

Jun 28 '38

UNITED STATES DEPARTMENT OF LABOR  
FRANCES PERKINS, Secretary

WOMEN'S BUREAU  
MARY ANDERSON, Director

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# STATE LABOR LAWS FOR WOMEN

MARCH 31, 1938

## PART II—ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS

By

FLORENCE P. SMITH



BULLETIN OF THE WOMEN'S BUREAU, No. 156-II

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## LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
Washington, April 8, 1938.

MADAM: I have the honor to transmit a report presenting analyses of State labor laws for women as of March 31, 1938. The great activity in the past year in new and amending legislation makes an up-to-date issue of this useful handbook a necessity.

In the interests of economy the report is to be printed in sections, as follows: I, Summary; II, Hours; III, Home Work; IV, Prohibited Occupations, and Seats; V, Minimum-Wage (laws and orders).

The report has been prepared by Florence P. Smith, research assistant.

Respectfully submitted.

MARY ANDERSON, *Director*.

HON. FRANCES PERKINS,  
*Secretary of Labor*

II



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Jul 14 '41

## U. S. DEPARTMENT OF LABOR

### WOMEN'S BUREAU

#### WASHINGTON

## SUMMARY OF 1938, 1939, AND 1940<sup>1</sup> STATE HOUR LAWS FOR WOMEN

### SUPPLEMENT TO WOMEN'S BUREAU BUL. 156-II<sup>2</sup>

#### DAILY AND WEEKLY HOURS

##### Eight-Hour Laws.

California: 8-hour day, 48-hour week—Coverage extended to any cleaning and dyeing establishment, beauty shop, cafeteria.

Colorado: 8-hour day, 6-day week—Laundry; beauty service; public house-keeping (over 8 hours in emergency if time and a half paid).

Louisiana: 8-hour day, 48-hour 6-day week—Manufacturing, mechanical, mercantile, laundry, hotel, restaurant, telegraph, telephone, express, or transportation. Exemptions include canning and towns of 6,000 population or less. (Supersedes in part 9-54-hour law.)

Montana: 8-hour day, 48-hour week—Restaurant, cafe, lunch counter, or other commercial eating establishment. (All employees.)

Oregon: 8-hour day, 44-hour week—Cracking and shelling nuts. Overtime allowed in emergency if time and one-half regular rate is paid.

Pennsylvania: 8-hour day, 44-hour 5½-day week—Exemption added for charitable or welfare institutions operated on nonprofit basis. (See Ten-Hour Laws.)

Utah: 8-hour day, 48-hour week—Coverage extended to any industry, trade, or occupation. Exempts packing or canning perishable fruits or vegetables; manufacture of containers of same during packing season; picking, cleaning, or processing fowl; domestic service; executive positions.

##### Nine-Hour Laws.

Massachusetts: 9-hour day, 48-hour week—Coverage extended to any private club, office, letter shop, financial institution, place of amusement, and garage. Commissioner may permit office workers to exceed 9 hours a day, if 48-hour week is not exceeded.

North Carolina: 9-hour day, 48-hour 6-day week—Exemption added for retail or wholesale florists and their employees on Easter, Christmas, Mother's Day, and 1 week prior to each.

##### Ten-Hour Laws.

Oregon: 10-hour day, 60-hour week—Processing, bleaching, grading, and packing nuts. Overtime allowed in emergency if time and one-half regular rate is paid.

Pennsylvania: 10-hour day, 48-hour 6-day week—Charitable or welfare institutions operated on a nonprofit basis.

<sup>1</sup> Final reports on all bills introduced in 1940 legislatures have not yet been received. (July 1, 1940.)

<sup>2</sup> Notes on Bulletin 156-II:

Entry for Utah on page 1, footnote 5 on p. 9, and first entry for Utah on p. 37 should be disregarded as the State Industrial Commission order for retail occupations was invalidated. New order issued April 1, 1940.

Oklahoma Industrial Welfare Commission orders (pp. 5, 13, 14, 15, 17, 18, 31, 32, 33) are inoperative pending court review.

The Pennsylvania hour law affecting men (footnote 4, pp. 7, 9) has been declared unconstitutional.

The South Carolina hour law on p. 9 is inoperative pending court decision.



### Ten-and-a-Quarter-Hour Laws.

New Hampshire: 10¼-hour day, 54-hour week—60 hours a week (10¼ hours a day) may be worked in laundries 3 months a year if special license is granted.

### Weekly Hour Laws.

Alaska: 60-hour week—Household or domestic service.

### DAY OF REST, TIME FOR MEALS, AND REST PERIODS

Colorado: 6-day week; not over 4 hours without a rest or meal period of 30 to 60 minutes—Laundry.

6-day week—Beauty service; public housekeeping (in emergency employees may work 7th day).

6-day week, except in peak periods; not over 1 hour for each meal period;

10-minute rest period each 4 hours—

Retail trade.

Illinois: Not over 5 hours without a meal period of 30 minutes—Beauty culture.

Kentucky: Not over 6 hours without a rest period of 30 minutes—All occupations.

6-day week unless time and a half is paid for seventh day—All occupations. (All employees.) Exemptions include employees on 40-hour week, farm, and domestic work, hotels, apartment houses, hospitals, small telephone exchanges, office workers, supervisors, and other groups of workers.

Louisiana: 6-day week; in establishments employing more than 3 females, not over 6 hours without interval of 45 minutes, or 6½ hours if day's work ends at 1:30 p. m.—Industries covered by 8-48-hour law.

Massachusetts: Not over 6 hours without 45-minute meal period, etc.—Coverage extended to mechanical and mercantile establishments and to all factories and workshops, regardless of number of employees.

6-day week—Coverage extended to mechanical establishments, workshops, watchmen, and employees maintaining fires. (All employees.)

New Hampshire: 6-day week—Exemption added for canning of perishable goods; telephone and telegraph offices.

New Mexico: 7-day week—Provision for 6-day week has been repealed.

New York: 6-day week—Exemption added for employees of florists at Easter.

Pennsylvania: 6-day week—Charitable or welfare institutions operated on a nonprofit basis.

Utah: Not over 1 hour for each meal period; 10-minute rest period each 4 hours or fraction thereof—Retail trade.<sup>2</sup>

### NIGHT WORK

Massachusetts: Employment of women over 21 in textile manufacturing until 10 p. m. permitted until April 1, 1941.

New York: Exemptions from law prohibiting work between 10 p. m. and 6 a. m. for proofreaders, linotypists, and monotypists in newspaper publishing extended to those in commercial printing establishments.

