certificated. In Maryland, Massachusetts, New Jersey, and Pennsylvania a member of the family desiring to do home work must secure a license to use the premises for such work, while California, Indiana, Michigan, New Jersey, New York, Pennsylvania, Rhode Island, and Wisconsin—eight States—require the employer to be licensed to give out home work. In a few States—Connecticut, New York, Pennsylvania, Rhode Island, and Wisconsin—labor laws for women and minors are applicable to home as well as factory workers.

Michigan prohibits manufacture for other than family use in a room or apartment used for living purposes or connected with a room so used that has not a separate and distinct outside entrance. New Jersey prohibits the manufacture in tenements of dolls and dolls' and children's clothing. New York prohibits the manufacture of food, dolls, dolls' clothing, and stuffed animals or other stuffed toys in any room or apartment in any quarters used for living purposes and, under authority granted by the law, the State industrial commissioner

has prohibited home work in the manufacture of men's and boys' outer clothing, except by aged and disabled persons in one branch of the industry.

The sixteenth State regulating industrial home work—Oregon—provides that no employer shall send any needlecraft work into private homes, insanitary basements, and buildings or places unsafe on account of fire risks.

MINIMUM-WAGE LAWS

Seventeen States have minimum-wage laws—California, Colorado, Connecticut, Illinois, Massachusetts, Minnesota, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oregon, Rhode Island, South Dakota, Utah, Washington, and Wisconsin. These laws are broad in their coverage of industries and, except for South Dakota, were enacted to apply to women and minors. The Minnesota law, however, was ruled unconstitutional for adult women by the attorney general of the State in 1925, and the Supreme Court of the United States held the New York law unconstitutional with respect to mandatory wage orders for adult women June 1, 1936.⁶

All the minimum-wage States except South Dakota, where the wage is fixed in the law itself, provide for the establishment of wage boards to study the various industries and make recommendations to the State agencies authorized to fix minimum-wage rates and issue orders.

There are two main types of minimum-wage laws. California, Colorado, Minnesota, North Dakota, Oregon, Utah, Washington, and Wisconsin consider the cost of living the basis for determining wage rates, and minimum-wage orders in these States are mandatory as soon as effective. For adult women, however, the Wisconsin law provides against an oppressive wage—a wage lower than reasonable and adequate compensation for services rendered. Connecticut, Illinois, Massachusetts, New Hampshire, New Jersey, New York, Ohio, and Rhode Island laws provide for establishing minimum fair-wage rates—wages fairly and reasonably commensurate with the services rendered. Under the terms of these eight laws, wage orders are directory or non-mandatory—the only penalty for violation being publicity—for a specified period of months, after which they may be made mandatory with noncompliance punishable by fine or imprisonment.

The laws of this latter type were adopted in six States in 1933 and in Rhode Island in 1936. In 1934 Massachusetts, which enacted the first minimum-wage law in this country in 1912, replaced that non-mandatory law with the newer type. That act, however, was amended in 1936 following the Supreme Court's decision invalidating the New York law, by placing minimum-wage administration in the department of public health. The minimum-wage commission established by the new law is composed of the commissioners of public health, public welfare, and labor and industries, the last named to act as chairman. Wage orders issued under the law of 1912 as well as those issued under the act of 1934 are continued in effect.

Because of lack of appropriation the minimum-wage laws in Colorado and Utah have never functioned, and New Jersey, which enacted its law in 1933, made its first appropriation for enforcement in 1936.

⁶ The Supreme Court denied petition for a rehearing of the New York case, Oct. 12, 1936; a Federal District Court upheld the Ohio law Nov. 20, 1936; the Washington law, upheld by the State Supreme Court, is now before the United States Supreme Court (Nov. 30, 1936.)

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

PART A.—EIGHT-HOUR LAWS¹

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
Arizona: Session laws 1931, ch. 14.....	48 hours, 6 days.....		Any labor. (Females 18 and over.) <i>Exceptions:</i> Domestic work; nurses; telephone or telegraph office or exchange and railroad yard office employing 3 or fewer women; harvesting, curing, canning, or drying of perishable fruits or vegetables during period necessary to save products from spoiling; women working 6 hours a day or less may work 7 days a week.
California: General laws (Deering) 1931, Act 3456.....	48 hours ²		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. (Women 18 and over.) <i>Exceptions:</i> Graduate nurses in hospitals; the harvesting, curing, canning, or drying of any variety of perishable fruit, fish, or vegetable during period necessary to save products from spoiling.
Industrial welfare commission orders nos. 5a, 6a, 7a, 8a, 11a, 15a, 1923; 3a, 1929.....	48 hours, 6 days.....		Mercantile industry; labeling and office work in the fish-canning industry; laundry and dry-cleaning industry; dried-fruit packing industry; office work in the citrus packing and green fruit and vegetable packing industries; manufacturing industry; nut cracking and sorting industry; labeling in the fruit and vegetable canning industry. (Women; minors under 18.)
<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 1¼ 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. (Women 18 and over.) <i>Exceptions:</i> Office work; labeling in the fish-canning industry. (See preceding paragraph.)
<i>Ibid.</i> , no. 3a, 1929.....	8 hours (basic), 48 hours (basic), 6 days (basic).....	In emergencies more than 8 hours a day may be worked if 1¼ 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 1¼ 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. (Women 18 and over.) <i>Exception:</i> Labeling. (See paragraph next preceding.)
<i>Ibid.</i> , nos. 10a and 12a, 1923.....	48 hours, 6 days.....		Unclassified occupations (women; minors under 18); hotels and restaurants (all females). <i>Exceptions:</i> Adult women working 6 hours a day or less may be employed 7 days a week.

Ibid., no. 16a, 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. (Women 18 and over.)
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 1½ times the regular rate is paid for all hours in excess of 12, and if 1½ 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 18 and over employed at not more than \$40 a week who do not act, sing, dance, or otherwise perform.
Ibid., no. 9a, 1933-----	48 hours-----	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 1½ times the regular rate for all emergency work.	General and professional offices. (Women; minors under 18.)
Colorado: Compiled laws 1921, secs. 4184, 4272-----	-----	Industrial commission may allow overtime in cases of emergency, provided the minimum wage is increased.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, or restaurant. (Females 16 and over.)
District of Columbia: Code 1929, p. 181, sec. 21-----	48 hours, 6 days-----	-----	Manufacturing, mechanical, or mercantile establishment or office, or express or transportation company. (All females.)
Kansas: Commission of labor and industry order no. 4, 1936.	48 hours-----	-----	Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants at ice-cream parlors, soda fountains, light-lunch stands, steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served, and confectionery stores where lunches are served; chambermaids in hotels, lodging and boarding houses, and hospitals; janitresses, car cleaners, and kitchen workers in hotels, restaurants, and hospitals; elevator operators, and cigar-stand and cashier girls connected with such establishments. (Women; minors under 18.)

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

² See day-of-rest law, p. 34.

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

PART A.—EIGHT-HOUR LAWS—Continued

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
Kansas—Continued. Ibid., no. 5, 1936.....	8 hours (basic), 6 days (basic). 48 hours.....		Telephone operators. (Women; minors under 18.)
Montana: Revised codes 1921, sec. 3076.....		Retail stores: 10 hours a day may be worked during the week before Christmas.	Telephone employees other than operators. (Women; minors under 18.) <i>Exceptions:</i> Small exchange having not more than 2 operators on duty at one time; exchange located in residence and operated by agent and members of the household; cases of emergency.
Nevada: Compiled laws (Hillyer) 1929, sec. 2790.....	56 hours.....		Manufacturing, mechanical, or mercantile establishment, telephone exchange room, or office, or telegraph office, laundry, hotel, or restaurant. (All females.)
New Mexico: Session laws 1933, ch. 148.....	48 hours, 6 days.....	2 hours weekly in emergencies if time and one-half is paid.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, restaurant, or express or transportation company. (Females 18 and over.) <i>Exceptions:</i> Nurses, or nurses in training in hospitals; harvesting, curing, canning, or drying of perishable fruits or vegetables.
Idem.....	48 hours, 7 days.....	Allowed in emergencies resulting from fire, flood, storm, epidemic of sickness, or other like causes.	Industrial or mercantile establishment, laundry, hotel, restaurant, cafe or eating house, place of amusement, public utility business, office (as stenographer, book-keeper, clerk, or in other clerical work). (Females 16 and over.) <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.....	54 hours, 7 days.....	do.....	Telephone or telegraph office where hours of work are between 7 a. m. and 10 p. m. (Females 16 and over.) <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.
			Telephone or telegraph office where the hours of work are between 10 p. m. and 7 a. m. (Females 16 and over.) <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.

<p>New York: Cahill's Consolidated Laws 1930, ch. 32, sec. 2; Cumulative Supplement 1931-35, ch. 32, sec. 172.</p>	<p>48 hours, 6 days</p>	<p>In order to make one short day of not more than 4½ hours, 10 hours may be worked on one day in the week, and 9 hours on any of the remaining 4 days provided the weekly hours do not exceed 48.</p>	<p>Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (Females over 16.)</p>
<p>Cahill's Consolidated Laws 1930, ch. 32, sec. 173; industrial code rule no. 1, amended 1932.</p>	<p>-----</p>	<p>From June 15 to Oct. 15, 10 hours a day, 60 hours and 6 days a week may be worked.</p>	<p>Establishments canning perishable products. (Females over 18.)</p>
<p>Cahill's Consolidated Laws 1930, ch. 32, sec. 181; Cumulative Supplement 1931-35, ch. 32, sec. 181.</p>	<p>48 hours, 6 days</p>	<p>In emergencies or rush periods between June 25 and Aug. 5, 12 hours a day, 66 hours, 6 days a week may be worked if employer secures permit each year from industrial commissioner and complies with specified regulations. <i>Exception:</i> Work requiring constant standing.</p>	<p>Mercantile establishments. (Females over 16.) <i>Exceptions:</i> Dec. 18-24, inclusive; writers or reporters in newspaper offices and duly licensed pharmacists may be employed 7 days a week.</p>
<p>Oregon: State welfare commission order, 1934</p>	<p>44 hours, 6 days</p>	<p>(a) 10 hours may be worked on one day of the week in order to make one 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 one 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.</p>	<p>Needlecraft occupations, i. e., designing, cutting, stitching, weaving, knitting, hemstitching, altering, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstery, tents, awnings, bags, and draperies. (Women 18 and over.)</p>
<p><i>Ibid.</i>, order, 1934</p>	<p>44 hours, 6 days</p>	<p>9 hours a day if 1½ times the regular rate is paid for time over 8 hours.</p>	<p>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. (Women 18 and over.)</p>
<p>Puerto Rico: Session laws 1930, Act 28</p>	<p>48 hours</p>	<p>9 hours a day if double time is paid and the maximum weekly hours are not exceeded.</p>	<p>Any lucrative occupation. (Women over 16.) <i>Exceptions:</i> Telephone operators, telegraphers, artists, nurses, or domestics.</p>

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

PART A.—EIGHT-HOUR LAWS—Continued

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
Utah: Revised Statutes 1933, sec. 49-4-3.....	48 hours.....	Daily overtime 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. (Females 18 and over.) <i>Exceptions:</i> Packing or canning of perishable fruits or vegetables; manufacture of containers of same during packing season.
Washington: Remington's Revised Statutes 1931, sec. 7651.	(³)	-----	Mechanical or mercantile establishment, laundry, hotel, or restaurant. (Females 18 and over.) <i>Exceptions:</i> Harvesting, packing, curing, canning, or drying perishable fruits or vegetables; canning fish or shellfish.
Industrial welfare committee order no. 29, 1921.	6 days.....	-----	Manufacturing occupations, trades, or industries. (Women 18 and over.)
Wyoming: Revised statutes 1931, sec. 63-113; session laws 1933, ch. 114.	48 hours.....	Allowed when an emergency exists, if time and one-half is paid for every hour of overtime in any 1 day.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, restaurant. (Females 16 and over.)

PART B.—EIGHT-AND-A-HALF-HOUR LAWS

North Dakota: Session laws 1927, ch. 142.....	48 hours, 6 days...	10 hours a day, 7 days a week, permitted in emergencies provided weekly hour limit is not exceeded. An emergency is defined to exist in the case of sickness of more than 1 female employee, for the protection of human life, in the case of the holding of banquets, conventions, celebrations, sessions of the State legislature or where a female is employed as reporter in any of the courts of the State.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, telephone, or telegraph establishment or office, express or transportation company. (Females 16 and over.) <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.
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³ 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 modifications, has provided a 6-day week. (See day-of-rest chart, pp. 48-49.) Sec. 2494, Remington's Revised Statutes 1932, makes it a misdemeanor to conduct, perform, or employ any labor on Sunday, except works of necessity or charity or specified businesses including the serving of meals. Where this and the 8-hour law both are applied maximum weekly hours for women are 48.

CHART III.—NINE-HOUR LAWS FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
Arkansas: Digest of the statutes 1921, sec. 7114; supplement 1927, sec. 7109; session laws 1935, ch. 150.	54 hours, 6 days	Any industry handling products, such as canning factories and candy factories where it can be shown beyond question of doubt that observance of the law would work irreparable injury, may be permitted by the industrial welfare commission to work overtime 90 days a year, if time and one-half is paid for all hours over 9 a day.	Manufacturing, mechanical, or mercantile establishment, laundry, express or transportation company. (Females 16 and over.) <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 capacity whose weekly salaries are \$35 or more, upon permit from industrial welfare commission.
Industrial welfare commission order, 1919.	54 hours, 6 days		Hotel or restaurant. (All females.)
Connecticut: General statutes 1930, sec. 2363; supplement 1931-1935, p. 702, sec. 1598c.	48 hours	In cases of emergency and of seasonal or peak demand, 10 hours a day and 55 hours a week may be permitted by the department of labor.	Manufacturing (including laundry) or mechanical establishment. (All females.)
Cumulative supplement to general statutes 1931-1935, p. 702, sec. 1599c.	52 hours, 6 days	10 hours may be worked on 1 day in the week in order to make 1 shorter work day during such week.	Mercantile establishment other than manufacturing or mechanical. (All females.) <i>Exception:</i> December 17 to 25, if employer grants at least 7 holidays with pay annually.
Ibid., p. 704, sec. 1605c.	52 hours, 6 days	10 hours may be worked on 1 day in the week provided weekly maximum is not exceeded.	Public restaurant, cafe, dining room, barber shop, hair-dressing or manicuring establishment, or photograph gallery. (All females.) <i>Exception:</i> Hotels.
Idaho: Code 1932, sec. 43-707	(1)		Mechanical or mercantile establishment, laundry, hotel or restaurant, telegraph or telephone establishment, office, express or transportation company. (Females 16 and over.) <i>Exceptions:</i> Harvesting, packing, curing, canning, or drying perishable fruits or vegetables.
Kansas: Commission of labor and industry order no. 1, 1936.	49½ hours	2½ hours a week allowed if daily hours are not exceeded.	Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishments. (Women; minors under 18.)
Ibid., no. 2, 1936	49½ hours, 6 days	4½ hours a week allowed in case of emergency. In seasonal industries handling perishable food products, such as canneries, creameries, condenseries, and poultry houses, the full amount of overtime is allowed for 6 weeks during their peak season or for 2 periods a year not to exceed 3 weeks each: Cream testers may work 6½ days a week between May 1 and Sept. 1, if weekly hours do not exceed 54. In a poultry dressing and packing business, during the season from Oct. 15 to Dec. 24, 11 hours a day and 58 hours a week are permitted for 4 of the 6 weeks' peak season and 11 hours a day and 60 hours a week for the remaining 2 weeks, provided 1 of these latter weeks falls between Nov. 1 and Thanksgiving Day and the other between Thanksgiving Day and Christmas.	Manufacturing occupations, i. e., all processes in the production of commodities, including work in florists' shops, and candy-making departments of confectionery stores and bakeries. (Women; minors 16 and under 18.) <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.

¹ Secs. 17-2503 to 17-2506, Idaho code 1932, make it unlawful to keep open any business on Sunday, except specified kinds including hotels and restaurants. Where this and the 9-hour law both are applied maximum weekly hours for women are 54.

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

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
Kansas—Continued. Ibid., no. 3, 1936.....	54 hours, 6 days....	10-hour working day allowed once a week, provided maximum weekly hours are not exceeded.	Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing and checking force, shippers in the mail-order department, the receiving, marking, and stockroom 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. (Women; minors 16 and under 18.) <i>Exceptions:</i> Regularly registered pharmacists.
Louisiana: General statutes (Dart) 1932, secs. 4319, 4322.	54 hours.....	10 hours daily, 60 hours weekly, permitted in emergencies in packing plants, canning plants, and factories handling fruits, sea foods, vegetables, and perishable foods.	Mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dressmaking store, 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, bootblacking 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. (Females 16 and over.) <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.
Maine: Revised statutes 1930, ch. 54, sec. 27; session laws 1931, ch. 144.	54 hours.....	In order to make 1 shorter day a week, overtime is permitted if the maximum weekly hours are not exceeded.	Workshop, factory, manufacturing or mechanical establishment. (Females 16 and over.) <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.
Massachusetts: General laws 1932, ch. 149, sec. 1; session laws 1935, ch. 200; 1936, ch. 78.	48 hours ²	In manufacturing establishments and hotels where employment is 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 extraordinary emergencies overtime is allowed in public service 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, mechanical, or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals; premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel), telegraph office or telephone exchange (including a switchboard operator in a private exchange), express or transportation company, laundry, hotel, manuficing or hair-dressing establishment, motion-picture theater, or as an elevator operator. (Women; minors 16 and under 18.) <i>Exceptions:</i> Persons employed in a supervisory capacity or serving exclusively as personal secretaries; domestic service; farm labor.

Michigan: Compiled laws 1929, sec. 8324.....	54 hours.....	10 hours a day are permitted if the weekly hours are not exceeded.	Factory, mill, warehouse, workshop, quarry, clothing, dressmaking, or millinery establishment, or any place where the manufacture of any kind of goods is carried on, or where any goods are prepared for manufacturing; any laundry, store, shop, or other mercantile establishment; office, restaurant, theater, concert hall, music hall, hotel, hospital, or operating an elevator, or on street or electric railways. (All females; boys under 18.) <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.
Missouri: Revised statutes 1929, sec. 13210.....	54 hours.....		Manufacturing, mechanical, or mercantile establishment, factory, workshop, laundry, bakery, restaurant, place of amusement, stenographic or clerical work of any character in the above industries, express, transportation, or public-utility business, common carrier, or public institution. (Females 16 and over.) <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.
Nebraska: Cumulative supplement to compiled statutes 1933, sec. 49-205.	54 hours.....		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, office, or public-service corporation in metropolitan cities and cities of the first class. (Females 16 and over.)
New Mexico: Statutes 1929, secs. 80-203, 80-206, 80-208.....	56 hours.....	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. (Females 16 and over.) <i>Exceptions:</i> Females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
New York: Cahill's Consolidated Laws 1930, ch. 32, sec. 182; Cumulative Supplement 1931-35, ch. 32, sec. 182.	54 hours, 6 days.....		Work in or in connection with restaurants in cities having a population of 50,000 inhabitants or more. (Females over 16.) <i>Exceptions:</i> Singers and performers, attendants in ladies' cloakrooms and parlors, employees in or in connection with the dining rooms and kitchens of hotels or in connection with employees' lunchrooms or restaurants.
Cahill's Consolidated Laws, 1930, ch. 32, sec. 183.	54 hours, 6 days.....		Care, custody, or operation of any freight or passenger elevator. (Females over 18.)
Ibid., sec. 184.....	54 hours, 6 days.....		Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21. Under 21, employment prohibited—sec. 146.)
North Dakota: Minimum wage department order no. 1, 1932.	58 hours.....	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, 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; chambermaids in hotels, lodging houses, boarding houses, and hospitals; janitresses, car cleaners, kitchen workers in hotels, restaurants, and hospitals; and elevator operators. (Women 18 and over.)

² See day-of-rest law, p. 40.

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

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
North Dakota—Continued. Ibid., no. 3, 1932.....	54 hours.....	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, 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 stockroom employees, and all other women. (Women 18 and over.) <i>Exception:</i> Women who perform office duties solely.
Ohio: Page's Code 1932, sec. 1008.....	50 hours, 6 days...	Mercantile establishments: 10 hours on Saturday.	Factory, workshop, telephone or telegraph office, millinery or dressmaking establishment, or restaurant; the distribution or transmission of messages; in or on any interurban or street-railway car; in any mercantile establishment located in any city; or as ticket sellers or elevator operators. (Females over 18.) <i>Exception:</i> Canneries or establishments preparing perishable goods during the canning season.
Oklahoma: Statutes 1931, secs. 10847-10848.....	54 hours.....	Telephone operators in time of disaster or epidemic if consent of employee is secured and double time paid. Hotel and restaurant employees in emergencies may work 1 hour overtime a day if consent of employee is secured and double time paid.	Manufacturing, mechanical, or mercantile establishment, laundry, bakery, hotel, restaurant, office building, warehouse, telegraph or telephone establishment or office, printing establishment, book bindery, theater, show house, place of amusement, or any other establishment. (Females 16 and over.) <i>Exceptions:</i> Registered pharmacists, nurses, agricultural or domestic service; towns or cities of less than 5,000; establishments employing fewer than 5 females.
Oregon: State welfare commission orders nos. 39, 40, and 42, 1931, unnumbered order, 1934.	48 hours, 6 days.....		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 18 and over.) <i>Exceptions:</i> Fruit and vegetable drying, canning, preserving, and packing establishments. (No. 39.) Personal service occupations, i. e., manufacturing, hairdressing, barbering, and other work of like nature; the work of ushers in theaters. (Women 18 and over.) (No. 40.) Telephone occupations in the city of Portland. (Women 18 and over.) <i>Exception:</i> Commission may exempt exchanges employing fewer than 10 operators from 6-day week provision. (No. 42.)