Exemptions from law prohibiting work between 10 p. m. and 7 a. m. extended to employees of florists on Easter morning and preceding day and on December 23.

Pennsylvania: Prohibited period 12 p. m. to 6 a. m.—Manufacturing establishments operating 2 shifts of not over 8 hours each and not over 5 days a week.

<sup>2</sup> See footnote 2, on p. 1.



# ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS

## SEVEN-HOUR LAW FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
<b>Utah:</b> Industrial commission order no. 1, 1938.	42½ hours.....	7¼ hours may be worked on 1 day a week. Overtime is allowed in cases of semiannual sales, pre-Christmas and Easter holiday rush, Saturdays or emergencies, provided time and one-half is paid for hours over 42½ a week and not more than 48 hours a week, 8 hours a day, are worked.	Retail trade occupation, i. e., all selling of merchandise to the consumer, not for the purpose of resale in any form. (Women; minors under 18.) <i>Exception:</i> Educational institutions that directly offer for sale merchandise on the premises for the express accommodation of enrolled students.

## EIGHT-HOUR LAWS

### PART A.—FOR WOMEN WORKERS

<b>Arizona:</b> Supplement to revised code 1936, sec. 1381.	48 hours, 6 days.....		Any labor. (All females.) <i>Exceptions:</i> Domestic work; nurses; telephone or telegraph office or exchange and railroad yard office employing 3 or fewer women; harvesting, curing, canning, or drying of perishable fruits or vegetables during period necessary to save products from spoiling; women working 6 hours a day or less may work 7 days a week.
<b>California:</b> General laws (Deering) 1931, Act 3456.	48 hours <sup>1</sup> .....		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 1½ 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.)

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

<sup>2</sup> See day-of-rest law, p. 21.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## EIGHT-HOUR LAWS—Continued

## PART A.—FOR WOMEN WORKERS—Continued

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STATE LABOR LAWS FOR WOMEN

State	Weekly limit	Overtime	Occupations or industries specified and employees covered *
<b>California—Continued.</b>			
<i>Ibid.</i> , no. 3a, 1929.....	8 hours (basic), 48 hours (basic), 6 days (basic).	In emergencies more than 8 hours a day may be worked if $1\frac{1}{4}$ times the rate paid in regular time is paid for all hours up to 12 and double the regular rate for all hours in excess of 12; and if $1\frac{1}{4}$ times the regular rate is paid for the first 8 hours of the day of rest and double said rate and a quarter for all hours over 8.	Fruit- and vegetable-canning industry. (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>Exception</i> : Adult women working 6 hours a day or less may be employed 7 days a week.
<i>Ibid.</i> , 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.)
<i>Ibid.</i> , no. 17, 1931.....	8 hours (basic), 48 hours (basic), 6 days (basic).	In emergencies more than 8 hours a day may be worked if $1\frac{1}{4}$ times the regular rate is paid for all hours up to 12 and double that rate for all hours in excess of 12, and if $1\frac{1}{4}$ 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.
<i>Ibid.</i> , 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 $1\frac{1}{4}$ times the regular rate for all emergency work.	General and professional offices. (Women; minors under 18.)
<b>Colorado:</b> Statutes 1935, ch. 97, secs. 112, 246.		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.)
<b>Connecticut:</b> Supplement to general statutes 1937, p. 438, sec. 789d.	48 hours, 6 days.	10 hours may be worked on 1 day in the week in order to make 1 shorter workday during such week.	Mercantile establishment. (All females.) <i>Exception</i> : Dec. 18 to 25 if employer grants at least 7 holidays with pay annually.
<b>District of Columbia:</b> Code 1929, p. 181, sec. 21..	48 hours, 6 days.		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company. (All females.)



<b>Illinois:</b> Session laws 1937, pp. 550-552.	48 hours-----	In other than mercantile establishments 9 hours may be worked on 1 day a week if weekly hours do not exceed 48. 10 hours a day, 60 hours a week may be worked in canneries between June 1 and Oct. 15. In mercantile establishments 9 hours a day, 54 hours a week may be worked during 4 weeks in a calendar year. Overtime allowed for a period of 48 hours in public emergencies in employments necessary to furnish essential public services such as communication, sewage disposal, water supply, light, gas, and transportation.	Mechanical or mercantile establishment, factory, laundry, hotel, restaurant, barber shop or beauty parlor, telegraph or telephone establishment or office thereof, place of amusement, express or transportation or public utility business, common carrier, public or private institutions or offices thereof. (Females 16 and over.) <i>Exceptions:</i> Graduate nurses, operators in telegraph or telephone establishments employed not more than 10 hours between 7:30 p. m. and 8 a. m., if sleeping facilities are provided and operator is permitted to sleep at least 4 hours; operators for a telephone company in an agency in a private residence or place of business other than an exclusive telephone establishment.
<b>Kansas:</b> 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.) Telephone operators. (Women; minors under 18.)
Ibid., no. 5, 1936-----	8 hours (basic), 6 days (basic). 48 hours-----		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.
<b>Montana:</b> Revised codes 1935, sec. 3076.	-----	Retail stores: 10 hours a day may be worked during the week before Christmas.	Manufacturing, mechanical, or mercantile establishment, telephone exchange room, or office, or telegraph office, laundry, hotel, or restaurant. (All females.)
<b>Nevada:</b> Session laws 1937, ch. 207--	48 hours-----	12 hours daily, 56 weekly allowed in event of illness of employer or employees, or unforeseen temporary increase in business if time and a half the regular wage rate is paid for all hours over 8 a day or 48 a week.	Private employment. (Females 18 and over.) <i>Exceptions:</i> Domestic service; State, county, city, or town employees.
<b>New Mexico:</b> Session laws 1933, ch. 148--	48 hours, 6 days-----	2 hours weekly in emergencies if time and one-half is paid.	Industrial or mercantile establishment, laundry, hotel, restaurant, cafe or eating house, place of amusement, public utility business, office (as stenographer, bookkeeper, clerk, or in other clerical work). (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-----	48 hours, 7 days-----	Allowed in emergencies resulting from fire, flood, storm, epidemic of sickness, or other like causes.	Telephone or telegraph office where hours of work are between 7 a. m. and 10 p. m. (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.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## EIGHT-HOUR LAWS—Continued