Ibid., nos. 42 and 43, 1931.....	48 hours.....		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 stockroom employees, sheet-music saleswomen, and demonstrators. (Women 18 and over.) (Order unnumbered.)
Ibid., no. 43, 1931.....	48 hours.....		Telegraph occupations. (Women 18 and over.) Telephone occupations outside of the city of Portland. (Women 18 and over.) <i>Exception:</i> A rural telephone establishment that does not require the uninterrupted attention of an operator may be granted a special license by the commission for different daily hours.
Ibid., no. 45, 1931.....	48 hours.....		Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; chambermaids in hotels, lodging houses, and boarding houses; 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. (Women 18 and over.)
Rhode Island: Session laws 1929, ch. 1316; 1936, ch. 2426.....	48 hours.....	In order to make a 5-day week, 9½ hours a day may be worked.	Factory, manufacturing, mechanical, business, or mercantile establishment. (Women; minors 16 and under 18.) <i>Exception:</i> Women working by shifts during different periods or parts of the day in the employ of a public utility.
Texas: Complete statutes 1928, revised civil statutes, arts. 5168-5170; supplement 1931, art. 5172; session laws 1933, ch. 114.	54 hours.....	In case of extraordinary emergencies longer hours may be worked with consent of employee, but for such hours double time must be paid; laundries may work 11 hours a day, provided weekly maximum is not exceeded and double time is paid for all hours over 9 a day; woolen, worsted, and cotton mills and factories making articles out of cotton goods may work 10 hours daily, 80 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. (Females 15 and over.) <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; cleaning and pressing establishments; mercantile establishments and telephone or telegraph companies in rural districts and in towns of less than 3,000 population.
Wisconsin: Statutes 1935, secs. 103.01-103.02; industrial commission order no. 6, 1918.	50 hours.....	10 hours a day may be worked during emergency periods of not more than 4 weeks a year, if time and one-half is paid and weekly hours do not exceed 55.	Place of employment, i. e., any manufacturing, mechanical or mercantile establishment, beauty parlor, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment. (Females 16 and over; 18 and over in cigar manufacture.) <i>Exceptions:</i> Registered pharmacists and assistant pharmacists.

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

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
Wisconsin—Continued. Industrial commission order relating to factories canning peas, 1936.	50 hours-----	54 hours a week, but not more than 9 hours a day, are permitted during season of the actual canning of the product. In emergencies, 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 1½ times the minimum rate is paid for all hours in excess of 9 a day.	Factories canning peas. (Females over 16.)
Industrial commission order relating to factories canning beans, cherries, corn, strawberries, tomatoes, or spinach, 1936.	50 hours-----	54 hours a week, but not more than 9 hours a day are permitted during season of the actual canning of the product. In emergencies, 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 1½ times the minimum rate is paid for all hours in excess of 9 a day.	Factories canning beans, cherries, corn, strawberries, tomatoes, or spinach. (Females over 16.)

CHART IV.—TEN-HOUR LAWS
PART A.—FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
Delaware: Session laws 1917, ch. 230-----	55 hours, 6 days---	12 hours on 1 day of each week provided weekly maximum is not exceeded.	Mercantile, mechanical, or manufacturing establishment, laundry, baking, or printing establishment, telephone and telegraph office or exchange, restaurant, hotel, place of amusement, dressmaking establishment, or office. (Females 16 and over.) <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits or vegetables.
Illinois: Revised statutes (Smith-Hurd) 1931, ch. 48, sec. 5.	(1)	-----	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. (Females 16 and over.)

Kentucky: Carroll's Statutes, 1930, sec. 4866b-2	60 hours		Laundry, bakery, factory, workshop, store or mercantile, manufacturing or mechanical establishment, hotel, restaurant, or telephone exchange or telegraph office. (Females 16 and over.)
Maryland: Annotated code (Bagby) 1924, art. 100, sec. 54.	60 hours	2 hours on Saturdays, Christmas Eve, and the 5 working days before Christmas Eve in retail mercantile establishments outside of the city of Baltimore, if two rest periods of not less than 1 hour each are granted on each day overtime is worked and if 9 hours constitute the maximum day during the remainder of the year.	Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (Females 16 and over.) <i>Exceptions:</i> Canning, preserving, or preparing for canning or preserving of perishable fruits or vegetables.
Mississippi: Code 1930, sec. 4653	60 hours	Permitted in cases of emergency or public necessity.	Laundry, millinery, dressmaking store, office, mercantile establishment, theater, telegraph or telephone office, or any other occupation. (All females.) <i>Exception:</i> Domestic servants.
New Jersey: Cumulative supplement to compiled statutes 1911-24, sec. 107-137c (1).	54 hours, 6 days		Manufacturing or mercantile establishment, bakery, laundry, or restaurant. (Females 16 and over.) <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.
North Carolina: Code (Michie) 1935, sec. 6554(a)	55 hours		Mercantile establishment or other business where female help is employed as clerks, salesladies, or waitresses and other employees of public eating places. (Females 16 and over.) <i>Exceptions:</i> Bookkeepers, cashiers, or office assistants; establishments employing fewer than 3 persons.
Oregon: Code 1930, v. 3, sec. 49-322		Allowed if time and one-half is paid for all work in excess of 10 hours a day.	Canneries, driers, or packing plants. (Women 18 and over.)
Pennsylvania: Statutes 1920, secs. 13540-13542; department of labor and industry rule W-10, 1934.	54 hours, 6 days	2 hours on not more than 3 days of a week in which a legal holiday occurs if the maximum weekly hours are not exceeded.	Any establishment, i. e., any place where work is done for compensation of any sort to whomsoever payable. (Females 18 and over.) <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. (Females 18 and over.) <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.

¹ See day-of-rest law, p. 36.

² This section of the Oregon Code also sets maximum hours of 10 a day, 60 a week, in certain industries, but this provision in fact is superseded by orders of the State welfare commission establishing shorter hours in the same industries. (See pp. 21, 26-27.) The section applies to women in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company, and exempts harvesting, packing, curing, canning, or drying of any variety of perishable fruit, vegetable, or fish.

CHART IV.—TEN-HOUR LAWS—Continued

PART A.—FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
South Dakota: Compiled laws 1929, sec. 10014.....	54 hours.....	12 hours a day may be worked on the 5 days preceding Christmas.	Any employer or other person having control. (All females.) <i>Exceptions:</i> Farm laborers, domestic servants, telegraph and telephone operators, persons engaged in the care of live stock.
Virginia: Code 1930, sec. 1808.....	(²)		Factory, workshop, laundry, restaurant, mercantile or manufacturing establishment. (Females 16 and over.) <i>Exceptions:</i> Bookkeepers, stenographers, cashiers, or office assistants; factories packing fruits or vegetables; mercantile establishments in towns of fewer than 2,000 inhabitants or in country districts.
Wisconsin: Statutes 1935, sec. 103.02.....	55 hours.....		Hotels. (Females 16 and over.)

PART B.—FOR ALL EMPLOYEES

Georgia: Code 1933, sec. 54-201.....	60 hours.....	Not more than 10 days allowed to make up lost time caused by accidents or other unavoidable circumstances. Permitted to work regularly more than 10 hours a day provided weekly hours are not exceeded.	Cotton or woolen manufacturing establishments. (All employees.) <i>Exceptions:</i> Engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, cleaners, repairmen.
Mississippi: Code 1930, secs. 4646, 4652.....	60 hours.....	30 minutes daily for the first 5 days of the week, the additional time so worked to be deducted from the last day of the week; persons employed at night work only are permitted to work 11¼ hours on the first 5 nights of the week and 3¾ hours on Saturday night provided weekly hours do not exceed 60. Indefinite overtime allowed in cases of emergency or where public necessity requires.	Mill, cannery, workshop, factory, or manufacturing establishment. (All employees 16 and over.) <i>Exceptions:</i> Railroads or other public-service corporations; persons, firms, or corporations handling or converting perishable agricultural products in season and who work adult male labor only; fruit or vegetable canneries.
Oregon: Code 1930, v. 3, sec. 49-602 ⁴		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. (All persons.)
South Carolina: Code 1932, sec. 1466.....	55 hours ⁵	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. (All employees.) <i>Exceptions:</i> Mechanics, engineers, firemen, watchmen, teamsters, yard employees, and clerical force.

² Session laws 1932, ch. 328, prohibits work on Sunday except in specified businesses and "work of necessity or charity." Where this and the hour law both are applied maximum legal hours for women are 60 a week.

⁴ See order of the State welfare commission applying to manufacturing establishments, p. 26 of this bulletin.

⁵ See day-of-rest law for women and children, p. 48. "For night running 55 hours per week." 10-hour-day limit does not apply at night.

CHART V.—TEN-AND-A-QUARTER-HOUR, TEN-AND-A-HALF-HOUR, ELEVEN-HOUR, AND TWELVE-HOUR LAWS

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

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
New Hampshire: Public laws 1926, ch. 176, secs. 14-18.....	54 hours.....	.....	Manual or mechanical labor in any employment. (Females; minors under 18.) <i>Exceptions:</i> Household labor, nurses, domestic, hotel, and boarding-house labor, operators in telephone and telegraph offices, farm labor, manufacture of munitions or supplies for the United States or the State during war time; mercantile establishments on the 7 days preceding Christmas Day provided the weekly average for the year does not exceed 54 hours.

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

Tennessee: Code 1932, secs. 5322-5324.....	57 hours.....	.....	Workshops or factories, i. e., manufacturing, mills, mechanical, electrical, mercantile, art, and laundering establishments, printing, telegraph, and telephone offices, department stores, or any kind of establishment wherein labor is employed or machinery used. (Females 16 and over.) <i>Exceptions:</i> Domestic service, agricultural pursuits, fruit and vegetable canneries.
Vermont: Public laws 1933, secs. 6587, 6598.....	56 hours.....	.....	Mine or quarry, manufacturing or mechanical establishment. (Females; minors between 16 and 18.) <i>Exception:</i> In any manufacturing establishment or business the materials and products of which are perishable, the commissioner of industries, with the approval of the governor, may suspend the law for a period not to exceed 2 months in any 1 year.

PART C.—ELEVEN-HOUR LAWS FOR WOMEN WORKERS

North Carolina: Code (Michie) 1935, sec. 6554.....	55 hours.....	.....	Laundry, dry-cleaning establishment, pressing club, workshop, factory, manufacturing establishment, mill. (Females over 16.) <i>Exceptions:</i> Seasonal industries in their process of conditioning and of preserving perishable or semiperishable commodities; agricultural work.
Texas: Session laws 1933, ch. 114.....	54 hours.....	.....	Cleaning and pressing establishment. (Females 15 and over.)

PART D.—TWELVE-HOUR LAW FOR WOMEN WORKERS

South Carolina: Code 1932, sec. 1478.....	60 hours ¹	Mercantile establishments. (All females.)
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¹ See day-of-rest law, p. 48.

CHART VI.—WEEKLY HOUR LAWS FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
Connecticut: General statutes 1930, sec. 5197.....	58 hours.....		Bowling alley, shoe-shining establishment, billiard or pool room. (All females.)
Louisiana: General statutes (Dart) 1932, sec. 4322.....	60 hours.....		Telegraph office; mercantile establishment, cafe, or restaurant situated and operated outside of any municipality or within any town or village of fewer than 2,500 inhabitants. (Females 16 and over.)
Maine: Session laws 1931, ch. 144.....	54 hours.....		Telephone exchange employing more than 3 operators, mercantile establishment, store, restaurant, laundry, telegraph office, or express or transportation company. (All females.) <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.
Minnesota: Mason's Statutes, 1936 supplement, secs. 4126-2 to 4126-10.	54 hours.....	Allowed in case of emergency in which safety, health, morals or welfare of the public may otherwise be affected; industrial commission may, under special rules, allow longer hours during emergency periods not exceeding 4 weeks in the aggregate in any calendar year.	Public housekeeping, manufacturing, mechanical, mercantile or laundry occupation, or telephone operator. (Females 16 and over.) <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' sleep; preserving perishable fruits, grains, or vegetables, if employment does not last more than 75 days in any 1 year; industrial commission, upon application of employer, may for cause shown, exempt any employer or class of employers from the provisions of the act.
New York: Cahill's Consolidated Laws 1930, ch. 32, sec. 185.	54 hours, 6 days.....		Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages. (Females over 21. Under 21, employment prohibited—sec. 146.)
Oregon: State welfare commission order no. 44, 1931.....	48 hours, 6 days.....		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 18 and over.)
<i>Ibid.</i> , no. 48, 1931.....	56 hours.....		Student nurses. (Women.)

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

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified and employees covered
Arizona: Session laws 1931, ch. 14.	Every employer shall provide for 1 full day of rest a week. Adult women working 6 hours or less a day may be employed 7 days a week.			Any labor. (All females.) <i>Exceptions:</i> Domestic workers; nurses; telephone or telegraph office or exchange or railroad yard office employing 3 or fewer women.
Arkansas: Digest of the statutes 1921, secs. 7104, 7114; session laws 1935, ch. 150.	No female shall be employed more than 6 days in any 1 week.	Time allowed for noon luncheon shall not be less than $\frac{3}{4}$ of an hour.	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least $\frac{3}{4}$ of an hour. <i>Exceptions:</i> 6½ hours' continuous labor if employment ends not later than 1:30 o'clock in the afternoon and the worker is dismissed for the remainder of the day; establishments employing fewer than 3 females.	Manufacturing, mechanical, or mercantile establishment; laundry; express or transportation company. (All females.) <i>Exceptions:</i> Cotton factories; the gathering of fruits or farm products; railroad companies whose hours are regulated by Federal laws.
Industrial welfare commission order, 1919.	No female shall be employed more than 6 days in any 1 week.			Hotel or restaurant. (All females.)
California: Industrial welfare commission orders nos. 5a, 6a, 7a, 8a, 11a, 15a, 1923; 3a, 1929.	No employer shall employ or suffer or permit work more than 6 days in any 1 week.	(See order no. 18 below)	(See order no. 18 below)	Mercantile industry; labeling and office work in the fish-canning industry; laundry and dry cleaning industry; dried-fruit packing industry and office work in the citrus packing and green fruit and vegetable packing industries; manufacturing industry; nut cracking and sorting industry; labeling in the fruit and vegetable canning industry. (Women; minors under 18.)
Ibid., nos. 6a and 8a, 1923.	Every woman shall be entitled to 1 day's rest in 7. <i>Exception:</i> Emergencies if $1\frac{1}{4}$ times the minimum rate is paid for the first 8 hours and double said rate and one-quarter for all hours over 8.	do	do	Fish-canning industry; citrus packing and green fruit and vegetable packing industries. (Women 18 and over.) <i>Exceptions:</i> Office work; labeling in the fish-canning industry. (See preceding paragraph.)
Ibid., no. 3a, 1929.	Every woman shall be entitled to 1 day's rest in 7. <i>Exception:</i> Emergencies if $1\frac{1}{4}$ times the minimum rate is paid for the first 8 hours and double said rate and one-quarter for all hours over 8.	do	do	Fruit and vegetable canning industry. (Women 18 and over.) <i>Exception:</i> Labeling. (See paragraph next preceding.)

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

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified and employees covered
California—Continued. Ibid., no. 9a, 1933.		A meal period of ½ hour after not more than 5 hours' employment must be given.	(See Time for meals).	General and professional offices. (Women; minors under 18.)
Ibid., nos. 10a and 12a, 1923.	Every employer shall provide for 1 full day of rest a week. <i>Exceptions:</i> Adult women working 6 hours or less a day may be employed 7 days a week.			Unclassified occupations. (Women; minors under 18.) Hotels and restaurants. (All females.)
Ibid., no. 16a, 1931.		Not less than ½ hour nor more than 1½ hours.	A meal period shall be provided not later than 5½ hours after an extra is told to and does report for employment.	Motion-picture industry—extras, i. e., women or minors who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week. (Women; minors under 18.)
Ibid., no. 17, 1931.	No employer shall employ any woman to work more than 6 days in any 1 week, except in emergencies. Every woman shall be entitled to 1 day's rest in 7. <i>Exceptions:</i> Emergencies if 1½ times the regular rate is paid for the first 8 hours and double the regular rate for all hours over 8.	Every woman shall be entitled to at least 1 hour for meals. The meal period shall be not less than 30 minutes nor more than 1½ hours.	No woman shall be permitted to work an excessive number of hours without a meal period.	Motion-picture industry—women 18 and over employed at not more than \$40 a week who do not act, sing, dance, or otherwise perform.
Ibid., no. 18, 1931.		Women and minors are entitled to at least 1 hour for meals. They are not permitted to return to work in less than ½ hour.	No woman or minor shall be permitted to work an excessive number of hours without a meal period.	Any occupation, trade, or industry. (Women; minors under 21.)
General laws (Deering) 1931, Act 4718.	Every person employed shall be entitled to 1 day's rest in 7. Unlawful for employer to cause any employee to work more than 6 days in 7. <i>Exception:</i> Any case of emergency.			Any occupation of labor. (All employees.)

<p>Connecticut: Cumulative supplement to general statutes 1931-1935, p. 702, sec. 1599c; p. 704, sec. 1605c.</p>	<p>No female shall be employed more than 6 days in 1 week.</p>			<p>Mercantile establishment, public restaurant, cafe, dining room, barber shop, hair-dressing or manicuring establishment, or photograph gallery. (All females.) <i>Exceptions:</i> Dec. 17 to 25 in mercantile establishments if employer grants at least 7 holidays with pay annually; hotels.</p>
<p>General statutes 1930, sec. 6297.</p>	<p>No person shall require or permit any employee to do any work of his occupation on Sunday, unless relieved of work for 1 full regular working day during the 6 days next ensuing. <i>Exception:</i> Cases of emergency.</p>			<p>Any commercial occupation or the work of any industrial process. (All employees.) <i>Exceptions:</i> Farm or personal service; druggists; watchmen; superintendents or managers; janitors; persons engaged solely in transportation; sale or delivery of milk, food, or newspapers; commercial occupations or industrial processes which by their nature are required to be continuous; necessary work of inspection, repair, or care of any manufacturing or other plant or of any merchandise or stock.</p>
<p>Delaware: Session laws 1917, ch. 230.</p>	<p>No female shall be employed more than 6 days in any 1 calendar week.</p>	<p>Not less than 30 minutes shall be allowed for the midday or evening meal. (See Rest periods.)</p>	<p>No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least $\frac{3}{4}$ of an hour. <i>Exception:</i> 6½ hours' continuous labor if employment ends not later than 1:30 o'clock in the afternoon and the worker is dismissed for the remainder of the day.</p>	<p>Mercantile, mechanical, or manufacturing establishment; laundry; baking or printing establishment; telephone and telegraph office or exchange; restaurant; hotel; place of amusement; dressmaking establishment; or office. (All females.) <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits or vegetables.</p>
<p>District of Columbia: Code 1929, p. 181, secs. 21, 23.</p>	<p>No female shall be employed more than 6 days in any 1 week.</p>	<p>(See Rest periods.)</p>	<p>No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least $\frac{3}{4}$ hour. <i>Exceptions:</i> 6½ hours' continuous labor if such employment ends not later than 1:30 o'clock in the afternoon and the worker is dismissed for the remainder of the day; establishments in which fewer than 3 females are employed.</p>	<p>Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph, or telephone establishment or office, express or transportation company. (All females.)</p>

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

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified and employees covered
Illinois: Session laws 1935, p. 839.	Every employer shall allow at least 24 consecutive hours of rest in every calendar week.			Factory (including laundry and cleaning plant), mercantile establishment, transportation or public service company, restaurant, theater, freight or passenger elevator. (All employees.) <i>Exceptions:</i> Janitors, watchmen, superintendents, or foremen; employees engaged for not more than 3 hours on Sunday setting sponges in bakeries, caring for live animals, maintaining fires or electrical current, or necessary repairs to boilers, machinery, equipment or power; dairies, creameries, milk condenseries, milk powder factories, milk sugar factories, milk shipping stations, butter and cheese factories, oleomargarine factories, milk chocolate factories, plants manufacturing ice cream or ice cream mix, and milk bottling plants, where not more than 7 persons are employed.
Indiana: Annotated statutes (Burns) 1926, secs. 9416, 9419.		Not less than 60 minutes shall be allowed for the noonday meal. <i>Exception:</i> In special cases the chief inspector may permit a shorter time.		Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, printing office. (All employees.)
Kansas: Commission of labor and industry order no. 1, 1936.		Relief for lunch shall be 1 hour. <i>Exception:</i> Women's division of the commission of labor and industry on application of both employer and employees may reduce this period to ½ hour.	No female may be permitted to work more than 6 consecutive hours without relief for meals.	Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishments. (Women; minors under 18.)

Ibid., no. 2, 1936-----	Employment of women and minors shall be limited to 6 days a week.	The meal relief shall be not less than 45 minutes. <i>Exceptions:</i> Commission of labor and industry may grant a shorter lunch period in any particular industry; if the industry is operated on an 8-hour basis, the lunch period shall be not less than 30 minutes.	Not more than 5 hours shall be worked in any 1 period without relief for meals.	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. (Women; minors 16 and under 18.) <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, 1936-----	No woman or minor shall be employed for more than 6 days in any 1 week.	Relief for meals to be 1 hour. <i>Exception:</i> The women's division of the commission of labor and industry, on application of both employer and employees, may reduce this period to 45 minutes.	No woman or minor shall be employed for more than 5 hours without relief for meals.	Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing and checking force, shippers in the mail-order department, the receiving, marking, and stockroom 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. (Women; minors 16 and under 18.) <i>Exception:</i> Regularly registered pharmacists.
Ibid., no. 4, 1936-----		Relief for meals shall be not less than 20 minutes.	No woman or minor shall be permitted to work for more than 5 hours without relief for meals.	Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants at ice-cream parlors, soda fountains, light-lunch stands, steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served, and confectionery stores where lunches are served; chambermaids in hotels, lodging, and boarding houses, and hospitals; janitresses, car cleaners, and kitchen workers in hotels, restaurants, and hospitals; elevator operators and cigar-stand and cashier girls connected with such establishments. (Women; minors under 18.)

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

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified and employees covered
Kansas: —Continued. Ibid., no. 5, 1936	6 days shall constitute a basic week.	-----	The day's work shall be performed in 2 shifts, 1 of which shall not exceed 5 hours. <i>Exception:</i> Night operators regularly employed after 11 p. m.	Telephone operators. (Women; minors under 18.)
Louisiana: General statutes (Dart) 1932, sec. 4354.	-----	Not less than 30 minutes for lunch or recreation shall be allowed each day between the hours of 10 a. m. and 3 p. m.	(See Time for meals)-----	All persons, firms, or corporations doing business at retail. (All females.)
Ibid., secs. 4319, 4322	-----	1 hour shall be allowed each day for dinner. <i>Exception:</i> In case two-thirds of employees so desire, 30 minutes only may be allowed.	-----do-----	Mill, factory, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dress-making store, 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. (Females 16 and over.) <i>Exceptions:</i> Agricultural pursuits; store or mercantile establishment on Saturday nights in which more than 5 persons are employed.
Ibid., sec. 4382	-----	Not less than 1 hour between 10 a. m. and 3 p. m. shall be allowed clerks for their mid-day meal, lunch, or recreation.	-----do-----	All proprietors, firms, or corporations doing business at retail in cities of more than 50,000 inhabitants. (All clerks.)

Maine:
Revised statutes 1930,
ch. 54, secs. 24, 27; ses-
sion laws 1931, ch. 144.