## PART A.—FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
<b>New Mexico—Continued.</b> Idem-----	54 hours, 7 days.	Allowed in emergencies resulting from fire, flood, storm, epidemic of sickness, or other like causes.	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.
<b>New York:</b> Cahill's Consolidated Laws 1930, ch. 32, secs. 2, 173; Cumulative Supplement 1931-35, ch. 32, sec. 172; session laws 1937, ch. 660; industrial code rule no. 1, amended 1932.	48 hours, 6 days.	In order to make 1 short day of not more than 4½ hours, 10 hours may be worked on 1 day in the week, and 9 hours on any of the remaining 4 days, provided the weekly hours do not exceed 48. From June 15 to Oct. 15, 10 hours a day, 60 hours and 6 days a week may be worked. In emergencies or rush periods between June 25 and Aug. 5, 12 hours a day, 66 hours, 6 days a week may be worked if employer secures permit each year from industrial commissioner and complies with specified regulations. <i>Exceptions:</i> Work requiring constant standing. From Sept. 1 to Dec. 1, 10 hours a day, 60 hours, 6 days a week may be worked.	Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (Females over 16.)  Establishments canning perishable products. (Females over 18.)  Sauerkraut canneries. (Females over 18.)
Session laws 1938, ch. 651-----	-----do-----	(a) 10 hours may be worked on 1 day of the week in order to make 1 or more shorter work days that week. In mercantile establishments 2 periods a year are permitted for taking inventory, each period not to exceed 1 week's duration nor a total of 6 hours. (b) 10 hours may be worked on 1 day of the week and 9 hours on any of 4 other days provided that the sixth day does not exceed 4½ hours and the week 48 hours. In mercantile establishments 2 periods a year are permitted for taking inventory, each period not to exceed 1 week's duration nor a total of 5 hours. Every employer must notify the commissioner of labor annually of his choice between (a) and (b) and must not change his election more than twice in any calendar year.	Mercantile establishments and beauty parlors. (Females over 16.) <i>Exceptions:</i> Dec. 18-24, inclusive, in mercantile establishments; beauty parlors in cities and villages under 15,000 population; writers or reporters in newspaper offices and duly licensed pharmacists may be employed 7 days a week.



Session laws 1937, ch. 282	do	In order to make a shorter workday, 10 hours may be worked 1 day a week, 9 hours on the remaining 4 days, and 4½ hours on the short day provided weekly hours do not exceed 48.	Hotel and restaurant. (Females over 16.) <i>Exceptions:</i> Women employed solely as singers and performers; resort or seasonal hotels or restaurants in rural communities and in cities and villages of fewer than 15,000 inhabitants. ("Resort" and "seasonal" defined.)
Ibid., chs. 281, 282	do		Care, custody, or operation of a freight or passenger elevator. (Females over 18.)
Ibid., ch. 283	do		Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21. Under 21, employment prohibited.)
<b>Ohio:</b>			
Session laws 1937	48 hours, 6 days.	In mercantile establishments 10 hours may be worked on Saturday and on the day before May 30, July 4, Thanksgiving, Christmas, and New Year's Day; also 10 hours a day, 50 hours a week may be worked during 1 week in the first 6 months of the year and 2 weeks in the second 6 months. In laundry and dry-cleaning plants 9 hours a day and 50 hours a week may be worked during weeks that include New Year's Day, Good Friday, May 30, July 4, Labor Day, Thanksgiving, and Christmas. Allowed in employment by a telephone company during emergency caused by public disaster.	Any employment. (Females over 16.) <i>Exceptions:</i> Manufacturing establishments, agricultural occupations, domestic service in private homes; females over 21 in mercantile establishments and telephone companies in cities under 5,000 population; females over 21 earning at least \$35 a week in bona fide executive positions; women in the professions of medicine, law, teaching, and social work; professional employees in hospitals, such as graduate and student nurses, anesthetists, technicians, graduate and student dietitians, and internes.
Idem	45 hours, 6 days.		Manufacturing establishments. <i>Exceptions:</i> Women over 21 earning at least \$35 a week in bona fide executive positions; canneries or establishments preparing perishable goods during the canning season.
<b>Oklahoma:</b>			
Industrial welfare commission orders nos. 4, 5, 6, 1938. <sup>1</sup>	48 hours, 6 days.		Restaurant industry, i. e., any establishment that prepares and offers for sale for profit, food for consumption, either on any of its premises, or by catering, banquet, box-lunch, or curb service. (All females.) <i>Exceptions:</i> For every 8 employees in an establishment 1 executive or supervisor receiving at least \$20 a week in class A; 1 receiving at least \$19 a week in class B; 1 receiving at least \$18 a week in class C. Food, i. e., nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared. <i>Exceptions:</i> Medicinal or quasin medicinal preparations, fountain products such as carbonated and aerated drinks, ice cream and its derivatives, bottle beverages, and drinks. Hotel industry, i. e., businesses that extend lodging to the general public for profit and that have 10 or more guest rooms. (All females.) <i>Exceptions:</i> Hotel detectives and 1 executive for each establishment; by agreement between employer and employee 2 half days may be taken off in lieu of 1 complete day in 7. Office building industry, i. e., elevator operators, janitresses, maids, and charwomen in any building used for office purposes. (All females.)

<sup>1</sup> For male employees the same orders provide maximum hours as follows: Restaurant—class A—9 a day, 54 a week, class B—10 a day, 57 a week, class C—10 a day, 59 a week; office building—class A—8 a day, 48 a week, classes B and C—9 a day, 54 a week.

Class A: Cities and towns of 40,000 or more population and contiguous territory within 2 miles thereof, more or less, within the discretion of the Commission.  
Class B: Cities and towns of not less than 10,000 nor more than 40,000 population and contiguous territory within 1 mile thereof, more or less, within the discretion of the Commission.

Class C: Cities and towns of less than 10,000 population and all unallocated territory outside thereof, within the discretion of the Commission.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

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## EIGHT-HOUR LAWS—Continued

## PART A.—FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
<b>Oregon:</b> State welfare commission orders, 1937. (Unnumbered.)	44 hours, 6 days.	9 hours a day, 48 hours a week may be worked for 2 periods during the year not to exceed 6 weeks each. In case of business emergency, commission upon application and showing may issue special license for overtime during emergency in question, if time and one-half regular rate is paid.	Needlecraft occupations, i. e., designing, cutting, stitching, weaving, inspecting, knitting, hemstitching, altering, sorting of rags or materials, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstery, tents, awnings, bags, and draperies. (Women 18 and over.)
	-----do-----	9 hours a day and over 44 a week may be worked if 1½ times the regular rate is paid for overtime. In case of business emergency, commission upon application and showing may issue special license for overtime during emergency in question, if time and one-half regular rate is paid.	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.)
	-----do-----	In case of business emergency, commission upon application and showing may issue special license for overtime during emergency in question, if time and one-half regular rate is paid.	Manufacturing occupations, i. e., all processes of manufacture and production of commodities, including photographing, creamery products, bakery products, canning of meat, poultry, and fish, the process of preparing meat and poultry for market, nut cracking and sorting, and all other processes in the production of commodities not covered by any other special order. (Women 18 and over.)
	-----do-----	-----do-----	Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of goods or merchandise, including the sales force, wrapping employees, auditing or check-inspection force, shoppers in the mail-order department, the receiving and shipping department, marking and stockroom employees, sheet-music saleswomen, altering and tailoring department, soda-fountain and lunchroom employees, demonstrators, models for fashions, counter cashiers, elevator operators and starters. (Women 18 and over.)
	-----do-----	-----do-----	Office occupations, i. e., work as stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, and all kinds of clerical work. (Women 18 and over.)
	-----do-----	-----do-----	Personal service occupations, i. e., work as manieurists, beauty parlor operators, masseuses, assistants in doctors' and dentists' offices and in laboratories, demonstrators of products, cashiers and ushers in theaters and places of amusement, assistants in broadcasting and radio service, matrons in public buildings or institutions, elevator operators and starters, janitresses and railroad car cleaners, and work of like nature. (Women 18 and over.)

STATE LABOR LAWS FOR WOMEN



**Pennsylvania:**<sup>4</sup>

Session laws 1937, Act 322;  
Industrial board rules,  
December 1937.

44 hours.....	do.....	
do.....	do.....	
44 hours, 6 days.....	do.....	
44 hours, 5½ days.....		If strict application of law imposes unnecessary hardship, department of labor and industry, with approval of industrial board, may prescribe variations. Regulations of the industrial board permit the following variations for employees 18 years and over:
<b>GENERAL</b>		
The half day shall not exceed 5 consecutive hours.		
If only 5 days a week are worked, 10 hours are allowed in any 1 day but week must not exceed 44 hours.		
If daily hours do not exceed 6 and a 15-minute rest period is allowed, 6 days a week may be worked.		
Pending study by department of labor and industry, employers of 3 or fewer persons may permit employment for 9 hours a day, 54 hours, 6 days a week.		
In emergencies (as defined) daily and weekly overtime may be worked.		
If shortage of skilled labor exists, variations from provisions of law and regulations may be allowed if time and a half is paid for excess hours.		
During inventory and seasonal periods not to exceed an aggregate of 5 weeks in any calendar year, over 8 but not over 10 hours a day or 48 hours in 6 days may be worked if 1½ times the regular rate is paid for hours over 8 a day or 44 a week. Employers must file proposed hour schedule in advance. <i>Exceptions:</i> Employees on salary basis not subject to deduction for absences.		
Contracts for longer hours, if result of collective bargaining and negotiated before Sept. 1, 1937, may be permitted to stand until their termination.		
Students employed on part-time basis in educational institutions may work more than 5½ days a week but not over 8 hours a day or 44 hours a week.		
Office employees with regular hours of 40 a week or less, who are on an annual salary basis and are not laid off in slack periods, may be employed 10 hours a day, 54 a week but not over 520 hours in 13 consecutive weeks.		

Public housekeeping occupations, i. e., the work of waitresses, cooks, kitchen helpers, chambermaids, janitresses, elevator operators, and general attendants in hotels, restaurants, boarding houses, dormitories at institutions of learning, hospitals, sanitariums, cafeterias, light lunch stands, retail candy, ice-cream and soft-drink parlors, delicatessens, and beer parlors. (Women 18 and over.)

Telephone or telegraph establishment. (Women 18 and over.) *Exception:* Rural telephone establishment, not demanding uninterrupted service of operator may be granted a special license by the commission for different daily hours.

Cherry stemming and pitting. (Women 18 and over.)

Any establishment, i. e., any place where work is done for compensation of any sort to whomever payable. (All females.) *Exceptions:* Agricultural field occupations; domestic service in private homes; orphans' homes and industrial schools; nurses in hospitals; executives over 21 and private secretaries earning at least \$25 a week; outside representatives.

<sup>4</sup> Pennsylvania has enacted similar legislation covering male employees (Session laws 1937, ch. 567).



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

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## EIGHT-HOUR LAWS—Continued

## PART A.—FOR WOMEN WORKERS—Continued

STATE LABOR LAWS FOR WOMEN

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
SPECIFIC INDUSTRIES			
<b>Pennsylvania</b> —Continued. Session laws 1937, Act 322: industrial board rules, December 1937.	44 hours, 5½ days.	<p>Mail-order business—6 days, 44 hours a week, 10 hours on 1 day if 1½ times regular rate is paid for hours over 8.</p> <p>Retail trade—6 days a week, 10 hours on Saturday and on day before a legal holiday if 1½ times regular rate is paid for hours over 8.</p> <p>Hotels and restaurants: Service employees—Over 8 hours a day and 44 a week but not over 48 hours in 6 days in any 1 week if time and one-half is paid. <i>Exception:</i> Front-office employees on a salary basis who work split shifts.</p> <p>Housekeeping employees—6 days a week.</p> <p>Office building operation and maintenance—6 days a week.</p> <p>Banking and brokerage houses (until a study is completed)—Average of 40 hours a week over 12-week period beginning Dec. 1, 1937 (total 520 hours), hours not to exceed 10 a day, 54 a week. Applies to employees on annual salary basis who are not laid off during slack periods. Tax specialists may average 40 hours and work 6 days a week over 6-month period beginning Dec. 1, 1937.</p> <p>Newspaper publishing (in emergency)—More than 8 hours in any 1 day, but not over 44 in 6 days in any 1 week (in towns of 50,000 or less, 48 hours) if 1½ times regular rate is paid for hours over 8 a day.</p> <p>Canning, processing or packing perishable fruit or vegetables during canning season—Longer hours allowed if 1½ times the regular rate is paid for hours over 8 a day. Application for such privileges must be filed annually by each establishment together with statement of regular wage scale for season. Unlawful to apply variations until application is approved.</p>	Any establishment, i. e., any place where work is done for compensation of any sort to whomever payable. (All females.) <i>Exceptions:</i> Agricultural field occupations; domestic service in private homes; orphans' homes and industrial schools; nurses in hospitals; executives over 21 and private secretaries earning at least \$25 a week; outside representatives.
<b>Puerto Rico:</b> Session laws 1930, Act 28..	48 hours.....	9 hours a day if double time is paid and maximum weekly hours are not exceeded.	Any lucrative occupation. (Women over 16.) <i>Exceptions:</i> Telephone operators, telegraphers, artists, nurses, or domestics.
<b>Utah:</b> 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 <sup>1</sup> 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.