(See Rest periods)-----

No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least 1 hour. *Exceptions:* 6½ hours' continuous labor if employment ends not later than 1:30 o'clock in the afternoon and the worker is dismissed for the remainder of the day.

Workshop, factory, manufacturing or mechanical establishment, telephone exchange, mercantile establishment, store, restaurant, laundry, telegraph office, or express or transportation company in which 3 or more females are employed. (All females.) *Exceptions:* Public service in cases of emergency or extraordinary public requirement; manufacturing establishment or business, the materials and products of which are perishable; telephone exchange where the operator at night is not required to operate the switchboard continuously, but is able to sleep the major part of the night.

Maryland:
Annotated code (Bagby)
1924, art. 100, sec. 54.

(See Rest periods)-----

No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least half an hour. *Exceptions:* 6½ hours' continuous labor if employee is not permitted to work during the remainder of the day.

Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (All females.) *Exceptions:* Establishments employing fewer than 3 females; canning, preserving, or preparing for canning or preserving of perishable fruits and vegetables.

do-----

Females shall have at least 2 rest intervals of not less than 1 hour each.

Retail mercantile establishments outside of the city of Baltimore: Women employed 12 hours on Saturdays, Christmas Eve, and the 5 working days preceding Christmas Eve. (All females.)

Massachusetts:
General laws 1932, ch.
149, secs. 1, 100-101.

No woman or child shall be employed more than 6 hours at 1 time without an interval of at least 45 minutes for a meal. *Exceptions:* 6½ hours at any 1 time if such employment ends not later than 1 o'clock in the afternoon and the worker is dismissed for the remainder of the day; 7½ hours at any 1 time if worker is allowed sufficient opportunity to eat lunch on duty, and if such employment ends not later than 2 o'clock in the afternoon and the worker is dismissed for the remainder of the day.

(See Time for meals)-----

Factory or workshop in which 5 or more women or persons under 18 years of age are employed. (Women; minors under 18.) *Exceptions:* Iron works, glass works, paper mills, letterpress establishments, print works, bleaching works, dyeing works, or continuous processes exempted by the department of labor and industries with the approval of the Governor.

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

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified and employees covered
<p>Massachusetts:—Contd. Ibid., secs. 1, 47, 49; session laws 1935, ch. 423; 1936, ch. 78.</p>	<p>Every employee shall be allowed 24 consecutive hours of rest in every 7 consecutive days.</p>	<p>-----</p>	<p>-----</p>	<p>Manufacturing or mercantile establishment, including premises used for a restaurant or for publicly providing and serving meals; premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel. (All employees.) <i>Exceptions:</i> Manufacture or distribution of gas, electricity, milk, or water; hotels, restaurants, drug stores, livery stables, or garages; transportation, sale, or delivery of food; janitors; employees whose duties include no work on Sunday other than (1) setting sponges in bakeries, (2) caring for live animals, (3) caring for machinery; preparation, printing, publication, sale, or delivery of newspapers; farm or personal service; any labor called for by an emergency that could not reasonably be anticipated.</p>
<p>Nebraska: Cumulative supplement to compiled statutes 1933, sec. 48-215.</p>	<p>-----</p>	<p>Not less than 30 minutes shall be allowed for lunch.</p>	<p>-----</p>	<p>Assembling plant, workshop, or mechanical establishment. (All employees.)</p>
<p>New Hampshire: Session laws 1933, ch. 130.</p>	<p>Every employer shall allow 24 consecutive hours of rest in every 7 consecutive days.</p>	<p>-----</p>	<p>-----</p>	<p>Manufacturing or mercantile establishment, commercial occupation, industrial process. (All employees.) <i>Exceptions:</i> Transportation, communication; manufacture or distribution of gas, electricity, milk, or water; hotels, restaurants, drug stores, livery stables, garages; transportation, sale, or delivery of food; janitors, watchmen, firemen employed at stationary plants, or caretakers; employees whose duties on Sunday include only setting sponges in bakeries, caring for live animals, or caring</p>

<p>New Jersey: Cumulative supplement to compiled statutes 1911-1924, sec. 107-137C (1).</p>	<p>No female shall be employed, allowed, or permitted to work more than 6 days in any 1 week.</p>			<p>for machinery and plant equipment; preparation, printing, publication, sale, or delivery of newspapers; farm or personal service; any labor due to an emergency that could not have been anticipated; any work connected with the theater or motion-picture houses.</p>
<p>Ibid., secs. 107-28c, 107-28d.</p>		<p>At least ½ hour shall be allowed for the noonday meal after continuous employment for not more than 6 hours on any work-day except Saturday.</p>	<p>(See Time for meals)</p>	<p>Manufacturing or mercantile establishment, bakery, laundry, or restaurant. (All females.) <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. Factory, workshop, mill, or place where the manufacture of goods of any kind is carried on. (All employees.)</p>
<p>New Mexico: Session laws 1933, ch. 148.</p>	<p>No female shall be employed more than 48 hours in any 1 week of 6 days.</p>	<p>Not less than 30 minutes shall be allowed for meal time.</p>		<p>Industrial or mercantile establishment, laundry, hotel, restaurant, cafe or eating house, place of amusement, office (as stenographer, bookkeeper, clerk, or in other clerical work), public utility business. (All females.) <i>Exceptions:</i> Females engaged in interstate commerce where the working hours are regulated by any act of Congress; hospitals, sanitariums, registered or practical nurses, midwives, domestic servants.</p>
<p>Idem</p>		<p>do</p>		<p>Telephone or telegraph office. (All females.) <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.</p>

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

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified and employees covered
<p>New York: (a) Cahill's Consolidated Laws 1930, ch. 32, sec. 2; Cumulative Supplement, 1931-35, ch. 32, sec. 172; (b) Cahill's Consolidated Laws 1930, ch. 32, sec. 181; Cumulative Supplement 1931-35, ch. 32, sec. 181; (c) Ibid., sec. 182; (d) Cahill's Consolidated Laws 1930, ch. 32, sec. 183; (e) Ibid., sec. 185.</p>	<p>No female shall be employed more than 6 days in any week.</p>	<p>(See provisions for all employees)</p>	<p>-----</p>	<p>(a) Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (Females over 16.) (b) Mercantile establishment. (Females over 16.) <i>Exceptions:</i> Writers or reporters in newspaper offices; duly licensed pharmacists. (c) Work in or in connection with restaurants in cities of 50,000 population or more. (Females over 16.) <i>Exceptions:</i> Singers and performers; attendants in ladies' cloakrooms and parlors; employees in or in connection with the dining rooms and kitchens of hotels or in connection with employees' lunch rooms or restaurants. (d) Care, custody, or operation of any freight or passenger elevator. (Females over 18.) (e) Messenger for telegraph or messenger company in the distribution, transmission, or delivery of goods or messages. (Females over 21.)</p>
<p>Cahill's Consolidated Laws 1930, ch. 32, sec. 184.</p>	<p>-----do-----</p>	<p>Not less than 1 hour shall be allowed for meals. <i>Exception:</i> The commissioner of labor may grant permission for a shorter meal period.</p>	<p>-----</p>	<p>Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21.)</p>
<p>Ibid., sec. 161; Cumulative Supplement 1, 1931-35, ch. 32, sec. 161.</p>	<p>Every employer shall allow at least 24 consecutive hours of rest in any calendar week.</p>	<p>(See following provisions)</p>	<p>-----</p>	<p>Factory, mercantile establishment, freight or passenger elevator in any building or place; projectionist or operator of motion-picture machine; place in which legitimate theater productions, such as dramatic and musical productions, are shown or exhibited, including performers. (All employees.) <i>Exceptions:</i> Place wherein motion pictures, vaudeville, or incidental stage presentations or a combination thereof are regularly given throughout the week as the established policy of such place; janitors, watchmen, superintendents, or fore-</p>

				men: employees in dairies, creameries, milk condenseries, milk powder factories, milk sugar factories, milk shipping stations, butter and cheese factories, ice cream manufacturing plants, and milk bottling plants, where not more than 7 persons are employed; for not more than 3 hours on Sunday, employees setting sponges in bakeries, caring for live animals, maintaining fires, or making necessary repairs to boilers or machinery; hotel employees.
Cahill's Consolidated Laws 1930, ch. 32, secs. 2, 162.	-----	At least 60 minutes shall be allowed for the noonday meal. <i>Exception:</i> The industrial board may grant permission for a shorter meal period.	-----	Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (All employees.)
Ibid., sec. 162.	-----	At least 45 minutes shall be allowed for the noonday meal. <i>Exception:</i> The industrial board may grant permission for a shorter meal period.	-----	Mercantile establishment, business office, telegraph office, restaurant, hotel, apartment house, theater or other place of amusement, bowling alley, barber shop, shoe polishing establishment, distribution or transmission of merchandise, articles or messages. (All employees.)
Idem.	-----	At least 20 minutes shall be allowed for a meal between 5 and 7 p. m.	-----	Every person employed after 7 p. m.
North Carolina: Code (Michie) 1935, sec. 6554 (a).	-----	(See Rest periods)	No female shall be employed more than 6 hours continuously without an interval of at least ½ hour. <i>Exception:</i> 6½ hours may be worked if employee is dismissed for remainder of the day.	Mercantile establishment or other business where female help is employed as clerks, salesladies, or waitresses and other employees of public eating places. (Females 16 and over.) <i>Exceptions:</i> Bookkeepers, cashiers, or office assistants; establishments employing fewer than 3 persons.
North Dakota: Session laws 1927, ch. 142.	No female shall be employed more than 6 days in any 1 week.	-----	-----	Manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, telephone or telegraph establishment or office, express or transportation company. (All females.) <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.

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

State	Day of rest	Time for meals	Rest periods	Occupation or industries specified and employees covered
<p>North Dakota—Continued. Minimum wage department order no. 1, 1932.</p>	<p>No employer shall employ any woman for more than 28 days in 1 month in towns of less than 500 population.</p>	<p>30 minutes shall be allowed for meals if they are furnished on the premises; 60 minutes for meals if employees must leave premises.</p>	<p>No woman shall be employed for more than 4 hours of continuous labor without a rest period.</p>	<p>Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; chambermaids in hotels, lodging houses, boarding houses, and hospitals; janitresses, car cleaners, kitchen workers in hotels, restaurants, and hospitals; elevator operators. (Women 18 and over.) <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor.</p>
<p>Ibid., no. 2, 1922.</p>	<p>-----</p>	<p>A 30-minute period for the noon meal shall be the minimum allowed.</p>	<p>No woman shall be employed for more than 5½ hours of continuous labor without a rest period.</p>	<p>Manufacturing occupations, i. e., all processes in the production of commodities, including work in dress-making shops, wholesale millinery houses, workrooms of retail millinery shops and in the drapery and furniture-covering workshops, the garment alteration, art needlework, fur-garment making, and millinery workrooms in mercantile stores; creameries, produce houses, and the candy-making departments of retail candy stores and of restaurants; bakery and biscuit-manufacturing establishments, candy manufacturing, book-binding and job-press-feeding establishments. (Women 18 and over.) <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor.</p>
<p>Ibid., no. 4, 1932.</p>	<p>-----</p>	<p>do.</p>	<p>No woman shall be employed for more than 5 hours of continuous labor without a rest period.</p>	<p>Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable</p>

Ibid., no. 5, 1922.	Adequate time and provision at seasonable hours must be given to the employees for meals.	materials; work in laundry departments in hotels, hospitals, and factories. (Women 18 and over.) <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor.
Ohio: Page's Code 1932, sec. 1003.	Females shall be entitled to not less than 30 minutes for meal-time in establishments where lunch rooms are provided, and to not less than 1 hour for meal-time in establishments where no lunch rooms are provided.	Telephone exchanges. (Women 18 and over.) <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor.
Ibid.	No female shall be employed, permitted, or suffered to work more than 6 days in any 1 week.	Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment. (All females.)
Oregon: State welfare commission order no. 36, 1931.	No person shall employ any woman for more than 6 days in 1 calendar week. Sunday work is prohibited.	Factory, workshop, telephone or telegraph office, millinery or dressmaking establishment, restaurant; the distribution or transmission of messages; work in or on any interurban or street railway car, or as ticket sellers or elevator operators, or in any mercantile establishment located in any city. (Females over 18.) <i>Exception:</i> Canneries and establishments preparing perishable goods during the canning season.
Ibid., unnumbered, 1934.	No person shall employ any woman for more than 6 hours of continuous labor without a lunch period of at least 45 minutes.	No woman or minor girl shall be employed on two successive days without an interval of 9 hours' rest between such days.
		All occupations. (All females.)
		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. (Women 18 and over.)

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

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified and employees covered
Oregon—Continued. Ibid., no. 39, 1931; unnumbered, 1934.	No person shall employ any woman for more than 6 days in 1 calendar week.	(See Rest periods)-----	No person shall employ any woman for more than 6 hours of continuous labor without a rest period of at least 45 minutes.	Manufacturing occupations, i. e., all processes in the production of commodities, including work in dress-making shops, wholesale millinery houses, workrooms of retail millinery shops, and in the drapery and furniture-covering workrooms, garment alteration, art needlework, fur garment making, and millinery workrooms in mercantile stores, and the candy-making department of retail candy stores, and of restaurants. (Women 18 and over.) <i>Exception:</i> Fruit and vegetable drying, canning, preserving, and packing establishments. Needlecraft occupations, i. e., designing, cutting, stitching, weaving, knitting, hemstitching, altering, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstery, tents, awnings, bags, and draperies. (Women 18 and over.)
Ibid., unnumbered, 1934.	do-----	do-----	No person shall employ any woman for more than 5 hours of continuous labor without a rest period of at least 45 minutes.	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. (Women 18 and over.)
Ibid., nos. 40 and 44, 1931.	do-----	do-----	No person shall employ any woman for more than 6 hours of continuous labor between 7 a. m. and 8:30 p. m. without a rest period of at least 45 minutes.	Personal service occupations, i. e., manicuring, hairdressing, barbering, and other work of like nature; the work of ushers in theaters. (Women 18 and over.) Office occupations, i. e., the work of stenographers, bookkeep-

Ibid., no. 45, 1931		do	do	ers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' or dentists' offices, and all kinds of clerical work. (Women 18 and over.)
				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; chambermaids in hotels, lodging houses, and boarding houses; 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. (Women 18 and over.)
Ibid., nos. 42 and 43, 1931	No person shall employ any woman for 7 consecutive days without allowing 1 day during which employment shall not exceed 6 hours.		do	Telegraph occupations. (Women 18 and over.)
Ibid., no. 42, 1931	No person shall employ any woman for more than 6 days in 1 calendar week. Commission may except exchanges employing fewer than 10 operators.		do	Telephone occupations in the city of Portland. (Women 18 and over.)
Ibid., no. 43, 1931	No person shall employ any woman for 14 consecutive days without 1 full day of rest and 1 day of not more than 6 hours' work. Commission may except exchanges employing fewer than 10 operators.		do	Telephone occupations outside of the city of Portland. (Women 18 and over.)
Pennsylvania: Statutes 1920, secs. 13540, 13542, 13545, and 13546.	No female shall be employed or permitted to work for more than 6 days in any 1 week. <i>Exceptions:</i> Canning of fruit and vegetable products; nurses in hospitals.	Not less than 45 minutes shall be allowed to every female for the midday meal. If females work less than 8 hours a day, time for the midday meal may be reduced to not less than 30 minutes.	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least 45 minutes. If females work less than 8 hours a day, the interval between work periods may be reduced to not less than 30 minutes.	Any establishment, i. e., any place where work is done for compensation of any sort to whomsoever payable. (All females.) <i>Exceptions:</i> Work in private homes and farming.
	The 1 day of holiday in 7 may be subdivided into 2 days of 12 hours each at the discretion of the industrial board.			Hotels, boarding houses; charitable, educational, and religious institutions. (Women.)

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

State	Day of rest	Time for meals	Rest periods	Occupations or industries specified and employees covered
Philippine Islands: Session laws 1923, Act 3071, sec. 2.	-----	Not less than 60 minutes shall be allowed for the noonday meal.	-----	Factory, shop, industrial or mercantile establishment. (Women and children.)
Puerto Rico: Session laws 1919, Act 73, sec. 2; 1930, Act 23. Laws 1935, second special session, Act 49.	-----	Not less than 1 hour.	No woman shall work for more than 4 hours continuously.	Any lucrative occupation. (Women over 16.) Any commercial, industrial, or agricultural establishment or any other lucrative business. (All employees.)
South Carolina: Supplement to Code 1934, sec. 1478-1.	Unlawful to permit employment on the Sabbath day.	-----	-----	Manufacturing establishment; mercantile establishment, i. e., any place where goods or wares are offered or exposed for sale. (All females.) <i>Exceptions:</i> Cafeterias or restaurants.
Washington: Industrial welfare committee order no. 23, 1921.	No female shall be employed more than 6 days in any 1 week. <i>Exceptions:</i> Emergencies, when women may be employed 10 days before a day of rest is given them, provided they receive at least 4 days' rest in any 28-day period.	(See Rest periods)-----	No female shall be employed more than 5 hours without a rest period of at least ½ hour.	Public housekeeping, i. e., the work of linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, 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.)
Ibid., no. 25, 1921-----	Minimum wage is set for a 6-day week.	-----	No female shall be employed on a shift of more than 6 hours without a rest period of 15 minutes.	Laundry, dry-cleaning or dye-works occupation, trade, or industry. (Females over 18.)
Ibid., no. 27, 1921-----	do-----	Not less than 1 hour shall be allowed for a luncheon period.	-----	Telephone or telegraph or any other public occupation. (All females.) <i>Exceptions:</i> Occupations regulated by orders numbered 23, 25, 28, and 29.

Ibid., no. 28, 1921.....	do.....	Not less than 1 hour shall be allowed for noonday luncheon.		Mercantile establishment. (All females.)
Ibid., no. 29, 1921.....	No female shall be employed for more than 6 days in any 1 week.			Manufacturing occupation, trade, or industry. (Females over 18.)
Wisconsin: Statutes, 1935, secs. 103.01-103.02.		Not less than 1 hour shall be allowed during each day or night for dinner or other meals.		Place of employment, i. e., any manufactory, mechanical or mercantile establishment, beauty parlor, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, express or transportation establishment. (All females.)
Industrial commission order no. 5, 1933.		The lunch period may be 45 minutes.		Manufactories and laundries that have convenient, adequately equipped lunch rooms, if females are employed more than 6 hours in any 24-hour period. (All females.)
		A lunch period of not less than 15 minutes shall be allowed to all females at the same time and as near as possible the middle of the work period.		Manufactories and laundries if females are employed more than 4½ hours but not more than 6 hours in a 24-hour period. (All females.)
Industrial commission orders regulating factories canning peas, beans, cherries, corn, strawberries, tomatoes, or spinach, 1936.		Meal period shall be not less than 30 minutes provided the stretch of labor between meals does not exceed 5 hours.	(See Time for meals).....	Restaurants where employees eat on premises. (All females.)
Statutes, 1935, sec. 351.50.	At least 24 consecutive hours of rest shall be allowed in every 7 consecutive days.	Meal periods of not less than 30 minutes must be given to all women at the usual time for meals, i. e., at or about 12 noon, 6 p. m., and 12 midnight.	The stretch of work between meal periods may never exceed 6 hours. There must be a rest period of at least 9 consecutive hours during each 24 hours.	Factories canning peas, beans, cherries, corn, strawberries, tomatoes, or spinach. (Women.)
				Factory or mercantile establishment. (All employees.) <i>Exceptions:</i> Janitors, watchmen; manufacture of butter, cheese, or other dairy products, distribution of milk or cream; canneries, bakeries, flour and feed mills, hotels and restaurants; employees whose duties include no work on Sunday other than caring for live animals, or maintaining fires; any labor called for by an emergency that could not reasonably have been anticipated.

CHART VIII.—NIGHT-WORK LAWS FOR WOMEN WORKERS

State	Prohibition of night work	Limitation of night work	Occupations or industries specified and employees covered
California: Industrial welfare commission orders nos. 7a and 8a, 1923. Ibid., nos. 11a and 15a, 1923	10 p. m. to 6 a. m.	-----	Laundry and dry-cleaning industry; dried-fruit packing industry. (Women; minors under 18.)
	11 p. m. to 6 a. m.	-----	Manufacturing industry; nut cracking and sorting industry. (Women 18 and over.) <i>Exception:</i> In continuous processes under a permit from the industrial welfare commission if time and one-half is paid.
Connecticut: General statutes 1930, sec. 2363; cumulative supplement 1931-1935, p. 703, sec. 1600c; p. 704, sec. 1605c. General statutes 1930, sec. 5197	10 p. m. to 6 a. m.	-----	Manufacturing (including laundry), mechanical, or mercantile establishment, public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establishment, or photograph gallery. (All females.) <i>Exceptions:</i> Hotels. In the event of war or other serious emergency, Governor may suspend limitations in manufacturing, mechanical, or mercantile establishments.
	After 10 p. m.	-----	Bowling alley, shoe-shining establishment, billiard or pool room. (All females.)
Delaware: Session laws 1917, ch. 230; 1935, ch. 214	10 p. m. to 6 a. m.	-----	Mechanical or manufacturing establishment, laundry, baking or printing establishment, office, or dressmaking establishment. (Females 16 and over.) <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits and vegetables; establishments where continuous operations are necessary.
		If any part of the work is performed between 11 p. m. and 7 a. m. not more than 8 hours of work in any 24 are permitted.	Mercantile establishment, telephone and telegraph office or exchange, restaurant, hotel, place of amusement. (Females 16 and over.)
Session laws 1917, ch. 232, sec. 50	do	-----	Messenger for telegraph, telephone, or messenger company in the distribution, collection, transmission, or delivery of goods or messages in cities over 20,000 population. (Persons under 21.)
District of Columbia: ¹ Code 1929, p. 84, sec. 116	7 p. m. to 6 a. m.	-----	Messengers. (Females between 18 and 21.)
Indiana: Session laws 1933, ch. 68	11 p. m. to 6 a. m.	-----	Manufacturing. (Females 18 and over.) <i>Exceptions:</i> Establishments operating 2 shifts of not more than 8 hours each and not more than 5 days a week.
	12 p. m. to 6 a. m.	-----	Manufacturing establishments operating 2 shifts of not more than 8 hours each and not more than 5 days a week. (Females 18 and over.)
Kansas: Commission of labor and industry order no. 1, 1936. Ibid., no. 2, 1936	9 p. m. to 6 a. m.	-----	Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishments. (Women; minors under 18.)
	do	-----	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. (Women; minors 16 and under 18.) <i>Exceptions:</i> Millinery workrooms, dress-

Ibid., no. 3, 1936	After 9 p. m.		making establishments, hemstitching and button shops, and the alteration, drapery, and upholstery departments of mercantile establishments may obtain permission from the women's division of the commission of labor and industry to operate under the mercantile order.
Ibid., no. 4, 1936	12 p. m. to 5 a. m.		Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing and checking force, shippers in the mail-order department, the receiving, marking, and stockroom 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. (Women; minors 16 and under 18.) <i>Exceptions:</i> The women's division of the commission of labor and industry may permit mercantile establishments in agricultural communities to remain open 1 day a week until 10 p. m., for any specified number of weeks between June 1 and Sept. 15; regularly registered pharmacists.
Ibid., no. 5, 1936		Total hours—work time plus rest and sleep time—shall not exceed 12 for all operators regularly employed after 11 p. m.	Public housekeeping, 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; chambermaids in hotels, lodging and boarding houses, and hospitals; janitresses, car cleaners, and kitchen workers in hotels, restaurants, and hospitals; elevator operators and cigar-stand girls and cashier girls connected with such establishments. (Women under 21.) Telephone operators. (Women; minors under 18.)
Maryland: Annotated code (Bagby) 1924, art. 100, sec. 54.		If any work is performed between 10 p. m. and 6 a. m. not more than 8 hours' work in any 1 day is permitted.	Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (Females 16 and over.) <i>Exceptions:</i> Canning, preserving, or preparing for canning or preserving of perishable fruits and vegetables.
Massachusetts: Session laws 1936, ch. 170	10 p. m. to 6 a. m.		Manufacturing or mechanical establishment. (Females 16 and over.) <i>Exceptions:</i> Manufacture of textile goods or leather.
Session laws 1933, ch. 193; 1935, ch. 203	6 p. m. to 6 a. m. 10 p. m. to 5 a. m.		Manufacturing of textile goods ² or leather. (Females 16 and over.) Mercantile establishment, barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office, or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses or in any radio-broadcasting station except as talent. (Girls between 16 and 21.) <i>Exception:</i> Operators in regular service telephone exchanges may work until 11 p. m.