<b>Washington:</b> Remington's Revised Statutes 1931, sec. 7651.	(*)-----	-----	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.)
<b>Wyoming:</b> 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.—FOR ALL EMPLOYEES

<b>South Carolina:</b> Session laws 1938, Act 759 <sup>1</sup> .	40 hours, 5 days.	30 hours allowed in any quarter of any calendar year to make up lost time due to accident or other unavoidable cause, such lost time to be made up in the quarter year in which lost.	Cotton, silk, rayon, or woolen textile mill. <i>Exceptions:</i> Office and supervisory staff, engineers, firemen, watchmen, shipping, outside and repair-shop crews, carpenters, mechanics, electricians.
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<sup>1</sup> Pennsylvania has enacted similar legislation covering male employees (Session laws 1937, ch. 567).

<sup>2</sup> See industrial commission order, p. 1.

<sup>3</sup> For public housekeeping occupations the industrial welfare committee has set minimum-wage rates for an 8-hour day and a 48-hour week and, with certain modifications, has provided a 6-day week; in certain other industries the minimum wage is set for a 6-day week. (See day-of-rest chart, p. 38.) 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.

<sup>4</sup> Act provides that it shall become inoperative May 1, 1939, unless Congress establishes 40-hour week for same industries.

## EIGHT-AND-A-HALF-HOUR LAW FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
<b>North Dakota:</b> 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.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## NINE-HOUR LAWS

## PART A.—FOR WOMEN WORKERS

10

STATE LABOR LAWS FOR WOMEN

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
<b>Arkansas:</b> Digest of the statutes 1921, sec. 7114; supplement 1927, sec. 7109; session laws 1935, Act 150; 1937, Act 83.	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 on 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, hotel, restaurant, eating place, bank, building and loan association, insurance company, finance or credit business; company supplying water or electricity; work in elevators. (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.	do.....		Hotel or restaurant. (All females.)
<b>Connecticut:</b> General statutes 1930, sec. 2363; supplement to general statutes 1937, p. 437, sec. 788d. Cumulative supplement to general statutes 1931-35, p. 704, sec. 1605c.	48 hours.....  52 hours, 6 days.	In cases of emergency and of seasonal or peak demand, commissioner of labor may allow 10 hours a day, 55 hours a week for not more than 8 weeks in any 12 consecutive months.  10 hours may be worked on 1 day in the week provided weekly maximum is not exceeded.	Manufacturing (including laundry) or mechanical establishment. (All females; minors under 18.)  Public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establishment, or photograph gallery. (All females.) <i>Exception:</i> Hotels.
<b>Idaho:</b> 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.
<b>Kansas:</b> Commission of labor and industry order no. 1, 1936. Ibid., no. 2, 1936.....	49½ hours.....  49½ hours, 6 days.	2½ hours a week allowed if daily hours are not exceeded...  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.	Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishments. (Women; minors under 18.) 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-----	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>Exception:</i> Regularly registered pharmacists.
<b>Louisiana:</b> 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, 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> 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.
<b>Maine:</b> 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.
<b>Massachusetts:</b> General laws 1932, ch. 149, sec. 1; session laws 1935, ch. 200; 1936, ch. 78.	48 hours <sup>1</sup> -----	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, manufactory or hairdressing 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.
<b>Michigan:</b> Compiled laws 1929, sec. 8324.	54 hours-----	10 hours a day are permitted if the weekly hours are not exceeded.	Factory, mill, warehouse, workshop, quarry, clothing, dressmaking, or millinery establishment, or any place where the manufacture of any kind of goods is carried on, or where any goods are prepared for manufacturing; any laundry, store, shop, or other mercantile establishment, office, restaurant, theater, concert hall, music hall, hotel, hospital, or operating an elevator, or on street or electric railways. (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.

<sup>1</sup> 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.

<sup>2</sup> See day-of-rest law, p. 26.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## NINE-HOUR LAWS—Continued

## PART A.—FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
<b>Missouri:</b> Revised statutes 1929, sec. 13210.	54 hours-----	-----	Manufacturing, mechanical, or mercantile establishment, factory, workshop, laundry, bakery, restaurant, place of amusement, stenographic or clerical work of any character in the above industries, express, transportation, or public utility business, common carrier, or public institution. (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.
<b>Nebraska:</b> Cumulative supplement to compiled statutes 1933, sec. 48-205.	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.)
<b>New Mexico:</b> 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>Exception:</i> Females engaged in interstate commerce where the working hours are regulated by any act of Congress of the United States.
<b>North Carolina:</b> <sup>1</sup> Session laws 1937, ch. 409...	48 hours, 6 days.	10 hours in any 1 day may be worked from Dec. 18 to 24, inclusive, and during 2 periods annually of 1 week each in mercantile establishments.	Any labor. (Females.) <i>Exceptions:</i> Laundries and dry-cleaning establishments; seasonal industries in the process of conditioning and preserving perishable or semiperishable commodities; agricultural occupations, ice plants, cotton gins and cottonseed oil mills; domestic service in private homes and boarding houses; work of persons over 18 in bona fide office, foremanship, clerical or supervisory capacity, executive positions, learned professions, commercial travelers, motion-picture theaters, seasonal hotels and club houses, commercial fishing, tobacco redrying plants, tobacco warehouses; employers of not more than 8 persons in each place of business; charitable institutions, hospitals; railroads, common carriers and public utilities subject to jurisdiction of Interstate Commerce Commission or North Carolina Utilities Commission, and utilities operated by municipalities or transportation agencies regulated by the Federal Government; State or municipal employees; hotels. Telegraph operators and clerks at offices employing 3 or fewer persons may be employed 7 days a week.



<b>North Dakota:</b> 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.)
<i>Ibid.</i> , no. 3, 1932-----	54 hours-----	do-----	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.
<b>Oklahoma:</b> Statutes 1931, secs. 10847-10848.	54 hours <sup>4</sup> -----	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.
Industrial welfare commission orders nos. 1, 2, 3, 8, 1938. <sup>4</sup>	48 hours, 6 days-----		Laundry industry, i. e., washing, ironing or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabrics of any kind whatsoever in private plants where labor is employed; laundry service for their own use by business establishments, clubs, hotels, hospitals, or institutions. (All females.) <i>Exceptions:</i> Eleemosynary institutions, benevolent organizations or institutions organized and supported wholly on a non-profit basis, and State-supported institutions; plant maintenance, office work; drivers; a plant foreman and superintendent in plants having more than 5 employees.
			Laundry occupation, i. e., all processes directly concerned with the cleansing, ironing, pressing, or finishing of laundry wares.
			Cleaning and dyeing industry, i. e., any place or vehicle where the service of dry cleaning, wet cleaning, each a process incidental to dry cleaning, spotting, and/or finishing any fabric that is rendered for hire or sold, resold, or offered for sale or resale. (All females.) <i>Exceptions:</i> Plant maintenance, office work, delivery; drivers; a plant foreman and superintendent in plants having more than 5 employees, plants manufacturing fabrics.
			Fabric, i. e., any article of wearing apparel including hats, household furnishings, rugs, textiles, furs, and leather.