¹ Not included in the count of 16 States having night-work laws for adult women. (See chart I and p. 6.)

² Under legislative authority granted the commissioner of labor and industries effective until Apr. 1, 1937 (session laws 1933, ch. 347; 1935, ch. 429; 1936, ch. 154) rules for 6 branches of the textile industry permit employment until 10 p. m. under regulations limiting the percentage of women so employed and providing that preference be given to the employment of women before and to men after 6 p. m.

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

State	Prohibition of night work	Limitation of night work	Occupations or industries specified and employees covered
Nebraska: Cumulative supplement to compiled statutes 1933, sec. 48-205.	12:30 a. m. to 6 a. m.	-----	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or office in metropolitan cities and cities of the first class. (Females 16 and over.) <i>Exception:</i> Public-service corporations.
New Hampshire: Public laws 1926, ch. 176, secs. 14-18.	-----	If any work is performed between 8 p. m. and 6 a. m. on more than 2 nights a week, not more than 8 hours in any 24 or more than 48 hours in any week are permitted.	Manual or mechanical labor in any employment. (Females; minors under 18.) <i>Exceptions:</i> Household labor, nurses, domestic, hotel, and boarding-house labor, operators in telephone and telegraph offices, farm labor, manufacture of munitions or supplies for the United States or the State during war time; mercantile establishments on the 7 days preceding Christmas Day, provided the weekly average for the year does not exceed 54 hours.
New Jersey: Cumulative supplement to compiled statutes 1911-1924, sec. 107-137C(1)a.	10 p. m. to 6 a. m.	-----	Manufacturing establishment, bakery, or laundry. (Females 16 and over.) <i>Exceptions:</i> Canneries engaged in packing a perishable product, such as fruits or vegetables.
<i>Ibid.</i> , sec. 107-137B(1)	10 p. m. to 5 a. m.	-----	Messenger for telegraph, telephone, or messenger company. (Persons under 21 in first-class cities; under 18, elsewhere.) <i>Exception:</i> In extraordinary circumstances commissioner of labor may permit delivery of telegrams or telephone messages.
New York: Cahill's Consolidated Laws 1930, ch. 32, secs. 2, 172.	10 p. m. to 6 a. m.	-----	Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (Females over 21.) <i>Exceptions:</i> Proofreaders in newspaper-publishing establishments, linotypists, and monotypists.
	9 p. m. to 6 a. m.	-----	Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (Females under 21.)
<i>Ibid.</i> , sec. 181; Cumulative Supplement 1931-35, ch. 32, sec. 181.	10 p. m. to 7 a. m.	-----	Mercantile establishment. (Females over 16.) <i>Exceptions:</i> Dec. 18-24, inclusive; writers or reporters in newspaper offices; duly licensed pharmacists.
<i>Ibid.</i> , sec. 182	10 p. m. to 6 a. m.	-----	Work in or in connection with restaurants in cities of 50,000 population or more. (Females over 16.) <i>Exceptions:</i> Singers and performers; attendants in ladies' cloakrooms and parlors; employees in or in connection with the dining rooms and kitchens of hotels or in connection with employees' lunchrooms or restaurants.
Cahill's Consolidated Laws 1930, ch. 32, sec. 183.	10 p. m. to 7 a. m.	-----	Care, custody, or operation of any freight or passenger elevator. (Females over 18.) <i>Exceptions:</i> If the elevator is used in connection with a business or industry in which the employment of women before 7 a. m. is not prohibited, the elevator operator may begin work at 6 a. m.; women of over 21 years in hotels.
<i>Ibid.</i> , sec. 184	10 p. m. to 6 a. m.	-----	Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21.)
<i>Ibid.</i> , sec. 185	10 p. m. to 7 a. m.	-----	Messenger for a telegraph or messenger company in the distribution, transmission, or delivery of goods or messages. (Females over 21.)

North Dakota: Minimum wage department order no. 1, 1932.	11 p. m. to 7 a. m.	Elevator operators. (Women 18 and over.) <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor.
<i>Ibid.</i> , no. 3, 1932.	After 9 p. m.	Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping force, auditing or checking force, shippers in the mail-order department, the receiving, marking, and stockroom employees, and all other women. (Women 18 and over.) <i>Exceptions:</i> On Saturday nights during April, May, August, September, and October work is permitted until 10 p. m. (8th biennial report, minimum wage department, p. 5); in case of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor; women who perform office duties solely.
<i>Ibid.</i> , no. 4, 1932.	Before 6 a. m.	Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels, hospitals, and factories. (Women 18 and over.) <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor.
Ohio: Page's Code 1932, sec. 1008-1.	10 p. m. to 6 a. m.	Ticker sellers. (All females.)
Oregon: State welfare commission order Apr 4, 1934.	After 6 p. m. ³	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 checking force, shippers in the mail-order department, the receiving, marking, and stockroom employees, sheet-music saleswomen, and demonstrators. (Women 18 and over.)
<i>Ibid.</i> , no. 39, 1931.	After 8:30 p. m.	Manufacturing occupations, i. e., all processes in the production of commodities, including work in dressmaking shops, wholesale millinery houses, workrooms of retail millinery shops, and in the drapery and furniture-covering workrooms, garment alteration, art needlework, fur-garment making, and millinery workrooms in mercantile stores, and the candy-making department of retail candy stores, and of restaurants. (Women 18 and over.) <i>Exception:</i> Fruit and vegetable drying, canning, preserving, and packing establishments.
<i>Ibid.</i> , May 5, 1934; Apr. 29, 1934.	6:30 p. m. to 7:30 a.m.	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, ironing, and distribution of washable and cleanable materials. (Women 18 and over.)
<i>Ibid.</i> , no. 45, 1931.	11 p. m. to 7 a. m.	Needlecraft occupations, i. e., designing, cutting, stitching, weaving, knitting, hemstitching, altering, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstery, tents, awnings, bags, and draperies. (Women 18 and over.)
		Elevator operators. (Women 18 and over.)

³Suspended during the "national emergency."

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

State	Prohibition of night work	Limitation of night work	Occupations or industries specified and employees covered
Pennsylvania: Statutes 1920, sec. 13543	10 p. m. to 6 a. m.		Manufacturing establishment. (Women 21 and over.) <i>Exceptions:</i> Managers, superintendents, or persons doing clerical or stenographic work.
Ibid., secs. 13540, 13544	9 p. m. to 6 a. m.		Any establishment. (Females under 21.) <i>Exceptions:</i> Telephone operators over 18; work in private homes and farming.
Ibid., sec. 13290	8 p. m. to 6 a. m.		Messenger for a telephone, telegraph, or messenger company in the distribution, collection, transmission, or delivery of goods or messages. (Minors under 21. Employment entirely prohibited for girls under 18.)
Puerto Rico: Session laws 1930, Act 28	10 p. m. to 6 a. m.	In the industry of packing, canning, or refrigeration of fruits or vegetables any woman not pregnant may be employed during the night if she has not worked during the day but for not more than 8 hours or 48 hours during the week.	Any lucrative occupation. (Women over 16.) <i>Exceptions:</i> Telephone operators, telegraphers, artists, nurses, or domestics.
Rhode Island: ⁴ General laws 1923, ch. 85, sec. 3	10 p. m. to 5 a. m.		Messenger for telegraph, telephone, or messenger company in the distribution, transmission, or delivery of goods or messages. (Persons under 21.)
South Carolina: Code 1932, sec. 1478	After 10 p. m.		Mercantile establishments. (All females.)
Washington: Industrial welfare committee order no. 23, 1921.	After 12 midnight		Elevator operators. (Females over 18.)
Wisconsin: ⁵ Industrial commission order no. 1, 1923	6 p. m. to 6 a. m. ⁶		Manufactories ⁷ and laundries. (Females 16 and over.)
Ibid., nos. 2 and 3, 1923		Employment on more than 1 night a week between 6:30 p. m. and 6 a. m. must be limited to 8 hours a night, 48 hours a week.	Mechanical or mercantile establishment, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment. (Females 16 and over.)
Idem		Employment on more than 1 night a week between 8 p. m. and 6 a. m. must be limited to 8 hours a night, 48 hours a week.	Restaurants. (Females 16 and over.)
Statutes 1935, sec. 103.05 (3a; 3b 13)	8 p. m. to 6 a. m.		Messenger for telegraph or messenger company in first-, second-, and third-class cities in the distribution, transmission, or delivery of messages or goods. (Minors under 21; females 18 and under 21.)
Statutes 1935, secs. 103.01-103.02; industrial commission order no. 6, 1918.		Employment on more than 1 night a week, between the hours of 8 p. m. and 6 a. m., must not exceed 8 hours a night or 48 hours a week.	Place of employment, i. e., any manufactory, mechanical, or mercantile establishment, beauty parlor, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or any express or transportation establishment. (Females 16 and over.) <i>Exception:</i> Registered pharmacists and assistant pharmacists.

⁴ Not included in the count of 16 States having night-work laws for adult women. (See chart I and p. 6 of this report.)

⁵ Wisconsin has an industrial commission order in which night work for women on street railways is prohibited but no women are employed in such a capacity in the State.

⁶ Under modified order of 1932 the commission will permit individual employers upon proper showing to employ women until 10 p. m., but for not more than 8 hours a day nor for a period extending more than 12 hours from beginning to end. Other requirements also must be met.

⁷ Under special orders of the industrial commission governing hours of work in factories canning peas, beans, cherries, corn, strawberries, tomatoes, or spinach work at night is permitted during the season of the actual canning of the product. (See p. 28.)

CHART IX.—HOME-WORK LAWS

PART A.—LAWS PROHIBITING HOME WORK

State	Mandatory clause	Places covered	Occupations or industries covered	Exceptions
Illinois: Revised statutes (Smith-Hurd) 1931, ch. 48, secs. 40-46.	No room or rooms . . . shall be used	Room or rooms, apartment or apartments in any tenement or dwelling house used for eating or sleeping purposes.	Manufacturing, i. e., making, altering, repairing, finishing, cleaning, or sorting, in whole or in part, for sale or for wages, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, cigars, or any wearing apparel of any kind whatsoever.	Immediate members of family living therein.
Indiana: Annotated statutes (Burns) 1926, sec. 9422.	No room or rooms . . . shall be used . . .	Room or rooms, apartment or apartments in any tenement or dwelling house.	Manufacture of coats, vests, trousers, knee pants, overalls, cloaks, furs, fur trimmings, fur garments, shirts, purses, feathers, artificial flowers, or cigars, for sale.	Immediate members of family living therein.
Maryland: Annotated code (Bagby) 1924, art. 27, sec. 301.	No room or apartment . . . shall be used . . .	Room or apartment in any tenement or dwelling house.	Manufacturing, in whole or in part, altering, repairing, or finishing of any article whatsoever.	Immediate members of family living therein, i. e., husband, wife, their children, or the children of either. Articles for exclusive use of person occupying house or immediate members of household. Tailor or seamstress employed by family on articles for family use. Workshop on main or ground floor not used for cooking or sleeping purposes and having an entrance separate from the rest of the building.

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

State	Mandatory clause	Places covered	Occupations or industries covered	Exceptions
Massachusetts: General laws 1932, ch. 149, secs. 143-147.	A room or apartment . . . shall not be used . . .	A room or apartment in a tenement or dwelling house.	Making, altering, repairing, or finishing wearing apparel of any description.	Members of family dwelling therein. Room or apartment in a tenement or dwelling house, not used for living or sleeping purposes, having a separate entrance and not connected with any room used for such purposes. Tailor or seamstress making articles for family use.
Michigan: Compiled laws 1929, sec. 8337.	None of the work . . . shall be done in any room or apartment.	Room or apartment used for living or sleeping purposes or connected with room or rooms used for such purposes, which has not a separate and distinct outside entrance.	Manufacture in whole or in part, of coats, vests, trousers, knee pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, walsts, waistbands, underwear, neckwear, furs, fur trimming, fur garments, shirts, hosiery, purses, feathers, artificial flowers, cigarettes, or cigars.	Seamstress manufacturing articles for family use.
Missouri: Revised statutes 1929, secs. 13279-13281.	No room or apartment . . . shall be used . . .	Room or apartment in any tenement or dwelling house.	Manufacture, in whole or in part, of wearing apparel, purses, feathers, artificial flowers, or other goods for male or female wear.	Members of family dwelling therein and 3 additional persons.
New Jersey: Supplement to compiled statutes 1925-1930, secs. 107-48o, 107-48q, 107-48r.	The manufacturing, altering, repairing, or finishing in whole or in part, or distributing for the purposes thereof . . . is hereby prohibited.	Any tenement house, i. e., any house or building or portion thereof which is rented, leased, let, or hired out to be occupied as the home or residence of 3 families or more, living independently of each other and doing their cooking upon the premises.	Dolls, dolls' clothing, articles of children's or infants' wearing apparel.	Tailor or seamstress making articles for family use.
New York: Cumulative supplement to Cahill's Consolidated Laws 1931-35, ch. 32, secs. 350, 351, 354.	No person shall carry on industrial home work . . . No article . . . shall be manufactured . . .	Room or apartment in any house, i. e., in any building in which one or more persons regularly sleep. -----do-----	Manufacturing in whole or in part, with material furnished by an employer, of any article to be returned to said employer. Food, dolls, dolls' clothing, and stuffed animals or other stuffed toys used in the same way as dolls.	Residents therein. Manufacture of article for use of resident therein or for use therein.

Industrial commissioner. Home work order no. 1, 1936.	Industrial commissioner hereby prohibits industrial home work and the distribution of articles for industrial home work . . .	do-----	Men's and boys' outer-clothing industry, including the manufacture of and the processes and transactions involved in the manufacture of outer clothing (except shirts, collars, men's neckwear, hats, hosiery, and knitwear) for males of 6 years and over.	Aged and disabled person in merchant and custom tailoring who held home-work certificate to work for same employer prior to Apr. 25, 1936.
Ohio: Page's Code 1932, secs. 1020-1021.	No dwelling . . . shall be used . . .	Dwelling or building or room or apartment thereof in or connected with a tenement, dwelling, or other building.	Carrying on any process of making wearing apparel or goods for wear, use, or adornment, or of manufacturing cigars, cigarettes, or tobacco goods in any form.	Immediate members of family living therein. Room or apartment, not in use for living or sleeping purposes, and sufficiently lighted, heated, and ventilated, having no window, door, or other opening into a living or sleeping room of a tenement or dwelling, and having a separate entrance and, if above the first floor, a separate stairway.
Oregon: State welfare commission order Apr. 29, 1934.	No employer shall be permitted to send work into . . .	Private homes, insanitary basements and buildings, or places unsafe on account of fire risks.	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.	Resident members of family, i. e., parents and their children, or the children of either.
Pennsylvania: Statutes 1920, sec. 13594.	No person, firm, or corporation engaged in the manufacture or sale of clothing . . . shall bargain or contract with any person, firm, or corporation . . . for the manufacture . . .	Kitchen, living room, or bedroom in any tenement house or dwelling house.	Manufacture, or partial manufacture, of clothing or other wearing apparel, cigars, cigarettes.	Resident members of family, i. e., parents and their children, or the children of either.
Tennessee: Code 1932, sec. 6633-----	No room or apartment . . . shall be used for the manufacture for sale . . .	Room or apartment in any tenement or dwelling house, used for eating or sleeping purposes.	Manufacture for sale, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, or any other wearing apparel, or cigars.	Immediate members of family living therein.

CHART IX.—HOME-WORK LAWS—Continued

PART B.—LAWS REGULATING HOME WORK

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law	Requirements which must be met	Exceptions
California: Industrial welfare commission orders nos. 11a and 15a, 1923.	Any place outside the place of business of the employer.	Manufacturing industry; nut cracking and sorting industry.	Women or minors.	Employer must obtain permit from industrial welfare commission and keep record of names and addresses of all home workers, of amount paid each worker, amount of work performed, and piece rates paid. Employer is not permitted to give out home work to anyone employed regularly at his place of business.	
Connecticut: Cumulative supplement to general statutes 1931-35, pp. 371-373, secs. 905c-908c.	Dwelling, tenement, rooming or apartment house, or other residential building used in whole or in part for manufacture.	Manufacture of any products or parts thereof.	Others than the members of the immediate family. Immediate members of family and all other home workers.	Owner of building must obtain license from commissioner of labor and factory inspection who must first ascertain by inspection that building conforms to legal requirements relating to heat, light, safety, health, ventilation, and sanitation. Fee of \$25 to be paid for such inspection. Any person, firm, partnership or corporation engaging in home work manufacture must conform to laws governing registration and operation of manufacturing and mechanical establishments. Home workers must conform to laws governing hours and working conditions of women and minors in manufacturing and mechanical establishments and shall be subject to inspection by department of labor. Commissioner of labor shall report to proper authorities any condition believed to be unhealthful, insanitary, or otherwise prejudicial to the well-being of home workers. Establishments furnishing materials to home workers must be located within the State and subject to inspection and supervision of State authorities. Establishments giving out home work must record names and addresses of home workers and payments made to each. Such records must be preserved for at least 3 years and must be accessible to commissioner of labor or his representatives.	Members of immediate family.
Ibid., p. 373, sec. 909c.	Dwelling, tenement, rooming or apartment house, or other residential building.	Processing, i. e., manufacturing, finishing, repairing, preparing, altering, packing, wrapping, or handling of any material fur-	Members of family.	Home workers must be certificated by commissioner of labor. Certificate may be issued upon submission of proof that injury or illness, not of a contagious nature, or old age physically incapacitates persons for work in a factory or other regular business place, or that	Manufacture for personal or family use.

Illinois:

Revised statutes
(Smith-Hurd)
1931, ch. 43, secs.
40-46.

Room or rooms, apartment or apartments, in any tenement or dwelling house used for eating or sleeping purposes.
House, room, or place.

nished by an employer to be returned to said employer.

Manufacture, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, cigars, or any wearing apparel of any kind whatsoever.

Any process of making, altering, repairing, finishing, cleaning, or sorting, in whole or in part, for sale or for wages.

Immediate members of family living therein.

Indiana:

Annotated statutes
(Burns) 1927, secs.
9422-9423.

Room or rooms, apartment or apartments, in any tenement or dwelling house, or building in the rear of a tenement or dwelling house.

Making, in whole or in part, of vests, coats, trousers, knee pants, fur, fur trimmings, shirts, purses, feathers, artificial flowers, or cigars, for sale.

Immediate members of family living therein.

his services are essential in the home to care for a member of the family.

Certificates may be issued to workers on processes not requiring mechanical apparatus other than simple hand tools; upon satisfactory showing that home work is customary in the industry in this State; and that suspension of home work would cause undue hardship on labor or industry.

Work may be distributed only to persons 16 years of age or over.

Home must be free of any contagious or communicable disease.

Wage rates paid home workers must not be lower than those paid in factory or other place of business for similar work.

Persons occupying or having control of such workshop to notify board of health, within 14 days after the time of commencing work, of location, nature of work, and number of employees.

Hours of work of females and names, ages, and addresses of children employed to be posted.

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

All articles made are subject to inspection and examination.

Employer to keep list of all workshops in his employ.

Person, firm, or corporation before hiring person to do work to obtain written permit from chief inspector [office transferred in 1915 and continued as part of the industrial board] who investigates premises where work is to be done before granting permit.

Permit states maximum number of persons who may be employed, providing for not less than 250 cubic feet of air space per person between the hours of 6 a. m. and 6 p. m., and for not less than 400 cubic feet of air space per person between the hours of 6 p. m. and 6 a. m. Latter requirement may be modified by reduction of the air space per person to 250 cubic feet if electricity is used for lighting.

Premises to be adequately ventilated.

Permit may be revoked at any time if health of community or of workers requires it.

Permit to be posted.