<sup>1</sup> The North Carolina act also sets a 10-hour day, 55-hour week, for men, allowing the same and additional exemptions, including mercantile establishments, and permitting overtime in emergencies and rush seasons.

<sup>4</sup> See orders of industrial welfare commission for certain industries, pp. 13-14, 15, 17, 18.

<sup>4</sup> For male employees the same orders provide maximum hours as follows: Laundry and cleaning and dyeing, 10 a day, 54 a week; retail mercantile and automotive—Class A—9 a day, 54 a week; class B—10 a day, 57 a week; class C—10 a day, 59 a week. In the retail mercantile industry male employees may be employed 12 hours on 1 day a week. See footnote 3, p. 5, for definition of classes of cities.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## NINE-HOUR LAWS—Continued

## PART A.—FOR WOMEN WORKERS—Continued

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
<b>Oklahoma—Continued.</b> Industrial welfare commission orders nos. 1, 2, 3, 8, 1938. <sup>1</sup>	48 hours, 6 days.	-----	Automotive industry, i. e., retailing new or used motor vehicles and servicing or repairing them, including the sale and/or installation of new or used parts or accessories; garages, storage, and parking, including washing, other cleaning, lubricating, repairing, towing, and driving of customers' cars; filling stations (any place whose principal business is selling at retail gasoline, oils, greases, lubricants, and other petroleum products, automobile equipment, supplies, and accessories) (All females.) <i>Exceptions:</i> Car salesmen, outside filling station, storage, and parking solicitors receiving the minimum wage or more; managers or department managers receiving at least \$30 a week in establishments employing 3 full-time regular employees.
<i>Ibid.</i> , no. 3, 1938. <sup>1</sup>	51 hours, 6 days.	-----	Retail mercantile industry—Classes A and B, i. e., selling of merchandise to the consumer and not for the purpose of resale in any form; servicing, purchase, or sale of any goods, wares, or merchandise; includes the sales, wrapping, auditing, or checking force, shippers in the mail order department, and outside delivery men. (All females.) <i>Exceptions:</i> Office employees, janitors; for each 5 full-time employees, 1 executive receiving at least \$25 a week.
<b>Oregon:</b> State welfare commission order, 1938 (unnumbered).	44 hours, followed by 36-hour rest period.	Allowed in emergencies if 1½ times the regular rate is paid.	Retail mercantile industry—Class C. (See above for definition, etc.) (All females.)
<b>Rhode Island:</b> 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.	Hospitals, i. e., cooks, waitresses, kitchen helpers, janitresses or general charwomen. (Women 18 and over.) <i>Exceptions:</i> Graduate nurses, dietitians, laboratory workers; student nurses if work is confined to service to patients or work in classrooms; 7 days a week may be worked if hours do not exceed 7 a day, 44 a week.
<b>Texas:</b> 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, 60 hours weekly, if double time is paid for all hours over 9 a day.	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.
			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.



44562-38-3	<b>Vermont:</b> Session laws 1937, Act 177...	50 hours.....	In case of extraordinary emergency or extraordinary public requirement an employer engaged in public service may be exempted.	Laboring in mine or quarry, manufacturing or mechanical establishment. (Women; minors over 16.) <i>Exception:</i> Telephone exchange where hours of actual labor of operator do not exceed 9 hours daily, 50 hours weekly, or where operator during the night is not required to operate switchboard continuously but is able to sleep the major part of the night.
	<b>Virginia:</b> Session laws 1938.....	48 hours.....	10 hours a day may be worked during the tobacco market seasons in the handling or redrying of leaf tobacco and for a 90-day period annually in shelling peanuts and shucking oysters. Women in florist shops and greenhouses may be employed 10 hours a day for 3 days preceding and on Feb. 14, Dec. 25, Easter Sunday, and Mother's Day.	Factory, workshop, laundry, restaurant, mercantile, or manufacturing establishment. <i>Exceptions:</i> Bookkeepers, stenographers, cashiers or office assistants, buyers, office executives, and assistant managers; mercantile establishments in towns of fewer than 2,000 inhabitants or in country districts; factories engaged exclusively in canning, processing or packing fruits or vegetables during the season.
	<b>Wisconsin:</b> 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 18 and over.) <i>Exception:</i> Registered pharmacists and assistant pharmacists.
	Industrial commission order relating to factories canning peas, 1937.	.....do.....	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, 1937.	.....do.....	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.)

## PART B.—FOR ALL EMPLOYEES

<b>Oklahoma:</b> Industrial welfare commission order no. 7, 1938.	48 hours, 6 days.....	Wholesaling and distributing industry. (All employees.) <i>Exceptions:</i> Executives or supervisors receiving at least \$30 a week and/or outside salesmen receiving at least \$25 a week provided delivery of merchandise is no part of salesmen's duty.
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<sup>5</sup> For male employees the same orders provide maximum hours as follows: Laundry and cleaning and dyeing, 10 a day, 54 a week; retail mercantile and automotive—Class A—9 a day, 64 a week; class B—10 a day, 57 a week; class C—10 a day, 59 a week. In the retail mercantile industry male employees may be employed 12 hours on 1 day a week. See footnote 3, p. 6, for definition of classes of cities.

<sup>6</sup> These orders applied to the 1937 season. A new law approved Oct. 15, 1937, provides an 8-hour day, 40-hour, 6-day week for minors under 18.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## TEN-HOUR LAWS

## PART A.—FOR WOMEN WORKERS

State	Weekly limit	Overtime	Occupations or industries specified and employees covered
<b>Delaware:</b> Revised code 1935, sec. 3592.	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.
<b>Kentucky:</b> 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.)
<b>Maryland:</b> 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 2 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.
<b>Mississippi:</b> 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.
<b>New Hampshire:</b> Public laws 1926, ch. 176, secs. 15, 18; session laws 1937, ch. 36.	48 hours.	10¼ hours a day, 54 a week during 8 weeks in any 6-month period if license granted by labor commissioner after hearing.	Manual or mechanical labor in any manufacturing establishment. (Females; minors under 18.) <i>Exception:</i> Manufacture of munitions or supplies for the United States during war time.
<b>New Jersey:</b> 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 perishable product, such as fruits or vegetables; hotels, or any other continuous business where working hours do not exceed 8 a day.
<b>North Carolina:</b> Session laws 1937, ch. 409.	55 hours.	-----	Seasonal industries in the process of conditioning and preserving perishable or semi-perishable commodities. (Females.)
<b>Oregon:</b> Code 1930, v. 3, sec. 49-322. <sup>1</sup> State welfare commission order 1938 (unnumbered).	44 hours, 6 days.	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.) Beauty parlor or barber shop. (Women 18 and over.)