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

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law	Requirements which must be met	Exceptions
Maryland: Annotated code (Bagby) 1924, art. 27, secs. 301, 303-304.	Room or apartment in any tenement or dwelling house, or any part of any tenement or dwelling house.	Manufacturing, in whole or in part, altering, repairing, or finishing of any articles whatsoever.	Immediate members of family living therein (husband, wife, their children, or the children of either).	License to be obtained by any member of a family desiring to do home work from the commissioner of labor and statistics, who consults records of local health authorities; if premises are reported satisfactory, reinspection is made by bureau of inspection and information. License states maximum number of persons who may be employed, providing for not less than 500 cubic feet of air space per person. Premises to be inspected at least once every 6 months. Premises to be free from infectious, contagious, or communicable disease, and from all insanitary conditions. License may be revoked at any time if health of community or those employed therein requires it. Employer giving out work to keep register of persons employed on home work and to be sure that the room or apartment is licensed.	Articles for the exclusive use of person occupying house. Employment of tailor or seamstress by person or family to do work for such person or family. Workshop on main or ground floor of any tenement or dwelling house not used for cooking or sleeping purposes and having separate entrance and which is entirely separate from the rest of the building.
Massachusetts: General laws 1932, ch. 149, secs. 143-147.	A room or apartment in a tenement or dwelling house.	Making, altering, repairing, or finishing of wearing apparel of any description.	Family dwelling therein.	License to be obtained by any member of a family desiring to do home work from the department of labor and industries. Premises subject to inspection by the department of labor and industries. Premises to be in cleanly condition, free from vermin and all infectious and contagious matter. Employer giving out work to keep register of persons employed on home work, to forward such register monthly to the department of labor and industries, and to be sure that such home workers are licensed.	Room or apartment in a tenement or dwelling house not used for living or sleeping purposes having a separate entrance and not connected with any room used for such purposes. Tailor or seamstress making articles for family use.
Session laws 1932, ch. 234.	-----do-----	Making, altering, repairing, ornamenting, finishing, or adapting for sale any article except wearing apparel.	-----do-----	Person hiring, employing, or contracting with family to do home work to furnish to department of labor and industries when required names and addresses of workers and of women and minors dwelling in the room or apartment, and the ages of girls under 21 and boys under 18.	
Michigan: Compiled laws 1929, sec. 8337.	Room or apartment in any tenement or dwelling house, or in any	Manufacture, in whole or in part, of coats, vests, trousers, knee	Any person-----	Written permit to be obtained by person, firm, or corporation desiring to employ persons to work in any apartment from factory inspector who in-	Seamstress manufacturing articles for family use.

	<p>building or parts of buildings.</p>	<p>pants, overalls, skirts, dresses, cloaks, hats, caps, suspenders, jerseys, blouses, waists, waistbands, underwear, neckwear, furs, fur trimming, fur garments, shirts, hosiery, purses, feathers, artificial flowers, cigarettes, or cigars.</p>		<p>investigates before granting permit. Permit to state maximum number of persons who may be employed, providing for not less than 250 cubic feet of air space per person. Permit may be revoked at any time if health of community or of those employed therein requires it. Factory inspector to prescribe amount of light, heat, and ventilation. Premises to be clean, sanitary, fit for occupancy, and free from contagious and infectious disease. Employer giving out work to keep register of persons employed on home work and to be sure that work place is licensed. Permit to be posted. Premises to be in clean and healthful condition. Commissioner of labor and industrial inspection to inspect tenement workshops twice each year. Employer giving out work to keep register of persons employed on home work.</p>	
<p>Missouri: Revised statutes 1929, secs. 13218-13219, 13279-13281.</p>	<p>Room or apartment in any tenement or dwelling house.</p>	<p>Manufacture, in whole or in part, of wearing apparel, purses, feathers, artificial flowers, or other goods for male or female wear.</p>	<p>Members of family dwelling therein and three additional persons.</p>	<p>License to use premises for home-work manufacture to be obtained annually from the commissioner of labor by family or a member thereof, or person, firm, or corporation desiring to manufacture, alter, repair, finish, or distribute for aforesaid purposes, any goods in the places covered by the law. Approval of local board of health required before work can be done in any dwelling on dolls, dolls' clothing, or children's or infants' wearing apparel. (Such work prohibited in tenements.) Application for license must describe premises and specify number of persons to be employed. Premises subject to inspection by commissioner of labor, factory inspector, or investigator, and must be kept in clean and proper sanitary condition, free from vermin and matter of an infectious or contagious nature, and be suitably lighted at all times. License may be revoked if health of community or of the employees requires it. License to state maximum number of persons to be employed. Not less than 250 cubic feet of air space in each room to be allowed per person between 6 a. m. and 6 p. m. unless by special permit of the commissioner of labor; not less than 400 cubic feet per person between 6 p. m. and 6 a. m. Register of names and addresses of home workers must be kept by person, firm, or corporation, or their agents contracting for home work, such register to be subject to inspection by department of labor on demand.</p>	<p>Tailor or seamstress making articles for family use.</p>
<p>New Jersey: Supplement to compiled statutes 1925-1930, secs. 107-48e to 107-48v.</p>	<p>Dwelling, tenement, or room or rooms therein, or building situated immediately in the rear of any tenement or dwelling.</p>	<p>Manufacturing, altering, repairing, finishing, or distributing for aforesaid purposes, for hire or reward, any goods whatsoever.</p>	<p>Any person-----</p>	<p>investigates before granting permit. Permit to state maximum number of persons who may be employed, providing for not less than 250 cubic feet of air space per person. Permit may be revoked at any time if health of community or of those employed therein requires it. Factory inspector to prescribe amount of light, heat, and ventilation. Premises to be clean, sanitary, fit for occupancy, and free from contagious and infectious disease. Employer giving out work to keep register of persons employed on home work and to be sure that work place is licensed. Permit to be posted. Premises to be in clean and healthful condition. Commissioner of labor and industrial inspection to inspect tenement workshops twice each year. Employer giving out work to keep register of persons employed on home work.</p>	<p>Tailor or seamstress making articles for family use.</p>

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

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law	Requirements which must be met	Exceptions
<p>New York: Cumulative supplement to Cahill's Consolidated Laws 1931-35, ch. 32, secs. 350-363.</p>	<p>Room or apartment in any house, i. e., in any building in which one or more persons regularly sleep.</p>	<p>Manufacturing in whole or in part, with material furnished by an employer, of any article or articles to be returned to said employer.</p> <p>Manufacturing includes preparation, alteration, repair or finishing in whole or in part, or handling in any way.</p>	<p>Residents therein.</p>	<p>Commissioner shall determine within what industries conditions may permit of home work without unduly jeopardizing wages and working conditions of factory workers and unduly injuring health and welfare of home workers.</p> <p>Commissioner shall make rules and regulations necessary to carry out provisions of law.</p> <p>Employer must have permit to give out home work which may be given only to certificated workers in licensed homes.</p> <p>Employer must pay annual fee for permit or for extending permit: \$25 for less than 200 home workers' certificates; \$50 for 200 but less than 500; \$100 for 500 or more.</p> <p>Employer must keep on blanks provided by commissioner and must forward to commissioner as required, complete and accurate list of all home workers, of all places where they work, of all materials furnished them to work on, of all goods manufactured by them, and of wages paid each worker.</p> <p>Worker's name must appear on the certificate issued by commissioner. Certificate must be clearly exposed in home where work is being done.</p> <p>Commissioner shall inspect every house in which home work is permitted and the materials issued to the home worker. If he finds that any home is not clean, he shall order the tenant to clean it. If he finds that a house or home is in an insanitary condition, or that there is an infectious or communicable disease therein, he shall notify health officer of the district.</p>	<p>Manufacture of article for use of resident therein or for use therein.</p>

Industrial commissioner. Home work order no. 1, 936.

Room or apartment in any house, i. e., in any building in which one or more persons regularly sleep. (See law.)

Men's and boys' outer clothing industry including the manufacture of and the processes and transactions involved in the manufacture of outer clothing (except shirts, collars, men's neckwear, hats, hosiery, and knit wear) for males of 6 years and over.

Aged and disabled persons and merchant and custom tailoring.

Special permits and certificates may be granted if industrial commissioner is satisfied that:

- (1) Worker is over 60 years of age.
- (2) A physical disability would prevent performance of same work in a shop.
- (3) Worker held a certificate to work for same employer prior to Apr. 25, 1936.
- (4) Employer held permit to distribute work prior to Apr. 25, 1936.
- (5) Worker is covered by workmen's compensation.

Conditions for employment of home workers with special certificates:

- (1) Worker must work for one employer only.
- (2) Because of disability on which permit is granted worker shall receive less work than tailors in the shop.
- (3) Work shall be delivered and called for free of charge by the employer.
- (4) At least same piece rate shall be paid as for same or similar work in the shop.
- (5) All provisions of labor law and all rules and regulations of the industrial commissioner must be observed by both home worker and employer.
- (6) Home worker must keep record of production and wages in handbook issued by department of labor.
- (7) Employer must keep as part of pay-roll record date work is issued to home worker, amount of work given him, rate of pay, date work is returned, amount of work returned, and worker's pay.

If regulations and labor law have not been complied with, industrial commissioner may revoke authorization and employer's permit after holder has been given reasonable notice and opportunity to be heard.

Licenses, permits, and certificates may be revoked or suspended for any violation of their terms by owners, employers, or home workers, or for non-compliance with an order issued by commissioner. No child shall be employed at home work except in accordance with provisions of child labor law.

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

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law	Requirements which must be met	Exceptions
Pennsylvania: Statutes 1920, sec. 13594.	Kitchen, living room, or bedroom in any tenement or dwelling house.	Manufacture or partial manufacture of clothing or other wearing apparel, cigars, or cigarettes.	Resident members of family, i. e., parents and their children or the children of either.	Employer to ascertain that certificate as to sanitary conditions of premises has been obtained from local board of health by family desiring to do home work. Premises to be free from infectious or contagious disease. Certificate may be revoked at any time if exigencies of case require.	
Ibid., sec. 3461-----	Room or room in any dwelling house, rooming house, or tenement.	Manufacturing-----	-----	Permit to be obtained from board of health to use quarters for manufacturing purposes. Permit to be issued for calendar year. Processes of work not to be hazardous to health of the workers or of occupants of premises, nor to create dust, foul odors, or undue noise. Premises to allow 400 cubic feet of air space per person.	
Department of labor and industry, regulations for industrial home work, 1936.	Any dwelling, tenement house, apartment house, or lodging house in which industrial home work is done.	Manufacturing, finishing, repairing, altering, or handling of any article or articles the material for which has been furnished by the employer.	Any person or persons in a home who manufacture, finish, repair, alter, or handle in any manner material furnished by the employer.	License to be obtained from department of labor and industry by employer desiring to give out home work. License to be renewed annually after Jan. 1. Employer must assure himself that the home is in a clean and sanitary condition and free from any infectious, contagious, or communicable disease. License may be revoked if any of these regulations or the provisions of the child labor law or the woman's labor law have been violated. If any infectious, contagious, or communicable disease is found, employer must remove articles and material from home (if permitted by local or State department of health) and have them sterilized immediately. Employer must send quarterly to the department of labor and industry register of home workers and such other data as may be prescribed. Employer must designate some person in each home where home work is done as his representative, to be jointly responsible with him for carrying out the provisions of the child labor law, the woman's labor law, and the regulations of the department of labor and industry affecting home work.	

Rhode Island:

General laws 1923,
ch. 248, sec. 72;
session laws 1936,
ch. 2328.

Home, i. e., any dwelling house, tenement house, rooming house, apartment house, or other residential building, or any part thereof.

Processing, in whole or in part, of material furnished by an employer, of any article or articles to be returned to said employer.

Processing, i. e., manufacturing, finishing, repairing, preparing, altering, packing, wrapping, or handling any material.

Any person who processes in a home.

Home work prohibited except where licenses and certificates have been obtained from director of labor who (1) shall issue licenses to employers and certificates to home workers in any industry in which home work is customary in the State, permitting home work unless it will unduly jeopardize factory workers in the industry as to wages and working conditions, unduly injure the health and welfare of the home worker, and unduly jeopardize the public health and safety to have the products distributed; (2) shall issue licenses to employers and certificates to home workers who have reached the age of 50 years or who are physically handicapped and unable to work in the employer's place of business.

Home worker shall not redistribute work on a sub-contractual basis.

Director shall issue rules and regulations to control and regulate home work where permitted and to carry out provisions of law.

Employer must pay annual fee for license or for extending license; \$5 for 5 or fewer home workers; \$10 for 5 to 20; \$25 for 20 to 100; \$50 for more than 100.

Director of labor shall inspect every home in which work is permitted and the materials issued to the worker. If home is not clean he shall order tenant to clean it; if it is in an insanitary condition or there is infectious or communicable disease therein he shall notify public health officials. He shall report to local health officer names and addresses of workers in the city or town, and health officer shall notify director of labor within 24 hours of any case of communicable or infectious disease in homes of workers. The director of labor shall then suspend distribution of work to such homes until further notice.

Employer must keep on blanks provided by the director of labor and forward to him as required complete and accurate list of all home workers, of work places, of materials furnished, of materials processed, and of the wage rate paid to each worker.

Individuals or organizations engaged in providing work of a philanthropic, educational, or therapeutic nature; charitable organization; libraries, lyceums, fire-engine companies, and corporations formed for religious, charitable, literary, scientific, artistic, social, musical, agricultural, theatrical, or sporting purposes, and all corporations of like nature.

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

State	Places covered	Occupations or industries covered	Persons whose work is controlled by law.	Requirements which must be met	Exceptions
<p>Rhode Island—Contd. General laws 1923, ch. 248, sec. 72; session laws 1936, ch. 2328—(Con.).</p>	<p>Home, i. e., any dwelling house, tenement house, rooming house, apartment house, or other residential building, or any part thereof—(Continued).</p>	<p>Processing, i. e., manufacturing, finishing, repairing, preparing, altering, packing, wrapping, or handling any material—(Contd.).</p>	<p>Any person who processes in a home—(Con.).</p>	<p>Worker's certificate must be shown on demand of director of labor or any duly authorized agent. Worker must not work more than the hours allowed by law in factories, manufacturing, mechanical, business, or mercantile establishments in the State. Wage rates must not be less than for similar or comparable factory work. Employer must allow worker sufficient time to process work without assistance from other persons. Cost of obtaining material and returning completed product must be borne by employer. Licenses or certificates may be revoked or suspended by director of labor for violation of their terms, of provisions of this act, of any regulation made by director of labor, or for noncompliance with an order issued by him within the time specified in such order. No child under 16 years shall be employed gainfully or otherwise in industrial home work.</p>	<p>Individuals or organizations, etc. (See p. 65.)</p>
<p>Tennessee: Code 1932, secs. 6633-6639.</p>	<p>Room or apartment in any tenement or dwelling house, used for eating or sleeping purposes.</p>	<p>Manufacture for sale, in whole or in part, of coats, vests, trousers, knee pants, overalls, cloaks, shirts, ladies' waists, purses, feathers, artificial flowers, or any other wearing apparel, or cigars. Workshop, i. e., place where goods or products are manufactured, in whole or in part, repaired, cleaned, or sorted, for sale or for wages.</p>	<p>Immediate members of family living therein.</p>	<p>Persons occupying or having control of such workshop, within 14 days of the time of commencing work, shall notify board of health of location of shop, nature of work, and number of persons employed. Premises to be kept clean, free from vermin and from all matter of an infectious or contagious nature. Articles manufactured to be subject to inspection. Employer giving out work to keep list of workshops in his employ.</p>	

Wisconsin:

Statutes 1935, secs.
103.44, 146.03.

Tenement or dwelling house, or shed or other building in the rear of a tenement or dwelling house.

Manufacturing, altering, repairing, or finishing of any article.

Persons employed or living therein.

Permit must be obtained from the industrial commission by person desiring to give out home work. Permit conditional on compliance with minimum-wage and child-labor laws.

Permit may be revoked at any time for failure to observe these laws.

License for premises where work is to be done must be obtained by owner or lessee of factory or contractor for owner or lessee from the local health officer before employing persons to do home work. Health office investigates premises before issuing license.

Place must be clean and fit for use and free from communicable disease.

License to be issued for 1 year.

Premises to be reinspected during year.

License may be revoked at any time if health of community requires it.

Employer giving out work to keep register of persons employed on home work.

CHART X.—LAWS PROHIBITING OR REGULATING THE EMPLOYMENT OF WOMEN IN SPECIFIED OCCUPATIONS OR INDUSTRIES, BY STATE

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

CHART XI.—LAWS PROVIDING SEATING ACCOMMODATIONS FOR WOMEN WORKERS

State	Number of seats	Type of seats	When seats may be used	Occupations or industries specified
Alabama: Code (Michie) 1928, sec. 3991	-----	Proper accommodations-----	When employee is not actively engaged in the work of her employment.	Store or shop employing any girl or woman as a clerk or saleswoman.
Arizona: Revised code 1928, secs. 1362, 1380.	At least 2 seats to every 3 females.	Suitable seats, chairs, or benches.	When employee is not necessarily engaged in the active duties of employment.	Mill, factory, workshop, mercantile establishment, tenement house, manufactory or workshop, store, business office, telegraph or telephone office, restaurant, bakery, barber shop, apartment house, bootblack stand or parlor, or in the distribution or transportation of merchandise or messages.
Arkansas: Digest of the statutes 1921, sec. 7100.	Sufficient to seat comfortably.	-----	During such times as employee is not required to be upon her feet.	Manufacturing, mechanical, mercantile, or other establishment.
California: General laws (Deering) 1931, act 3456, sec. 2. Industrial welfare commission orders no. 3a, 1929, no. 18, 1931.	Seats for all female employees. Where nature of work permits a seat for each and every woman or minor at worktables or machines.	Suitable seats----- Where nature of work permits: Adjustable seats at worktables or machines to permit position of workers relative to work to be substantially the same whether seated or standing. Worktables, including cutting and canning tables and sorting belts, to have individually adjustable footrests.	When employee is not engaged in active duties of employment. -----	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment. Fruit and vegetable canning industry; any occupation, trade, or industry.
Ibid. , no. 16a, 1931-----	Seats for all women employees.	Suitable seats-----	When employee is not engaged in active duties of employment.	Motion-picture industry—extras, i.e., women who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week.
Ibid. , no. 18, 1931-----	At least 1 seat for every 2 women.	Seats of proper height-----	When employee is not engaged in active duties of employment.	Any occupation, trade, or industry.
Colorado: Compiled laws 1921 (published, 1922), sec. 4193.	-----	Suitable seats-----	When employee is not necessarily engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment.
Connecticut: General statutes 1930, sec. 5212.	Seats for all female employees.	-----do-----	-----do-----	Mercantile, mechanical, or manufacturing establishment.

Delaware: Session laws 1917, ch. 231, secs. 1-2.	At least 1 for every 3 females	do		Mercantile, mechanical, or manufacturing establishment, laundry, baking or printing establishment, dressmaking establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office.
District of Columbia: Code 1929, p. 182, sec. 30	Seats for all females	Proper and suitable seats; seats, rests, or stools.	As may be necessary. When employee is not actively engaged in her employment.	Store, shop, office, or manufactory.
Florida: Compiled general laws 1927, sec. 7170. ¹		Suitable chairs or stools or sliding seats attached to counters or walls.	When employee is not engaged in active work and not required to stand in proper performance of duties. For reasonable use when such use will not interfere with humane or reasonable requirements of employment.	Mercantile or other business pursuits.
Georgia: Code 1933, sec. 54-401		Suitable seats	When employee is not necessarily engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment.
Idaho: Code 1932, sec. 43-708		do	When employee is not engaged in active duties of employment.	Establishments where females are employed.
Illinois: Revised statutes (Smith-Hurd) 1931, ch. 48, sec. 111.	Reasonable number	Suitable seats, where practicable to be made a permanent fixture that may be so constructed or adjusted as not to hinder work when not in use.	When employee is not engaged in active duties of employment. When use will not actually and necessarily interfere with proper discharge of duties.	Factory, mercantile establishment, mill, or workshop.
Indiana: Annotated statutes (Burns) 1926, secs. 9416, 9418.	A seat for each female employee.	Suitable seats so constructed or adjusted, where practicable, as to be fixtures and not obstruct employees at their work.	When employee is not necessarily engaged in active duties of employment.	Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office.
Iowa: Code 1935, sec. 1485		Suitable seats	To such extent as work may reasonably admit.	Workshop, mercantile or manufacturing business or establishment.
Kansas: Revised statutes 1923, sec. 44-111. Commission of labor and industry order no. 1, 1936. Ibid., no. 2, 1936	Sufficient number A seat for each woman	Chairs, stools, or other contrivances for comfortable use. Suitable seats	When employee is not actively engaged in discharge of duties. When employee is not actively engaged at regular duties.	Mercantile establishment, store, shop, hotel, restaurant, or other place. Laundry occupations, i. e., laundry, dyeing, dry-cleaning, and pressing establishments. Manufacturing occupations, i. e., all processes in the production of commodities.

¹ Applies to all employees.

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

State	Number of seats	Type of seats	When seats may be used	Occupations or industries specified
Kentucky: Carroll's Statutes 1930, sec. 486b-3.	In stores and mercantile establishments at least 1 seat to every 3 females.	Seats that fold when not in use shall not be deemed a compliance with the law.	When employee is not engaged in active duties of employment.	Every person, firm, or corporation that employs females.
Louisiana: General statutes (Dart) 1932, sec. 4353. Ibid., secs. 4319, 4331	At least 1 chair to every 3 females.	Seats, chairs, or benches.	When employee is not actually engaged in duties of employment. When employee is not necessarily engaged in active duties of employment.	Any person, firm, or corporation employing female labor or female clerks. Mill, factory, warehouse, mine, packing house, manufacturing establishment, workshop, laundry, millinery or dressmaking store or mercantile establishment, hotel, restaurant, theater, concert hall, any place of amusement where intoxicating liquors are made or sold, bowling alley, bootblack-ing establishment, freight or passenger elevator, in the transmission or distribution of messages or merchandise, or in any other occupation whatsoever. <i>Exception:</i> Agricultural pursuits.
Ibid., sec. 4356		Proper seating or resting accommodations.	For convenience while on duty.	Elevators used for carrying persons, goods, wares, or merchandise.
Maine: Revised statutes 1930, ch. 54, sec. 37.		Chairs, stools, or other contrivances for comfortable use.	When employee is not actively engaged in discharge of duties.	Mercantile establishment, store, shop, hotel, restaurant, or other place.
Maryland: Annotated code (Bagby) 1924, art. 27, sec. 293.	1 for each woman	Chairs or stools.	When employee is not actively engaged in performance of duties.	Retail, jobbing or wholesale dry-goods store, notion, millinery, or any other business where females are employed for the purpose of serving the public.
Massachusetts: General laws 1932, ch. 149, secs. 1, 103.		Suitable seats.	When employee is not necessarily engaged in active duties of employment. While at work except when work cannot properly be performed in a sitting position.	Manufacturing, mechanical, or mercantile establishment, including any place used for a restaurant or for publicly providing and serving meals.
Michigan: Compiled laws 1929, sec. 8339.	Seats for all females.	Proper and suitable seats. Seats, rests, or stools.	As may be necessary. At reasonable times. Employer shall not require employee to stand when not necessarily in service.	Store, shop, office, or manufactory.

Minnesota: Mason's Statutes 1927, secs. 4171, 4186.	Commissioner of labor may determine number.	Suitable seats. In all places where work can be properly performed in a sitting post- ure, seats with proper backs where practicable. Com- missioner of labor may de- termine when seats, with or without backs, are neces- sary.	To such extent as may be reason- able for the preservation of health.	All places of employment, i. e., any place, either inside or outside, where any business or industry is carried on and in which per- sons are employed, including factories, mills, workshops, laundries, dyeing and cleaning establishments, mercantile estab- lishments, offices and office buildings, hotels, restaurants, theaters and other places of amusement, transportation sys- tems, public utilities, engineering works, the erection of buildings, and yards. <i>Exceptions:</i> Domestic service; agricultural labor.
Missouri: Revised statutes 1929, sec. 13233.	Sufficient number to seat comfortably.	-----	When employee is not required by duties to be upon her feet.	Manufacturing, mechanical, mercantile, or other establishment.
Montana: Revised codes 1921, sec. 3077.	Seats for all female employ- ees.	Suitable seats -----	When employee is not engaged in the active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment.
Nebraska: Compiled statutes 1929, sec. 48-208.	1 for each female -----	Chair, stool, or seat -----	When duties of employee permit or when sitting does not inter- fere with faithful discharge of duties.	Every agent, proprietor, superintendent, or employer of female help.
Nevada: Compiled laws (Hillyer) 1929, sec. 2791.	Seats for all female employ- ees.	Suitable seats -----	When employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment.
New Hampshire: Public laws 1926, ch. 177, secs. 1, 4.	-----	do -----	When employee is not necessarily engaged in active duties of em- ployment.	Factory, mill, workshop or other manufac- turing or mercantile establishment. <i>Ex- ception:</i> Establishments employing fewer than 3 persons regularly.
New Jersey: Compiled statutes 1910, p. 3037.	-----	Suitable seats -----	When employee is not necessarily engaged in active duties of em- ployment.	Manufacturing, mechanical, or mercantile establishment.
Ibid., p. 3041 -----	-----	do -----	Free access to seats allowed when employee is not engaged in dis- charge of duties that cannot be performed properly in a sit- ting position.	Any commercial employment (mercantile establishment).
New Mexico: Session laws 1931, ch. 109 -----	-----	do -----	When employee is not engaged in active duties of employment.	Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater or moving-picture show, barber shop, telegraph or telephone or other office, express or transportation company, State institution, or any other establishment, institution, or enterprise.

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

State	Number of seats	Type of seats	When seats may be used	Occupations or industries specified
New York: Cahill's Consolidated Laws 1930, ch. 32, secs. 2, 150.	Sufficient number. In mercantile establishments at least 1 seat for every 3 females.	Suitable seats with backs where practicable.	To such extent as may be reasonable for the preservation of health. In factories when employee is engaged in work that can be properly performed in a sitting posture.	Factory (including laundry), mercantile establishment, freight or passenger elevator, hotel, or restaurant.
Industrial code bulletin no. 27, rule no. 1740, 1924.	Seats for all employees.....	Suitable seats with backs where practicable. Seats to be adjusted to provide reasonable comfort. Seats or benches with backs in close proximity to working places.	When work can be performed in a sitting posture. Reasonable use permitted if processes require continual standing.	Laundry.
Ibid., no. 28, rule nos. 1783-1784, 1924.	-----	Suitable seats with backs to be properly adjusted for each worker. Boxes, barrels, benches, camp chairs, or stools as seats prohibited. Suitable seats with backs. Benches with backs may be permitted.	----- Reasonable use permitted.....	Needle trades—sewing machine operators and hand sewers. Needle trades—persons engaged in work requiring standing.
North Carolina: Code (Michie) 1935, sec. 6555.	Seats for all female employees.	Proper and suitable seats. Seats, rests, or stools.	As may be necessary; when employee is not actively engaged in her work.	Store, shop, office, or manufacturing establishment.
North Dakota: Minimum wage department order no. 3, 1932.	-----	Suitable seats.....	To such extent as may be reasonable for the preservation of health.	Mercantile establishment.
Ohio: Page's Code 1932, sec. 1008....	1 seat for each female employee.	Suitable seats to be constructed, where practicable, with automatic back supports and so adjusted as to be fixtures but not to obstruct employees in performance of duties.	When employee is not necessarily engaged in active duties of employment and when use will not actually and necessarily interfere with proper discharge of duties.	Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment.
Oklahoma: Statutes 1931, sec. 10844.....	-----	Chairs, stools, or other contrivances for comfortable use.	When employee is not actively employed in discharge of duties.	Mercantile establishment, store, shop, hotel, restaurant, or other place where women or girls are employed as clerks.

Ibid., sec. 10849-----	Seats for all female employees.	Suitable seats-----	When employee is not engaged in active performance of duties.	Manufacturing, mechanical, or mercantile establishment, workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, theater, telegraph or telephone establishment and office, or any other establishment.
Oregon: Code 1930, v. 3, sec. 49-323-----	do-----	do-----	When employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment. Any occupation.
State welfare commission order no. 22, 1931.		Convenient and comfortable seats.	When nature of work is such that employee may sit while working.	
Pennsylvania: Statutes 1920, secs. 13540, 13547.	1 for every 3 females-----	Suitable seats-----	Reasonable use permitted-----	Any establishment, i. e., any place where work is done for compensation of any sort to whomsoever payable. <i>Exceptions:</i> Work in private homes and farming. Elevators.
Department of labor and industry rule W-6, 1934.				
Philippine Islands: Session laws 1923, Act 3071, sec. 2.		Proper seats-----	When use will not be a detriment to efficiency.	Factory, shop, industrial or mercantile establishment.
Puerto Rico: Session laws 1919, Act 73, sec. 4.		Appropriate chairs-----	When employee is not occupied in duties that require her to stand.	Any establishment.
Rhode Island: General laws 1923, sec. 1116-----		Seats conveniently located-----	When duties do not require employee to stand.	Manufacturing, mechanical, or mercantile establishment.
South Carolina: Code 1932, sec. 1477-----	1 for every 3 females-----	Chairs, stools, or other suitable seats.	At reasonable times, to such extent as may be requisite for the preservation of health.	Mercantile establishment, or any place where goods, wares, or merchandise are offered for sale.
South Dakota: Compiled laws 1929, sec. 10022.		Suitable seats-----	As may be necessary for the preservation of health.	Mercantile, manufacturing, hotel, or restaurant business.
Tennessee: Code 1932, sec. 5307-----	1 for each female-----	Suitable seats to be made permanent fixtures where practicable.	When employee is not necessarily engaged in active duties of employment. When use will not actually and necessarily interfere with the proper discharge of duties.	Factory, mercantile establishment, mill, or workshop.

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

State	Number of seats	Type of seats	When seats may be used	Occupations or industries specified
Texas: Complete statutes 1928, revised civil statutes, art. 5171; supplement 1931, art. 5172.	-----	Suitable seats-----	When employee is not engaged in active duties of employment.	Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater, moving-picture show, barber shop, telegraph or telephone or other office, express or transportation company, State institution, or any other establishment, institution, or enterprise. <i>Exceptions:</i> Stenographers; pharmacists; superintendents, matrons, nurses, and attendants employed by, in, and about such orphans' homes that are charitable institutions, not run for profit, and not operated by the State; mercantile establishments and telegraph or telephone companies in rural districts and in towns of less than 3,000 inhabitants.
Utah: Revised statutes 1933, sec. 49-4-2.	-----	Chairs, stools, or other contrivances.	When employee is not engaged in discharge of duties.	Store, shop, hotel, restaurant, or other place.
Vermont: Public laws 1933, sec. 8648.	-----	do-----	When employee is not actively engaged in discharge of duties.	Mercantile establishment, store, shop, hotel, inn, restaurant, or other place.
Virginia: Code 1930, sec. 1807.	1 for every 3 females-----	Chairs, stools, or other suitable seats.	At such times and to such extent as may be necessary for the preservation of health.	Factory, shop, mill, laundry, mercantile, or manufacturing establishment. <i>Exceptions:</i> Fruit and vegetable canning factories. In any manufacturing establishment where it is necessary for employee to stand while working, provision of suitable rest rooms for use at reasonable times is deemed compliance with law.
Washington: Remington's Revised Statutes 1931, sec. 7615.	1 for each female employee---	Chair, stool, or seat-----	When duties will permit and use does not interfere with faithful discharge of duties.	Stores, offices, schools.
<i>Ibid.</i> , sec. 7616-7617.	-----	Suitable seats-----	When employee is not engaged in active duties of employment.	Establishments where females are employed.
Industrial welfare committee order no. 30, 1922.	Where nature of work permits, a seat for each and every woman at worktables or machines.	Where nature of work permits: Adjustable seats at worktables or machines to permit position of workers relative to work to be substantially the same whether seated or standing. Worktables, including sorting belts, to have individually adjustable footrests.	do-----	Manufacturing or other mercantile establishment.

West Virginia: Code 1931, sec. 21-3-11.....	Reasonable number.....	Suitable seats where practicable to be made permanent fixtures so constructed or adjusted as not to obstruct work.	When employee is not necessarily engaged in active duties of employment. When use will not actually and necessarily interfere with the proper discharge of duties.	Factory, mercantile establishment, mill, or workshop.
Wisconsin: Statutes 1935, sec. 103.16.....	.....	Suitable seats.....	When employee is not necessarily engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment.
Wyoming: Revised statutes 1931, sec. 63-110.	Seats for all female employees.	.....do.....	When employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment.

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS¹

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours
California: No. 5a, Apr. 8, 1923.....	Mercantile. <i>Exception:</i> Workers in food-catering departments. (See Order no. 12a.)	Women and minors:		
		Experienced.....	\$16 a week.....	Standard week. ² (Maximum 8 a day, 48 a week for women and minors under 18.)
		Inexperienced:		
		Women.....	\$12 a week.....	Do.
		Minors.....	\$10 a week.....	Do.
		Part-time (except waitresses and errand boys):		
		Women.....	40 cents an hour.....	Less than 8 a day.
		Minors.....	30 cents an hour.....	Do.
		Special:		
		Women.....	\$2.66 $\frac{2}{3}$ a day.....	8 a day (maximum).
Minors.....	\$2 a day.....	Do.		
Messenger and errand boys (minor):				
Experienced.....	\$12 a week.....	Standard week. ² (Maximum 8 a day, 48 a week.)		
Inexperienced.....	\$10.56 a week.....	Do.		
Part-time.....	25 cents an hour.....	Less than 8 a day.		

¹ Minimum-wage laws in Colorado and Utah never operative for lack of appropriation. No orders have been issued in New Jersey and Rhode Island.

² Standard week, i. e., regularly established number of hours worked a week in the place of employment.

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours		
California—Continued. No. 11a, May 8, 1923	Manufacturing	Women and minors:				
		Experienced	\$16 a week ¹	Standard week. ² (Maximum 8 a day, 48 a week.)		
		Inexperienced	\$9 a week	Do.		
		Part-time:				
		Women	40 cents an hour	Less than 8 a day.		
		Minors	30 cents an hour	Do.		
		Messenger and errand boys (minor):				
		Experienced	\$12 a week; 25 cents an hour	Standard week. ² (Maximum 8 a day, 48 a week.)		
		Inexperienced	\$10.56 a week; 22 cents an hour	Do.		
		No. 7a, July 23, 1923	Laundry and dry cleaning	Women and minors:		
				Experienced	\$16 a week ¹	Standard week. ² (Maximum 8 a day, 48 a week.)
				Inexperienced	\$14 a week	Do.
No. 12a, Sept. 14, 1923	Hotel and restaurant, i. e., hotel, lodging, or apartment house; restaurant, cafeteria, or other place where food or drink is sold to be consumed on the premises; food-catering department of any mercantile establishment; any hospital except graduate nurses, nurses in training, or other professional women.	Part-time	40 cents an hour	Less than 8 a day.		
		Special	\$2.67 a day	8 a day (maximum).		
		Women and female minors	\$16 a week	8 a day, 48 a week.		
No. 15a, Sept. 14, 1923	Nut cracking and sorting	Women and minors:				
		Experienced	33¼ cents an hour	8 a day, 48 a week.		
		Inexperienced	25 cents an hour	Do.		
No. 6a, May 9, 1923	Fish canning	Women and minors:				
		Experienced	33¼ cents an hour	8 a day, 48 a week. (Basic except for minors under 18, labelers, office workers.)		
		Inexperienced	28 cents an hour	Do.		
		Overtime (not allowed for minors, labelers, and office workers).	1¼ times the minimum	Over 8 and up to 12 a day.		
		Double the minimum	Over 12 a day.			
No. 8a, Aug. 8, 1923	Fruit and vegetable packing	Women and minors:				
		Dried fruit:				
		Experienced	33¼ cents an hour	8 a day, 48 a week. (Women and minors under 18.)		
		Inexperienced	25 cents an hour	Do.		
		Double 1¼ times minimum	Day of rest—first 8 hours.			
		Day of rest—after 8 hours.				

		Citrus; green fruit and vegetable:		
		Experienced.....	33½ cents an hour.....	8 a day, 48 a week. (Basic except for minors and office workers.) Do.
		Inexperienced.....	25 cents an hour.....	Over 8 and up to 12 a day. Over 12 a day.
		Overtime (women except office workers).	1¼ times the minimum..... Double the minimum..... 1¼ times the minimum..... Double 1¼ times the minimum.....	Day of rest—first 8 hours. Day of rest—over 8 hours.
No. 3a, Sept. 14, 1929.....	Fruit and vegetable canning.....	Experienced (women; minors).....	33½ cents an hour.....	8 a day, 48 a week. (Basic except for labelers and minors under 18.) Do.
		Inexperienced (women; minors).	25 cents an hour.....	Over 8 and up to 12 a day. Over 12 a day.
		Overtime (women over 18, except labelers).	1¼ times regular rate..... Double regular rate..... 1¼ times regular rate..... Double 1¼ times regular rate.....	Day of rest—first 8 hours. Day of rest—over 8 hours.
		Male minors under 18 in occupations where no females are employed.	25 cents an hour.....	8 a day, 48 a week.
No. 9a, Aug. 28, 1933.....	General and professional offices.....	Women and minors:		
		Experienced.....	\$16 a week.....	8 a day, 48 a week. (Maximum for minors under 18 and for women 18 and over covered by hour law. See p. 19.)
		Inexperienced:		
		18 years and over.....	\$12 a week.....	8 a day, 48 a week. (Maximum for women covered by hour law. See p. 19.)
		Under 18 years.....	\$10 a week.....	8 a day, 48 a week.
		Overtime (women not covered by hour law and who receive less than \$30 a week). ⁴	1½ times regular rate.....	Over 48 a week.
		Part-time:		
		Over 18 years or experienced under 18.	40 cents an hour (not over \$2.67 a day).	Less than 8 a day.
		Inexperienced under 18.	30 cents an hour (not over \$2 a day).	Do.
		Special:		
		Over 18 years or experienced under 18.	\$2.67 a day.....	8 a day.
		Inexperienced under 18.	\$2 a day.....	Do.
		Messenger and errand boys under 18.	25 cents an hour.....	8 a day, 48 a week.

² Standard week, i. e., regularly established number of hours worked a week in the place of employment.

³ The order specifies \$16 for the "standard week" (see footnote 2) but by resolution adopted May 24, 1934, the industrial welfare commission requires 33½ cents an hour if 8 hours are worked in 1 day and 40 cents an hour for less than 8 hours a day, i. e., \$16 only if 48 hours are worked.

⁴ The order says that women over 18 not subject to the hour law and who receive \$30 or more a week may be employed over 48 hours in case of emergency.

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours		
California—Continued. No. 10a, Sept. 14, 1923.	Unclassified occupations, i. e., all employment not included in other orders. <i>Exceptions:</i> Telephone and telegraph industries, professional occupations, domestic labor, harvesting, curing, or drying of fruits and vegetables.	Experienced:				
		Women and minors	\$16 a week	Standard week. ² (Maximum 8 a day, 48 a week.)		
		Minors under 18 in occupations where no adult women are employed.	\$12 a week	Do.		
		Inexperienced:				
		Women	\$12 a week	Do.		
		Minors	\$10.56 a week	Do.		
Connecticut: Directory, Mar. 21, 1934.	Lace industry—thread drawing	Part-time:				
		Women	40 cents an hour	Less than 6 a day.		
		Minors	30 cents an hour	Do.		
Illinois: No. 1. Directory, Feb. 11, 1935.	Macaroni, spaghetti, and noodle	Women and minor home workers	\$13 a week. (12 cents per gross yards, 1 thread; 18 cents per gross yards, 2 threads.)	40 a week. (Maximum in order. Hour-law maximum 48 a week for factories. See p. 23.)		
			Women and minors	35 cents an hour	40 a week.	
			46 $\frac{2}{3}$ cents an hour	Over 40 a week. (Maximum 10 a day, 6 days a week. See p. 28.)		
			38 $\frac{1}{2}$ cents an hour (10 percent added to basic rate), not over \$14 a week.	Less than 40 a week.		
		No. 2. Directory, July 15, 1935.	Laundry, i. e., all processes directly concerned with the cleansing, collection, or distribution of laundry services. <i>Exceptions:</i> Plant maintenance; office work. Laundry establishment, i. e., any place in which one is engaged in any phase of the laundry trade.	Women and minors:		
				District I (Cook, Will, Lake, DuPage, and Kane Counties).	28 cents an hour, \$11.20 a week	40 a week.
					28 cents an hour	Over 40 to 44 a week.
					42 cents an hour	Over 44 a week. (Maximum 10 a day, 6 days a week. See p. 28.)
					30 $\frac{1}{10}$ cents an hour	Less than 25 a week (provided by employer).
				District II (except District I counties north of and including Calhoun, Jersey, Macoupin, Montgomery, Shelby, Cumberland, and Clark).	25 cents an hour, \$10 a week	40 a week.
					25 cents an hour	Over 40 to 44 a week.
					37 $\frac{1}{2}$ cents an hour	Over 44 a week. (Maximum 10 a day, 6 days a week. See p. 28.)
	27 $\frac{1}{2}$ cents an hour			Less than 25 a week (provided by employer).		
District III (counties south of and including Madison, Bond, Fayette, Effingham, Jasper, and Crawford).	23 cents an hour, \$9.20 a week			40 a week.		
	23 cents an hour	Over 40 to 44 a week.				
	34 $\frac{1}{2}$ cents an hour	Over 44 a week. (Maximum 10 a day, 6 days a week. See p. 28.)				
	25 $\frac{1}{10}$ cents an hour	Less than 25 a week.				

Massachusetts:	No. 3.....	Beauty culture, i. e., all processes concerned with shampooing, waving, or straightening hair; scalp and facial treatments; eyebrow shaping, eyelash and eyebrow dyeing; manicuring, hand and arm massage; hair cutting or trimming, tinting, and bleaching; removal of superfluous hair, warts, or moles by use of an electric needle; demonstrating cosmetics, supplies, and equipment; desk appointment girls and those selling cosmetics; cashiers and bookkeepers; all females and male minors employed by the owner or manager of a beauty shop.	Registered beauty culturists, manicurists, desk clerks, and shop managers.	\$16.50 a week.....	45 a week.
	Directory, Oct. 21, 1935.			\$16.50 a week.....	Over 45 to 48 a week.
				55 cents an hour.....	Over 48 a week.
				74 cents an hour.....	Sundays and legal holidays.
			Apprentices.....	\$10 a week.....	45 a week.
				\$10 a week.....	Over 45 to 48 a week.
				33 cents an hour.....	Over 48 a week.
				44 cents an hour.....	Sundays and legal holidays.
			Maids.....	\$15 a week.....	45 a week.
				\$15 a week.....	Over 45 to 48 a week.
			50 cents an hour.....	Over 48 a week.	
			66 cents an hour.....	Sundays and legal holidays.	
		Cleaning women.....	30 cents an hour.		
		Part-time (except cleaning women).	\$3 a day.....	8 a day or less.	
		Overtime.....	Same as rates for more than 48 hours a week.	Over 8 a day.	
		Females:			
		Experienced.....	\$13 a week.....	Full time. ³ (Maximum 9 a day, 48 a week. See p. 24.)	
		Inexperienced:			
		17 years and over.....	\$10 a week.....	Do.	
		Under 17 years.....	\$8 a week.....	Do.	
		Females:			
		Experienced.....	\$15 a week.....	Do.	
		Inexperienced.....	\$7 a week.....	Do.	
		Females:			
		Experienced.....	\$13.75 a week.....	Do.	
		Inexperienced.....	\$8.50 a week.....	Do.	
		Females of ordinary ability.....	\$15.40 a week.....	42 or over a week.	
			37 cents an hour (not over \$15.40 a week).	Less than 42 a week.	
		Females:			
		Experienced.....	\$13.50 a week.....	Full time. ³ (Maximum 9 a day, 48 a week. See p. 24.)	
		Inexperienced:			
		18 years and over.....	\$10 a week.....	Do.	
		Under 18 years.....	\$8.50 a week.....	Do.	
		Females:			
		Experienced.....	\$14 a week.....	Full time. ³ (Maximum 9 a day, 48 a week. See p. 24.)	
		Inexperienced:			
		18 years and over.....	\$11 a week.....	Do.	
		Under 18 years.....	\$9 a week.....	Do.	
		Females:			
		Experienced.....	\$13.75 a week.....	Do.	
		Inexperienced:			
		16 years and over.....	\$8 a week.....	Do.	
		Under 16 years.....	\$7.50 a week.....	Do.	
		Corset, i. e., the manufacture of corsets, brassieres, and all similar related lines.			
	No. 13, Mar. 1, 1920.....				
	No. 14, Feb. 1, 1920.....	Men's clothing and raincoat.....			
	No. 15, July 1, 1920.....	Knit goods.....			
	No. 18, Feb. 1, 1921.....	Office and other building cleaning.....			
	No. 20, May 15, 1922.....	Paper box. (Includes both set-up, folding, and corrugated boxes, and plants manufacturing for their own consumption as well as those manufacturing for the trade.)			
	No. 21, May 15, 1922.....	Women's clothing, i. e., cloak, suit, skirt, dress, and waist.			
	No. 22, June 1, 1922.....	Muslin underwear, petticoat, apron, kimono, house dress, women's neckwear, and children's clothing.			

³ Standard week, i. e., regularly established number of hours worked a week in the place of employment.

⁴ Full time, i. e., full number of hours a week required by employer and permitted by State law.