<b>South Dakota:</b> Compiled laws 1929, sec. 10014.	54 hours.....	12 hours a day may be worked on the 5 days preceding Christmas.	Any employer or other person having control. (All females.) <i>Exceptions:</i> Farm laborers, domestic servants, telegraph and telephone operators, persons engaged in the care of livestock.
<b>Wisconsin:</b> Statutes 1935, sec. 103.02..	55 hours.....	-----	Hotels. (Females 16 and over.)

## PART B.—FOR ALL EMPLOYEES

<b>Georgia:</b> 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 woollen manufacturing establishments. (All employees.) <i>Exceptions:</i> Engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, cleaners, repairmen.
<b>Mississippi:</b> 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.
<b>Oklahoma:</b> Industrial welfare commission order no. 9, 1938.	57 hours, 6 days..	Allowed in emergencies.....	Retail drug industry—Class A, <sup>1</sup> i. e., selling to the consumer and not for resale in any form of drugs, medicines, and poisons required to be compounded or prepared on the premises or to be sold by a registered pharmacist. (All employees.) <i>Exception:</i> By agreement between employer and employee, 2 half days may be taken off in lieu of 1 complete day in 7.
	58 hours, 6 days..	do.....	Retail drug industry—Class B <sup>2</sup> —See above definition, etc. (All employees.)
<b>Oregon:</b> Code 1930, v. 3, sec. 49-602. <sup>3</sup>	do.....	3 hours a day permitted if time and one-half is paid for all work in excess of 10 hours.	Mill, factory, or manufacturing establishment. (All persons.)

<sup>1</sup> This section of the Oregon Code also sets maximum hours of 10 a day, 60 a week, in certain industries, but this provision in fact is superseded by orders of the State welfare commission establishing shorter hours in the same industries. (See pp. 6-7.) 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.

<sup>2</sup> See footnote 3, p. 5, for definition of classes of cities.

<sup>3</sup> See order of the State welfare commission applying to manufacturing establishments, p. 6 of this bulletin.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>New Hampshire:</b> Public laws 1926, ch. 176, secs. 15, 17; session laws 1937, ch. 200.	54 hours.....	-----	Manual or mechanical labor in any employment other than manufacturing. (Females; minors under 18.) <i>Exceptions:</i> Household labor, nursing, domestic, hotel, and cabin labor including dining and restaurant service, boarding-house labor, operators in telephone and telegraph offices, farm labor; 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 LAW FOR WOMEN WORKERS

<b>Tennessee:</b> Code 1932, secs. 5322-5324..	57 hours.....	-----	Workshops or factories, i. e., manufacturing, mills, mechanical, electrical, mercantile, art, and laundering establishments, printing, telegraph, and telephone offices, department stores, or any kind of establishment wherein labor is employed or machinery used. (Females 16 and over.) <i>Exceptions:</i> Domestic service, agricultural pursuits, fruit and vegetable canneries.
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## PART C.—ELEVEN-HOUR LAW FOR WOMEN WORKERS

<b>Texas:</b> Session laws 1933, ch. 114..	54 hours.....	-----	Cleaning and pressing establishment. (Females 15 and over.)
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## PART D.—ELEVEN-HOUR LAW FOR ALL EMPLOYEES

<b>Oklahoma:</b> Industrial welfare commission order no. 9, 1938.	62 hours, 6 days.....	-----	Retail drug industry—Class C 1—i. e., selling to the consumer and not for resale in any form of drugs, medicines, and poisons required to be compounded or prepared on the premises or to be sold by a registered pharmacist. (All employees.) <i>Exception:</i> By agreement between employer and employee 2 half days may be taken off in lieu of 1 complete day in 7.
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**PART E.—TWELVE-HOUR LAW FOR WOMEN WORKERS**

<b>South Carolina:</b> Code 1932, sec. 1478.....	60 hours <sup>1</sup> .....	.....	Mercantile establishments. (All females.)
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**WEEKLY HOUR LAWS**

**PART A.—FOR WOMEN WORKERS**

<b>Connecticut:</b> General statutes 1930, sec. 5197.	58 hours.....	.....	Bowling alley, shoe-shining establishment, billiard or pool room. (All females.)
<b>Louisiana:</b> 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.)
<b>Maine:</b> 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.
<b>Minnesota:</b> 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.
<b>New York:</b> Session laws 1937, ch. 283..	48 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.)
<b>Oregon:</b> State welfare commission order, 1937.	48 hours.....	.....	Student nurses. (Women.)

**PART B.—FOR ALL EMPLOYEES**

<b>North Carolina:</b> Session laws 1937, ch. 409..	55 hours.....	.....	Laundries and dry-cleaning establishments. (All employees.)
<b>Washington:</b> Session laws 1937, ch. 129..	60 hours.....	Allowed in emergencies.....	Household or domestic employees. (All employees.)

<sup>1</sup> See footnote 3, p. 5, for definition of classes of cities.