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours
Massachusetts—Contd.				
No. 23, June 1, 1922.....	Men's furnishings, i. e., men's and boys' shirts, overalls, and other working men's garments, men's neckwear and other furnishings, men's, women's, and children's garters and suspenders.	Females: Experienced..... Inexperienced: 16 years and over..... Under 16 years.....	\$13.75 a week..... \$9 a week..... \$8 a week.....	Full time. ⁵ (Maximum 9 a day, 48 a week. See p. 24.) Do. Do.
No. 26, Mar. 1, 1923.....	Brush.....	Females: Experienced..... Inexperienced.....	\$13.92 a week..... \$9.60 a week.....	48 a week. (Maximum 9 a day, 48 a week. See p. 24.) Do.
No. 27, Jan. 2, 1924.....	Druggists' preparations, proprietary medicines, and chemical compounds.	Females: Experienced..... Inexperienced.....	\$13.20 a week..... \$9.60 a week.....	Full time. ⁴ (Maximum 9 a day, 48 a week. See p. 24.) Do.
No. 28, Apr. 1, 1925.....	Canning and preserving, minor lines of confectionery and miscellaneous food preparations.	Females: Experienced: 18 years and over..... 16 and under 18 years..... Under 16 years..... Inexperienced: 18 years and over..... 16 and under 18 years..... Under 16 years.....	\$13 a week..... \$11 a week..... \$9 a week..... \$12 a week..... \$10 a week..... \$8 a week.....	Do. Do. Do. Do. Do. Do. Do.
No. 29, May 1, 1925.....	Bread and other bakery products.....	Females: Experienced..... Inexperienced: 16 years and over..... Under 16 years.....	\$13 a week..... \$11 a week..... \$9 a week.....	Do. Do. Do.
No. 30, July 1, 1925.....	Millinery, i. e., wholesale, manufacturing, and retail millinery establishments; manufacture of flowers and feathers.	Females: Experienced..... Inexperienced.....	\$13 a week..... \$6 a week.....	Do. Do.
No. 31, Jan. 1, 1926.....	Stationery goods and envelopes, tablets, blank books, greeting cards, card-filing equipment, and miscellaneous paper goods.	Females: Experienced..... Inexperienced: Over 16 years..... Under 16 years.....	\$13.75 a week..... \$11 a week..... \$9 a week.....	Do. Do. Do.
No. 32, Mar. 1, 1926.....	Candy.....	Females: Experienced..... Inexperienced.....	\$13 a week..... \$9 a week.....	Do. Do.
No. 33, Jan. 1, 1927.....	Jewelry and related lines, i. e., manufacture of jewelry, jewelry findings, silver novelties, watches, clocks, and optical goods. <i>Exceptions:</i> Flat or table silver, jewelry and instrument cases.	Females: Experienced..... Inexperienced.....	\$14.40 a week..... \$12 a week.....	Do. Do.

No. 34, Mar. 1, 1927	Toys, games, sporting goods, and related lines, i. e., kindergarten supplies, wooden and mechanical toys, dolls, games, puzzles, "busy work", tennis, golf, foot, and base balls, golf clubs, tennis racquets, fishing lines, artificial flies, catching mitts and gloves. <i>Exceptions:</i> Uniforms, sweaters, bathing suits, athletic underwear.	Females: Experienced.....	\$13.50 a week.....	Do.
		Inexperienced: Over 16 years or with 1 year in the occupation.	\$12 a week.....	Do.
		All others.....	\$10.50 a week.....	Do.
No. 36, June 1, 1929	Boot and shoe cut stock and findings, i. e., counters, inner soles, shoe trimmings and ornaments, stays, heels other than wood, shanks, rands, and similar lines.	Females: Experienced.....	\$14.65 a week.....	Do.
		Inexperienced: 17 years and over.....	\$12 a week.....	Do.
		Under 17 years.....	\$10 a week.....	Do.
No. 37, Oct. 3, 1932	Pocketbook and leather goods, i. e., pocket-books, bags, brief cases, leather and imitation leather goods, suit cases, trunks, card cases, desk sets, dog collars, and similar lines.	Females: Experienced: 18 years and over.....	\$12.50 a week.....	Do.
		Under 18 years.....	\$11.25 a week.....	Do.
		Inexperienced.....	\$8 a week.....	Do.
No. 1..... Directory, Oct. 1, 1935.	Laundry and dry cleaning, i. e., any activity concerned with the washing, ironing, or processing incidental thereto of any kind of fabric or laundry wares; collection, distribution, or sale of laundry service; any activity directly concerned with the cleaning, refreshing, or restoration of any fabric or article of wearing apparel including pressing or other work incidental thereto or performed in connection therewith, collection, distribution, or sale of dry cleaning service. The producing or rendering of any of the above activities or services by the employer upon his own behalf or for others.	Women and minors: Experienced.....	30 cents an hour.....	35 or over a week. (Maximum 9 a day, 48 a week. See p. 24.) Less than 35 a week.
			33 cents an hour; not more than 35 times basic minimum a week.	
		Inexperienced.....	27½ cents an hour.....	9 a day, 48 a week. (Maximum. See p. 24.)
No. 2..... Directory, May 1, 1936.	Electrical equipment and supplies, i. e., incandescent lamps, electric-lighting accessories, radios, radio parts, mica, insulated wire, fuses, signal and protective systems, and various kinds of electrical appliances and devices for household and office use, telephone cords, fire-alarm apparatus, electric-light sockets, automobile lighting fixtures, spark plugs, electric irons, and similar devices.	Women and minors: Experienced.....	35 cents an hour; \$15 a week.....	Average full-time week. ¹ (Maximum 9 a day, 48 a week. See p. 24.) Do.
		Inexperienced.....	30 cents an hour.....	

Full time, i. e., full number of hours a week required by employer and permitted by State law.

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours
Massachusetts—Contd. No. 3..... Directory, Oct. 1, 1936. (Postponed from July 1.)	Retail store. <i>Exceptions:</i> Occupations covered by other minimum fair wage orders.	Women and minors: Experienced: Class A (cities over 500,000 population). Class B (cities over 30,000 and under 500,000 population). Class C (communities of 30,000 and under.) Inexperienced: Under 19 years: Class A (see above). Class B (see above). Class C (see above). Under 18 years: Class A (see above). Class B (see above). Class C (see above). Part-time.....	\$14.50 a week..... \$14 a week..... \$13.50 a week..... \$13.50 a week..... \$13 a week..... \$12.50 a week..... \$12.50 a week..... \$12 a week..... \$12 a week..... Hourly rates based on hours of full-time women workers.	Full time, i. e., 36 a week or over. (Maximum 9 a day, 48 a week. See p. 24.) Do. Do. Do. Do. Do. Do. Do. Less than 36 a week.
Minnesota: No. 12, Jan. 1, 1921.....	Any occupation.....	Minors: ⁶ Cities of 5,000 or more population: Experienced..... Inexperienced: 18 years and over..... Under 18 years..... Municipalities of less than 5,000 population: Experienced.....	\$12 a week..... 25 cents an hour..... \$9.12 a week..... 19 cents an hour..... \$7.68 a week..... 16 cents an hour..... \$10.25 a week..... 21½ cents an hour.....	36 to 48 a week. Over 48 a week. (Maximum for girls, 54 a week. See p. 32.; for children under 16 years, 8 a day, 48 a week.) 36 to 48 a week. Over 48 a week. (For maximum see above.) 36 to 48 a week. Over 48 a week. (For maximum see above.) 36 to 48 a week. Over 48 a week. (For maximum see above.)

New Hampshire:

No. 1a.....
Directory, May 1,
1936.

Laundry, i. e., any activity directly concerned with the washing, ironing, or processing of laundry wares; collection, distribution, or sale of laundry services; producing of laundry services on their own behalf or for others by business establishments, clubs, institutions, and overnight camps.

Laundry establishment, i. e., any place in which any phase of laundry service is conducted.

No. 2.....
Directory, Apr. 1,
1936.

Restaurant occupation, i. e., any activity directly concerned with the preparation and serving of food to the public for pay, in any establishment where at least 10 people are served per day, where lodging is not also provided to the public for pay.

Restaurant establishment, i. e., any establishment that prepares and offers for sale food for consumption either on any of its premises, or by catering and banquet service, box lunch or curb service; the term "food" includes nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, excluding, however, medicinal or quasi-medicinal preparations.

No. 3.....
Directory, Dec. 1,
1936.

Clothing and accessories, i. e., any industry manufacturing men's clothing, women's clothing, winter outfits, gloves, handkerchiefs, aprons, and other similar accessories.

Inexperienced:

18 years and over.....

\$7.68 a week.....

16 cents an hour.....

Under 18 years.....

\$6.48 a week.....

13½ cents an hour.....

36 to 48 a week.

Over 48 a week. (For maximum

see above.)

36 to 48 a week.

Over 48 a week. (For maximum

see above.)

Women and minors:

Experienced.....

28 cents an hour.....

Inexperienced.....

25 cents an hour.....

10¼ a day, 54 a week. (See p. 31.)

Do.

Women and minors:

Service.....

\$7 a week.....

Nonservice.....

\$9 a week.....

All (if meals are not furnished).

25 cents to be added for each meal not allowed while on duty.

54 a week.

Do.

Women and minors:

Experienced:

Winter outfits and men's clothing.....

25 cents an hour.....

Handkerchiefs, aprons, gloves, women's house dresses, and other similar accessories.

20 cents an hour.....

Inexperienced.....

15 cents an hour.....

10¼ a day, 54 a week. (See p. 31.)

Do.

Do.

* The attorney general has ruled the law unconstitutional for adult women. It is now applied only to minors, i. e., girls under 18, boys under 21 years.

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours
<p>New York: ⁷ No. 1..... Directory, Oct. 2, 1933. Mandatory, Aug. 6, 1934.</p>	<p>Laundry, i. e., all processes concerned with the cleansing, collection, and distribution of laundry wares. <i>Exceptions:</i> Plant maintenance; office work.</p>	<p>Women and minors: New York City area.....</p>	<p>31 cents an hour; \$12.40 a week... 31 cents an hour..... 46½ cents an hour (1½ times basic minimum). 34½ cents an hour (10 percent added to basic minimum). \$12.40 a week.....</p>	<p>40 a week. 40 to 45 a week. Over 45 a week. (Maximum: Females over 16, 48 a week, see p. 21; males 16 and under 18, 48 a week.) Less than 37 a week.</p>
<p>Recommendations of wage board, approved Dec. 6, 1935.</p>	<p>Hotel and restaurant: Hotel, i. e., any establishment which, as a whole or a part of its business, offers lodging for hire to more than 5 persons. <i>Exceptions:</i> Establishments in which lodging is incidental to medical care, religious observance, instruction, or the care of handicapped or destitute persons. Restaurant, i. e., any establishment that prepares and offers for sale food for consumption either on any of its premises, or by catering and banquet service, box lunch, or curb service. <i>Exceptions:</i> Medical, religious, or educational institutions engaged in care of handicapped or destitute persons. The term "food" includes nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, excluding, however, medicinal or quasi-medicinal preparations.</p>	<p>Outside New York City.....</p> <p>Women and minors: Service, i. e., employees whose duties relate solely to serving food at tables and setting tables; employees whose duties are solely those of bell or page boys: Cities of over 200,000 population. Cities between 10,000 and 200,000 population. Elsewhere.....</p> <p>Nonservice: Cities of over 200,000 population. Cities between 10,000 and 200,000 population. Elsewhere.....</p> <p>Service and nonservice (if meals are not furnished). Resident, i. e., employees who live on premises of em-</p>	<p>27½ cents an hour; \$11 a week... 27½ cents an hour..... 41¼ cents an hour (1½ times basic minimum). 30¼ cents an hour (10 percent added to basic minimum). \$11 a week.....</p> <p>18 cents an hour..... 17 cents an hour..... 16 cents an hour..... 27 cents an hour..... 26 cents an hour..... 25 cents an hour..... 6 cents an hour more than above rates.</p>	<p>37 to 40 a week. 40 a week. 40 to 45 a week. Over 45 a week. (Maximum: Females over 16, 48 a week, see p. 21; males 16 and under 18, 48 a week.) Less than 37 a week. 37 to 40 a week.</p> <p>Restaurants: 9 a day, 54 a week in cities of 50,000 population or more; elsewhere unlimited. Hotels: unlimited. Do. Do. Do. Do.</p>

		ployer and receive full maintenance:		
		Cities of over 200,000 population.	\$9.50 a week.....	Do.
		Cities between 10,000 and 200,000 population.	\$9 a week.....	Do.
		Elsewhere.....	\$8.50 a week.....	Do.
North Dakota:				
No. 1, Dec. 16, 1932.....	Public housekeeping, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses, and all attendants employed at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served and the work of chambermaids in hotels and lodging houses and boarding houses, and hospitals and the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals and elevator operators.	Women:		
		Waitresses or counter girls.....	\$13.41 a week.....	9 a day, 58 a week in towns under 500 population; 8½ a day, 48 a week elsewhere. (See pp. 22, 25.)
		Chambermaids and kitchen help.	\$12.78 a week.....	Do.
		Part-time.....	¼s of weekly wage for each hour worked.	
		Women:		
		Biscuit and candy:		
		Experienced.....	\$14 a week; \$60.67 a month.....	40 to 48 a week. (Maximum 8½ a day, 48 a week except in towns under 500 population. See p. 22.)
		Inexperienced.....	\$9 a week; \$39 a month.....	Do.
		Bookbinding and job press feeding:		
		Experienced.....	\$14 a week; \$60.67 a month.....	Do.
		Inexperienced.....	\$9 a week; \$39 a month.....	Do.
		All other manufacturing:		
		Experienced.....	\$14 a week; \$60.67 a month.....	Do.
		Inexperienced.....	To be determined by department of agriculture and labor in conference with employers and employees.	
		Part-time.....	¼s of weekly minimum an hour.	35 to 40 a week.
			¾s of weekly minimum an hour.	34 or less a week.
		Women:		
		Experienced.....	\$13 a week; \$56.33 a month.....	9 a day, 54 a week in towns under 500 population; 8½ a day, 48 a week elsewhere. (See pp. 22, 26.)
		Inexperienced.....	\$10.80 a week; \$46.80 a month.....	Do.
		Part-time.....	¼s of weekly minimum for each hour worked.	
No. 2, Apr. 4, 1922.....	Manufacturing, 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; employees of creameries and produce houses, 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 job-press-feeding establishments. <i>Exception:</i> In case of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor.			
No. 3, Dec. 16, 1932.....	Mercantile, 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, the shippers in the mail-order department, the receiving, marking, and stockroom employees and all other women, except those performing office duties solely.			

¹The New York minimum-wage law was held unconstitutional with respect to mandatory wage orders for adult women by the Supreme Court of the United States, June 1, 1936.

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours	
North Dakota—Continued. No. 4, Dec. 16, 1932.....	Laundry, i. e., any place where clothes are washed or cleaned by any process, by any person, firm, institution, corporation, or association; all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work performed in laundry departments of hotels, hospitals, and factories.	Women: Experienced..... If laundry privileges allowed.	\$12.60 a week; \$54.60 a month..... \$12.10 a week.....	38 to 48 a week. (Maximum 8½ a day, 48 a week except in towns under 500 population. See p. 22.) Do.	
		Inexperienced..... Part time.....	\$9.90 a week; \$42.90 a month..... ¼s of weekly minimum an hour..... ¼s of weekly minimum an hour.....	32 to 38 a week. Less than 32 a week.	
No. 5, Apr. 4, 1922.....		Telephone.....	Women in towns of 1,800 or more population: Experienced.....	\$14 a week; \$60.67 a month.....	Over 40 to 48 a week. (Maximum 8½ a day, 48 a week. See p. 22.) Do.
			Inexperienced..... Part time: Experienced..... Inexperienced.....	\$10 a week; \$44.43 a month..... 29 cents an hour..... 25 cents an hour.....	40 or less a week. Do.
		Women in towns under 1,800 population: Experienced..... Inexperienced.....	\$12 a week; \$52 a month..... \$9 a week; \$39 a month.....	Over 40 to 48 a week in towns of 500 or more population (see p. 22); elsewhere, maximum hours a day and days a month to be fixed by agreement between employer and employee.	
		Part-time: Towns of 500 but under 1,800 population: Experienced..... Inexperienced.....	25 cents an hour..... 22 cents an hour.....	40 or less a week. Do.	
		Towns under 500 population: Experienced..... Inexperienced.....	20 cents an hour..... 17 cents an hour.....	Maximum hours a day and days a month to be fixed by agreement between employer and employee.	
No. 6, May 28, 1936.....	Any occupation [i. e., occupations covered by Orders nos. 1-5 for women].	Minors: Experienced..... Inexperienced.....	Same as rates for women in Orders nos. 1-4.	8 a day, 48 a week.	
Ohio: No. 1..... Directory, Mar. 26, 1934. Mandatory, July 26, 1934.	Laundry, i. e., washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blanket, bed clothing, or fabric of any kind whatsoever; collecting, sale, resale, or distribution at retail or	Women and minors.....	27½ cents an hour; \$11 a week..... 29 cents an hour..... 30¼ cents an hour (10 percent added to 27½ cents). 27½ cents an hour.....	40 a week. 19 a week. Less than 19 a week. Over 40 to 45 a week.	

<p>No. 2..... Directory, Sept. 10, 1934. Mandatory, Jan. 19, 1934.</p>	<p>wholesale of laundry service; the producing of laundry service for their own use by business establishments, clubs or institutions; all processes directly concerned with the cleansing, collection, and distribution of laundry wares. <i>Exceptions:</i> Plant maintenance; office work.</p>		<p>37 cents an hour (1½ times basic 27½ cents).</p>	<p>Over 45. (Maximum 9 a day, 50 a week. See p. 26.)</p>
	<p>Cleaning and dyeing, i. e., cleaning, dyeing, pressing, or processing incidental thereto, for compensation, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind whatsoever; collecting, sale, resale, or distribution at retail or wholesale of cleaning, dyeing, and pressing service by cleaning, dyeing, pressing establishments, laundries, department stores, hotels, or by any other type of establishment or institution; all processes directly concerned with the cleaning, dyeing, pressing, soliciting, collection, and distribution of dry-cleaning wares. <i>Exceptions:</i> Plant maintenance; office work.</p>	<p>Store clerks..... All other.....</p>	<p>35 cents an hour; \$16.80 a week.... 52½ cents an hour (1½ times minimum). 35 cents an hour; \$14 a week..... 52½ cents an hour. (1½ times minimum).</p>	<p>48 a week. Over 48 a week. (Maximum for women over 18 years, 9 a day, 50 a week—see p. 26. For girls under 18, 48 a week; for boys 16 to 18, 54 a week.) 40 a week. Over 40 a week. (For maximum see above.)</p>
<p>No. 3..... Directory, July 1, 1936.</p>	<p>Establishments that prepare and offer food for consumption either on any of their premises, or by catering and banquet service, box lunch, or curb service; the term "food" to include nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, excluding, however, medicinal or quasi-medicinal preparations; establishments that offer lodging accommodations to more than 5 persons.</p>	<p>Women and minors: Service, i. e., employees whose duties relate solely to serving food at tables and setting tables; employees whose duties are solely those of bell or page boys: Cities of 100,000 population or over. Cities of 5,000 and under 100,000 population. Elsewhere..... Overtime..... Non-service: Cities of 100,000 population or over. Cities of 5,000 and under 100,000 population. Elsewhere..... Overtime..... Service and non-service (if meals are not furnished). Resident, i. e., employees who live on premises of employer and receive full maintenance.</p>	<p>15.62 cents an hour; \$7.50 a week... 25 cents an hour..... 14.58 cents an hour; \$7 a week..... 24 cents an hour..... 13.02 cents an hour; \$6.25 a week... 23 cents an hour..... 1½ times basic rates (23.43, 21.87, 19.53 cents an hour). 21.875 cents an hour; \$10.50 a week... 32 cents an hour..... 15.75 cents an hour; \$9 a week..... 31 cents an hour..... 16.66 cents an hour; \$8 a week..... 30 cents an hour..... 1½ times basic rates (32.812, 28.125, 24.99 cents an hour). 6.25 cents an hour more than above rates. 15 cents an hour.....</p>	<p>48 a week. 25 a week or less. 48 a week. 25 a week or less. 48 a week. 25 a week or less. 48 a week. 25 a week or less. Over 48 a week. (Maximum in restaurants: 9 a day, 50 a week, see p. 26. Hotels unlimited.) 48 a week. 25 a week or less. 48 a week. 25 a week or less. 48 a week. 25 a week or less. Over 48 a week. (Maximum in restaurants: 9 a day, 50 a week, see p. 26. Hotels unlimited.) Do. Maximum in restaurants: 9 a day, 50 a week. (See p. 26.) Hotels unlimited.</p>

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours
Oregon: Unnumbered, Apr. 4, 1934.	Mercantile, i. e., work in establishments operated for purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping, auditing or check-inspection force, shoppers in mail-order department, the receiving, marking and stockroom employees, and sheet-music saleswomen and demonstrators.	Women: Experienced..... Inexperienced.....	30 cents an hour..... 27½ cents an hour.....	9 a day, 48 a week. Do.
Unnumbered, May 5, 1934.	Laundry, cleaning, and dyeing, i. e., 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: all work in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distribution of washable and cleanable materials.	Women.....	30 cents an hour..... 1½ times regular rate.....	8 a day, 44 a week. Over 8 to 9 a day. (Maximum 9 a day, 44 a week.)
Unnumbered, Apr. 29, 1934.	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.	Women: Experienced..... Inexperienced.....	30 cents an hour..... 22 cents an hour.....	8 a day, 44 a week; 9 a day, 48 a week for 2 periods a year, 6 weeks each. Do.
No. 39, Oct. 14, 1919. (Readopted July 14, 1931.)	Manufacturing, i. e., all processes in production of commodities, including work in dressmaking shops and wholesale millinery houses, workrooms of retail millinery shops, in the drapery and furniture-covering workrooms, garment alteration, art needlework, fur-garment making, and millinery workrooms in mercantile stores, the candy-making department of retail candy stores, and of restaurants. <i>Exceptions:</i> Fruit and vegetable drying, canning, preserving, and packing.	Women: Experienced..... Inexperienced.....	\$13.20 a week..... \$9 a week.....	9 a day, 48 a week. Do.
No. 40, Oct. 14, 1919. (Readopted July 14, 1931.)	Personal service, i. e., manicuring, hair-dressing, barbering and other work of like nature; the work of ushers in theaters.	Women: Experienced..... Inexperienced.....	\$13.20 a week..... \$9 a week.....	9 a day, 48 a week. Do.
Nos. 42, 43, Oct. 14, 1919. (Readopted July 14, 1931.)	Telephone and telegraph. <i>Exception:</i> Rural telephone establishment not requiring uninterrupted attention of operator may	Women: Experienced..... Inexperienced.....	\$13.20 a week..... \$9 a week.....	Do. Do.

No. 44, Oct. 14, 1919. (Readopted July 14, 1931.)	secure special license for different wages and daily hours. Office, i. e., work of stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, attendants in physicians' and dentists' offices, and all kinds of clerical work.	Women: Experienced..... Inexperienced.....	\$60 a month..... \$9 a week.....	48 a week. Do.
No. 45, Oct. 14, 1919. (Readopted July 14, 1931.)	Public housekeeping, i. e., 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; chambermaids in hotels, lodging houses, and boarding houses; janitresses; car cleaners; kitchen workers in hotels and restaurants; elevator operators; retail candy department in connection with an ice-cream, soft-drink, or light-lunch counter or restaurant.	Women: Experienced..... Inexperienced.....	\$13.20 a week..... \$9 a week.....	9 a day, 48 a week. Do.
No. 47, May 31, 1922. (Readopted July 14, 1931.)	Packing, drying, preserving, canning any variety of perishable fruits or vegetables.	Women or minors: Experienced..... Inexperienced..... Overtime.....	27½ cents an hour..... 22 cents an hour..... 1½ times regular rate.....	10 a day. (See p. 29.) Do. Over 10 a day. (See p. 28.)
No. 46, Oct. 14, 1919. (Readopted July 14, 1931.)	Any occupation.....	Minors: 14 years..... 15 years..... 16-17 years.....	\$6 a week..... \$7.20 a week..... \$8.50 a week.....	8 a day, 6 days a week. Do. Girls: 9 a day, 48 a week. Boys: 10 a day.
South Dakota: July 1, 1923. (Wage fixed in the law.)	Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.	Experienced women and girls over 14 years.	\$12 a week.....	54 a week. (See p. 30.)
Washington: Nos. 23 (Women) and 24 (Minors). Oct. 4, 1921.	Public housekeeping, i. e., 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 that could 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 that may be properly classified under this industry.	Women over 18 years..... Minors under 18 years.....	\$14.50 a week..... \$2.50 a day..... 35 cents an hour..... \$12 a week.....	48 a week (6 days). 8 a day, 1 or more days a week. Less than 8 a day. 8 a day, 6 days a week.

CHART XII.—ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Wage rates	Hours
Washington—Continued.				
No. 25, Dec. 14, 1921.....	Laundry, dry-cleaning or dye works.....	Women over 18 years.....	\$13.20 a week.....	8 a day (see p. 22), 6 days a week.
No. 27, Dec. 14, 1921.....	Telephone or telegraph or other public occupation other than public housekeeping, laundry, dry-cleaning and dye works, mercantile, and manufacturing.	Women over 18 years.....	\$13.20 a week.....	6 days a week. (No other limitation.) (See p. 22.)
No. 28, Dec. 31, 1921.....	Mercantile.....	Women over 18 years.....	\$13.20 a week.....	8 a day (see p. 22), 6 days a week.
No. 29, Jan. 22, 1922.....	Manufacturing.....	Women: Experienced..... Inexperienced.....	\$13.20 a week..... \$9 a week.....	8 a day, 6 days a week. Do.
No. 31, Oct. 27, 1922.....	Mercantile, manufacturing, printing, laundering, or dye-works establishment, sign-painting, machine or repair shop, or parcel delivery service, or any other industry than public housekeeping; as stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator, or any clerical office work whatsoever, including assistants and helpers in doctors' and dentists' offices; any other occupation, trade, or industry. <i>Exception:</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 under 18 years.....	\$9 a week.....	8 a day, 6 days a week.
No. 32, Oct. 1, 1934.....	Fresh-fruit-packing, vegetable-packing, and dried-fruit industries.	Women and minors: Experienced..... Inexperienced..... Overtime.....	27½ cents an hour..... 22½ cents an hour..... Time and one-half..... Double time..... Time and one-quarter..... Time and one-half..... Double time.....	10 a day. Do. Over 10 to 12 a day. Over 12 a day. 7th day, first 8 hours. 7th day, over 8 to 12. 7th day, over 12.
Wisconsin:				
No. 1, June 10, 1932.....	Any occupation, trade, or industry.....	Minors [and women].* 17 years and over: Experienced: Cities of 5,000 or more. Cities under 5,000..... Inexperienced.....	22½ cents an hour..... 20 cents an hour..... 16 cents an hour.....	Females: In general, 9 a day, 50 a week, (see p. 27); hotels, 10 a day, 55 a week, (see p. 30); minors under 18 in cigar manufacture, 8 a day, 48 a week.

Special orders, season 1936.	Pea canning..... Bean, cherry, corn, spinach, strawberry, or tomato canning.	16 and under 17 years: ^a		
		Experienced.....	18 cents an hour.....	Do.
		Inexperienced.....	16 cents an hour.....	Do.
		14 and under 14 years: ^a		
		Experienced.....	18 cents an hour.....	8 a day, 48 a week.
		Inexperienced.....	16 cents an hour.....	Do.
		Domestic servants:		
		Board furnished.....	\$6 a week.....	50 a week or more.
		Board and lodging fur- nished.....	\$4.25 a week.....	Do.
		Hourly rates.....	Hourly rates.....	Less than 50 a week.
		Women and minors 17 years and over:		
		Experienced:		
		Cities of 5,000 or more...	22½ cents an hour.....	Females: 9 a day, 54 a week dur- ing season. <i>Exceptions:</i> 8 emergency days, 11 hours each in pea canning, 10 in all other; 60 a week. Before and after season, 9 a day, 50 a week.
		Cities under 5,000.....	20 cents an hour.....	
		Inexperienced.....	16 cents an hour.....	
Women 17 years and over:				
Overtime.....	1½ times basic minimum.....	Over 9 to 11 a day—pea canning; over 9 to 10—all other canning. (See above.)		
Minors:				
16 and under 17:				
Experienced.....	18 cents an hour.....	Girls: 9 a day, 54 a week during season; after season, 9 a day, 50 a week.		
Inexperienced.....	16 cents an hour.....	Boys: 10 a day, 60 a week. <i>Ex- ception:</i> 8 emergency days, 12 a day, 64 a week.		

^a Women are not specified in the order but under the oppressive-wage law (Statutes 1935, sec. 104. 125—see chart XIII of this bulletin) the industrial commission holds that rates less than the minimum for minors are oppressive for adult women.

^b Minors producing the same output as employees in a higher wage classification must be paid the minimum rate for such class.

CHART XIII.—ANALYSIS OF STATE MINIMUM-WAGE LAWS

State	Authority empowered to administer law	Method of selecting occupation or industry for wage determination	Method of determining wage rates	Means provided for securing enforcement	Principles by which rates are determined	Occupations or industries covered by law	Employees covered by law	Exceptions
California: General laws (Deering) 1931, Act 3613.	Industrial welfare commission. (Commission is composed of 5 persons at least 1 of whom shall be a woman, appointed by the Governor for terms of 4 years.)	Investigation at discretion of commission to determine necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify.	Commission calls a wage board composed of an equal number of representatives of employers and employees in the industry in question with a representative of the commission as chairman. The board investigates the industry and recommends minimum-wage rates to the commission. After a public hearing the commission fixes the minimum rates for the industry and issues a mandatory order.	Refusal to comply with law a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and costs.	Amount necessary to supply the cost of proper living and to maintain the health and welfare of the workers.	The various occupations, trades, and industries in which women and minors are employed.	Women; minors (girls under 21, boys under 18 years of age).	Women physically defective by age or otherwise may be granted a special license by commission fixing a lower wage. License must be renewed every 6 months. Apprentices or learners. Special wages set by commission during specified period.
Colorado: ¹ Compiled laws 1921, secs. 4262-4283, 4329.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the consent of the senate, for terms of 6 years. Not more than 1 member may represent employees' interests nor may more than 1 represent employers.)	Investigation at discretion of commission, or at the request of not less than 25 persons engaged in occupation, to determine necessity of establishing a minimum wage in the occupation; investigation conducted by examining books, papers, and witnesses, and by public hearings at which employers, employees, or other interested persons may testify.	Commission investigates an occupation by examining books and records and by holding public hearings at which employers, employees, or other interested persons may testify. Commission then sets minimum wage for occupation; or commission establishes a wage board composed of not more than 3 representatives of employers in the occupation in question, an equal number of representatives of female employees, an equal number of representatives of the public, and a representative of the commission. The representatives of the employers and the employees to be elected by their respective groups; at least 1 member of every group to be a woman. The wage board investigates the occupation and reports to the commission a minimum wage, which the commission may accept or reject.	Refusal to comply with law a misdemeanor, punishable by fine or imprisonment or both.	Wages adequate to supply the necessary cost of living and to maintain health. Wages sufficient for living wages for women and minors of ordinary ability.	Any occupation. (Occupation construed to include any and every vocation, trade, pursuit, and industry.)	Women; minors (persons of either sex under 18 years of age).	In occupations in which only time rates are paid, women physically defective or crippled by age or otherwise or less efficient than woman workers of ordinary ability may be granted special license, stating wage; number so licensed must not exceed 1/10 of the total number employed in any establishment.
Connecticut: Cumulative supplement to general statutes 1931-1935, pp. 374-381, secs. 910c-923c.	Commissioner of labor and factory inspection or director of minimum wage division which may be set up in the department of labor.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages. Investigation conducted by examining books, registers, pay rolls and other records of employers.	Commissioner appoints a wage board of not more than 3 representatives each of employers and employees, and the public, one of the public group to be designated chairman. After studying evidence and testimony of witnesses, board must within 60 days of its organization, submit a report, recommending minimum fair wage standards. Commissioner, within 10 days, must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner shall issue a directory order. After 9 months and following a public hearing, commissioner may make the directory order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Wages fairly and reasonably commensurate with the value of services or classes of services rendered and not oppressive and unreasonable, i. e., less than the fair and reasonable value of the services rendered and less than sufficient to meet the minimum cost of living necessary for health.	Any sweatshop occupation, i. e., an 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.	Women; minors (persons of either sex under 21 years of age).	Women or minors, including learners or apprentices whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted a license authorizing wages less than the minimum for a fixed period.
Illinois: Session laws 1933, pp. 597-604; 1935, p. 840.	Director of the department of labor...	Investigation at discretion of department, or on petition of 50 or more residents of any county, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages. Investigation conducted by examining books, registers, pay rolls, and other records of employers. Department shall appoint wage board without special investigation, if convinced of need, on basis of information in its possession.	Director appoints a wage board of not more than 2 representatives each of employers and employees and 1 representative of the public to be designated as chairman. After studying evidence and testimony of witnesses, board must within 60 days of its organization submit a report recommending minimum fair-wage standards. Within 10 days, department must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage board report, department shall issue a directory order. After 9 months, and following a public hearing, department may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Wages fairly and reasonably commensurate with the value of services or classes of services rendered and not oppressive and unreasonable, i. e., less than the fair and reasonable value of the services rendered and less than sufficient to meet the minimum cost of living necessary for health.	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.	Women; minors (females under 18 and males under 21 years of age).	Women or minors, including learners or apprentices whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted a license authorizing wages less than the minimum for a fixed period.
Massachusetts: Session laws 1934, ch. 308; 1936, ch. 430.	Minimum-wage commission established in the department of public health, under control of commissioner of public health. Consists of commissioner of labor and industries who shall be chairman, commissioners of public health and of public welfare, ex officio.	Investigation at discretion of commission or on petition of 50 or more residents of the Commonwealth to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need, on basis of information in its possession, commission shall appoint a wage board without special investigation.	Commission appoints a wage board of not more than 3 representatives each of employers, employees, and the public, one of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, the commission must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage board report, the commission shall issue a directory order. After 9 months and following a public hearing, commission may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employees may recover back wages and costs.	do	do	Women; minors (persons of either sex under 21 years of age).	Do.
Minnesota: ¹ General statutes 1927, secs. 4033-4034, 4210-4232.	Industrial commission. (Commission is composed of 3 members appointed by the governor by and with the advice and consent of the senate for terms of 6 years.)	Investigation at discretion of commission or on request of 100 persons engaged in the occupation to determine the necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, witnesses, and by holding public hearings at which employers, employees, or other interested persons may testify.	After the preliminary investigation the commission may determine a minimum wage for the occupation in question. Or the commission establishes an advisory board of not less than 3 or more than 10 representatives of employers in the occupation in question, an equal number of employees, and one or more representatives of the public, but representatives of the public must not exceed the number in either of the other groups. At least one-fifth of the membership of this board must be women and the public group must include at least 1 woman. This board, after examination of books and witnesses, recommends a minimum wage, which the commission may accept or reject.	Refusal to comply with law a misdemeanor punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Amount adequate to supply living wages for women and minors of ordinary ability.	Any occupation (occupation to include any business, industry, trade, or branch of a trade).	Women, ² minors (females under 18 years of age, males under 21 years of age).	In occupations in which only time rates are ordered women physically defective may obtain a license fixing a lower wage. Number of licenses may not exceed one-tenth of the whole number of workers employed in the establishment.

¹ Law never operative for lack of appropriation.

² The attorney general has ruled that the law is unconstitutional as applied to adult women.

CHART XIII.—ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Method of selecting occupation or industry for wage determination	Method of determining wage rates	Means provided for securing enforcement	Principles by which rates are determined	Occupations or industries covered by law	Employees covered by law	Exceptions
New Hampshire: Session laws 1933, ch. 87.....	Labor commissioner.....	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, commissioner shall appoint a wage board without special investigation.	Commissioner appoints wage board of not more than 3 representatives each of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair-wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner shall issue a directory order. After 5 months and following a public hearing the commissioner may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Wages fairly and reasonably commensurate with the value of services or classes of services rendered and not oppressive and unreasonable, i. e., less than the fair and reasonable value of the services rendered and less than sufficient to meet the minimum cost of living necessary for health.	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.	Women; minors (persons of either sex under 21 years of age).	Women or minors, including learners or apprentices whose earning capacity is impaired by age or physical or mental deficiency or injury, may be granted a license authorizing wages less than the minimum for a fixed period.
New Jersey: ¹ Session laws 1933, ch. 162.....	Commissioner of labor or the director of the minimum-wage division, which shall be set up in the department of labor.	do.....	Commissioner appoints a wage board of not more than 3 representatives each of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must within 60 days of its organization submit a report recommending minimum fair-wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, the commissioner shall issue a directory order. After 9 months, and following a public hearing the commissioner may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employees may recover back wages and costs.	do.....	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.	do.....	Do.
New York: ⁴ Cumulative supplement to Cahill's Consolidated Laws 1931-35, ch. 32, secs. 550-567.	Industrial commissioner or the director of the minimum wage division, which shall be set up in the department of labor.	do.....	do.....	do.....	do.....	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.	do.....	Do.
North Dakota: Supplement to compiled laws 1913-25, secs. 396b3, 396b6-396b9, 396b11-396b16; session laws 1935, ch. 162.	Commissioner of agriculture and labor.	Investigation at discretion of commissioner to determine necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, and witnesses, and by holding public hearings at which any interested persons may testify.	Organization by the commissioner of a conference composed of not more than 3 representatives of the employers, an equal number of representatives of the employees in the occupation in question, an equal number of representatives of the public, and 1 or more commissioners. After investigation the conference recommends a minimum wage, which commissioner may accept or reject.	Refusal to comply with law a misdemeanor, punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Wages adequate to supply the necessary cost of living and maintain women workers in health. Reasonable wages for minor workers.	Any occupation, i. e., business, industry, trade, or branch thereof. <i>Exceptions:</i> Agriculture; domestic service.	Women; minors (under 18 years of age).	A female physically defective by age or otherwise, or an apprentice or learner may obtain a license fixing a lower wage.
Ohio: Session laws 1933, pp. 502-510.	Director of industrial relations or the superintendent of the minimum wage division which shall be set up in the department of industrial relations.	Investigation at discretion of director, or on petition of 50 or more residents of the State to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, director shall appoint a wage board without special investigation.	Director appoints a wage board of not more than 3 representatives each of employers, employees, and the public, 1 of the public to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, the director shall issue a directory order. After 3 months and following a public hearing the director may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Wages fairly and reasonably commensurate with the value of services or classes of services rendered and not oppressive and unreasonable, i. e., less than the fair and reasonable value of the services rendered and less than sufficient to meet the minimum cost of living necessary for health.	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.	Women; minors (persons of either sex under 21 years of age).	Women or minors, including learners or apprentices whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted a license authorizing wages less than the minimum for a fixed period.
Oregon: Code 1930, v. 3, secs. 49-304, 49-305, 49-307 to 49-319; supplement 1935, secs. 49-302a to c, 49-303, 49-306.	State welfare commission. (Commission is composed of 3 unsalaried members appointed by the governor for terms of 4 years. The commissioner of labor is to serve as secretary and executive officer.)	Investigation at discretion of commission to determine necessity of establishing a minimum wage in the occupation. Investigation conducted by examining pay rolls, books, and witnesses, and by holding public hearings at which interested persons may testify.	Organization by the commission of a conference composed of not more than 3 representatives of the employers in the occupation in question, an equal number of representatives of the employees, an equal number of representatives of the public, and 1 or more commissioners. Commission shall designate the chairman. After investigation the conference recommends a minimum wage, which the commission may accept or reject.	Refusal to comply with law a misdemeanor, punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Wages adequate to supply the necessary cost of living and to maintain health. Reasonable wages for minor workers.	Any occupation, i. e., any and every vocation, pursuit, trade, and industry.	Women; minors (persons of either sex under 18 years of age).	In occupations in which only time rates are established a woman physically defective or crippled by age or otherwise may be employed by license fixing a lower wage.
Rhode Island: Session laws 1936, ch. 2289.....	Director of labor and commissioner appointed as chief of division of women and children.	Investigation at discretion of director or commissioner or on petition of 50 or more residents of the State to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages. Investigation conducted by examining registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, director shall appoint a wage board without special investigation.	Director appoints wage board of not more than 3 representatives each of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director shall accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, director shall issue a directory order. After 3 months and following a public hearing the director may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Wages fairly and reasonably commensurate with the value of services or classes of services rendered, not greater than the industry can afford to pay, and not oppressive and unreasonable, i. e., less than the value of services rendered, less than the industry can afford to pay, and less than sufficient to meet the minimum cost of living necessary for health.	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.	Women; minors (persons of either sex under 21 years of age).	Women or minors, including learners or apprentices whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted a license authorizing wages less than the minimum for a fixed period.

¹No appropriation until 1936. No orders issued.

⁴Law declared unconstitutional with respect to mandatory wage orders for adult women by Supreme Court of the United States, June 1, 1936.

CHART XIII.—ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Method of selecting occupation or industry for wage determination	Method of determining wage rate:	Means provided for securing enforcement	Principles by which rates are determined	Occupations or industries covered by law	Employees covered by law	Exceptions
South Dakota: Compiled laws 1929, sec. 1022-A to sec. 1022-E; session laws 1931, chs. 173, 174.	Secretary of agriculture.		Minimum wage fixed by law.	Refusal to comply with law a misdemeanor, punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Amount equals a living wage.	Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.	Any woman or girl over the age of 14.	Any woman mentally or physically deficient or disabled may obtain a permit fixing a lower wage. Apprentices if employer obtains permission to employ.
Utah: ¹ Session laws 1933, ch. 38.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the advice and consent of the senate, for terms of 4 years.)	Investigation at discretion of commission to determine necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, witnesses and by holding public hearings at which employers, employees, and other interested persons may testify.	Commission calls a wage board composed of an equal number of representatives of employers and employees in the industry in question with a representative of the commission as chairman. The board investigates the industry and recommends minimum-wage rates. After a public hearing the commission fixes the minimum rates for the industry and issues a mandatory order.	Refusal to comply with law a misdemeanor. Employees may recover back wages and costs.	Amount necessary to supply the cost of proper living and to maintain the health and welfare of the workers.	The various occupations, trades, and industries in which women and minors are employed.	Women; minors (females under 21, males under 18 years of age).	Women physically defective by age or otherwise may be granted a special license by commission fixing a lower wage. License must be renewed every 6 months. Apprentices or learners: Special wages may be set by commission for specified period.
Washington: Pierce's Code 1929, secs. 4-3, 4-7, 4-75, 4-77, 4-82, 3526 to 3547.	Industrial welfare committee. (Committee is composed of the director of labor and industries, appointed by the governor with the consent of the senate and holding office at his pleasure; the supervisor of industrial insurance and the supervisor of industrial relations appointed by the director of labor and industries; the supervisor of women in industry and the industrial statistician appointed by the supervisor of industrial relations with the approval of the director of labor and industries.)	Investigation at discretion of the committee to determine the necessity of establishing a minimum wage in the occupation. Investigation conducted by examining papers, books, and witnesses, and by holding public hearings at which employer, employees, and other interested persons may testify.	Organization by the committee of a conference composed of an equal number of representatives of the employers and of the employees in the occupation or industry in question and 1 or more representatives of the public, but no more representatives of the public than in either of the other groups, and a member of the committee to act as chairman. The conference recommends a minimum wage, which the committee may accept or reject.	Refusal to comply with the law a misdemeanor, punishable by fine or imprisonment or both. Employees may recover back wages and costs.	Wages adequate for their maintenance. Wages adequate to supply the necessary cost of living and to maintain health. Suitable wages for minors.	The various occupations, trades, and industries.	Women; minors (persons of either sex under 18 years of age).	Any woman physically defective or crippled, by age or otherwise, may obtain a license fixing a lower wage.
Wisconsin: Statutes 1935, secs. 101.02, 104.01-104.12, 319.01.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the advice and consent of the senate, for terms of 6 years.)	Investigation at discretion of the commission, or on the filing of a verified complaint of any person, to determine the necessity of establishing a minimum wage in the occupation.	Organization by the commission of an advisory wage board selected to represent fairly the employers, the employees, and the public. The living wage determined by the commission and this advisory board shall be the legal minimum wage.	Each day an employer employs a person at less than the legal minimum wage shall be a separate offense.	"Living wage," i. e., compensation sufficient to enable the employee to maintain herself under conditions consistent with her welfare.	Every person in receipt of, or entitled to, any compensation for labor performed for any employer.	Minors (persons of either sex under 21 years of age).	Any minor unable to earn "a living wage" may obtain a license fixing a lower wage.
<i>Ibid.</i> , secs. 101.02, 104.125	<i>do.</i>	Investigation at discretion of commission to determine the wages which are oppressive and unjust.	Commission may issue orders correcting wage situations revealed by its investigations.	Payment of wages in violation of any order of the commission shall be deemed a violation of the law unless it can be proved that the order was unreasonable. Every day an order is not complied with is a separate offense.	"No wage paid or agreed to be paid by any employer to any adult female employee shall be oppressive." "Oppressive" is defined as any wage lower than a reasonable and adequate compensation for services rendered.	<i>do.</i>	Adult females.	Any adult female unable to earn the wage determined by the commission may obtain a license fixing a lower wage. Any employer may obtain a license to pay adult females less than the established wage, if employer shall satisfactorily establish that he is unable to pay such wage.

¹ Law never operative for lack of appropriation.