<sup>2</sup> See day-of-rest law, p. 37.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>Arizona:</b> Supplement to revised code 1936, sec. 1381.	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.
<b>Arkansas:</b> 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 $\frac{3}{4}$ 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.	—do—			Hotel or restaurant. (All females.)
<b>California:</b> 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.)
<i>Ibid.</i> , 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.)
Ibid., no. 9a, 1933		A meal period of $\frac{1}{2}$ 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 $\frac{1}{2}$ hour nor more than $1\frac{1}{2}$ hours.	A meal period shall be provided not later than $5\frac{1}{2}$ 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 $1\frac{1}{2}$ 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 $1\frac{1}{2}$ 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 $\frac{1}{2}$ 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.)
Connecticut: Cumulative supplement to general statutes 1931-1935, p. 704, sec. 1605c; supplement 1937, p. 438, sec. 789d.	No female shall be employed more than 6 days in 1 week.			Mercantile establishment, public restaurant, cafe, dining room, barber shop, hair-dressing or manicuring establishment, or photograph gallery. (All females.) <i>Exception:</i> Dec. 17 to 25 in mercantile establishments if employer grants at least 7 holidays with pay annually; hotels.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>Connecticut—Continued.</b> General statutes 1930, sec. 6297.	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.			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.
<b>Delaware:</b> Revised code 1935, secs. 3592, 3594.	No female shall be employed more than 6 days in any 1 calendar week.	Not less than 30 minutes shall be allowed for the midday or evening meal. (See Rest periods.)	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least $\frac{3}{4}$ hour. <i>Exception:</i> $6\frac{1}{2}$ hours' continuous labor if employment ends not later than 1:30 p. m. and the worker is dismissed for the remainder of the day.	Mercantile, mechanical, or manufacturing establishment; laundry; baking or printing establishment; telephone and telegraph office or exchange; restaurant; hotel; place of amusement; dressmaking establishment; or office. (All females.) <i>Exceptions:</i> Canning or preserving or preparation for canning or preserving of perishable fruits or vegetables.
<b>District of Columbia:</b> Code 1929, p. 181, secs. 21, 23.	No female shall be employed more than 6 days in any 1 week.	(See Rest periods)-----	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least $\frac{3}{4}$ hour. <i>Exceptions:</i> $6\frac{1}{2}$ hours' continuous labor if such employment ends not later than 1:30 p. m. and the worker is dismissed for the remainder of the day; establishments in which fewer than 3 females are employed.	Manufacturing, mechanical, or mercantile establishment; laundry, hotel, restaurant, telegraph or telephone establishment or office, express or transportation company. (All females.)



**Illinois:**

Revised statutes (Cahill) 1935, ch. 48, secs. 22 (10)-22 (16); session laws 1937, p. 564.

Every employer shall allow at least 24 consecutive hours of rest in every calendar week, in addition to regular period allowed at end of each day.

Factory (including cannery, laundry, and cleaning plant), mercantile establishment, transportation or public service company, hotel, apartment hotel, restaurant, hospital, laundry, telephone or telegraph establishment, banking institution, brokerage business, theater, freight or passenger elevator, or any employer engaged as a contractor to furnish labor upon contract to any person, municipality, or county institution, or any office thereof. (All employees.) *Exceptions:* 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.

**Indiana:**

Annotated statutes (Burns) 1926, secs. 9416, 9419.

Not less than 60 minutes shall be allowed for the noonday meal. *Exception:* 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. *Exception:* Women's division of the commission of labor and industry on application of both employer and employees may reduce this period to  $\frac{1}{2}$  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. *Exceptions:* 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.) *Exceptions:* Millinery workrooms, dress-making establishments, hemstitching and button shops, and the alteration, drapery, and upholstery departments of mercantile establishments may obtain permission from the women's division of the commission of labor and industry to operate under the mercantile order.



# ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>Kansas</b> —Continued. 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.)
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.)
<b>Louisiana:</b> 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 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> 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.)
<b>Maine:</b> Revised statutes 1930, ch. 54, secs. 24, 27; session laws 1931, ch. 144.		(See Rest periods)	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least 1 hour. <i>Exceptions:</i> 6½ hours' continuous labor if employment ends not later than 1:30 p. m. 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.) <i>Exceptions:</i> Public service in cases of emergency or extraordinary public requirement; manufacturing establishment or business, the materials and products of which are perishable; telephone exchange where the operator at night is not required to operate the switchboard continuously, but is able to sleep the major part of the night.
<b>Maryland:</b> Annotated code (Bagby) 1924, art. 100, sec. 54.		do.	No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least half an hour. <i>Exceptions:</i> 6½ hours' continuous labor if employee is not permitted to work during the remainder of the day.	Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (All females.) <i>Exceptions:</i> 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.)



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>Massachusetts:</b> 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. <i>Exceptions:</i> 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.) <i>Exceptions:</i> Iron works, glass works, paper mills, letterpress establishments, print works, bleaching works, dyeing works, or continuous processes exempted by the department of labor and industries with the approval of the Governor.
Ibid., secs. 1, 47, 49; session laws 1935, ch. 423; 1936, ch. 78; 1937, ch. 221.	Every employee shall be allowed 24 consecutive hours of rest in every 7 consecutive days.	-----	-----	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, 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.
<b>Nebraska:</b> Cumulative supplement to compiled statutes 1933, sec. 48-215.	-----	Not less than 30 minutes shall be allowed for lunch.	-----	Assembling plant, workshop, or mechanical establishment. (All employees.)



<b>Nevada:</b> Session laws 1937, ch. 207.		At least 30 minutes shall be allowed for a meal.		Private employment. (Females 18 and over.) <i>Exceptions:</i> Domestic service; State, county, or city employees.
<b>New Hampshire:</b> Session laws 1933, ch. 130; 1937, ch. 129.	Every employer shall allow 24 consecutive hours of rest in every 7 consecutive days.			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 for machinery and plant equipment; preparation, printing, publication, sale, or delivery of newspapers or periodicals with definite on-sale newsstand dates; 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.
<b>New Jersey:</b> Cumulative supplement to compiled statutes 1911-1924, sec. 107-137C (1).	No female shall be employed, allowed, or permitted to work more than 6 days in any 1 week.			Manufacturing or mercantile establishment, bakery, laundry, or restaurant. (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.
<i>Ibid.</i> , secs. 107-28c, 107-28d.		At least $\frac{1}{2}$ hour shall be allowed for the noonday meal after continuous employment for not more than 6 hours on any workday except Saturday.	(See Time for meals)	Factory, workshop, mill, or place where the manufacture of goods of any kind is carried on. (All employees.)
<b>New Mexico:</b> Session laws 1933, ch. 148.	No female shall be employed more than 48 hours in any 1 week of 6 days.	Not less than 30 minutes shall be allowed for meal time.		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.
<i>Idem</i>		do		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.



# ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>New York:</b>				
(a) Cahill's Consolidated Laws, 1930, ch. 32, sec. 2; Cumulative Supplement, 1931-35, ch. 32, sec. 172;	No female shall be employed more than 6 days in any week.	(See provisions for all employees)	-----	(a) Factory, i.e., mill, workshop, or other manufacturing establishment; laundry. (Females over 16.) (b) Mercantile establishment; beauty parlor. (Females over 16.) <i>Exceptions:</i> Writers or reporters in newspaper offices; duly licensed pharmacists. (c) Hotel or restaurant. (Females over 16.) <i>Exceptions:</i> Singers and performers; resort and seasonal hotels or restaurants in rural communities and in cities and villages of fewer than 15,000 inhabitants. (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.)
(b) Session Laws 1938, ch. 651;				
(c) Session Laws 1937, ch. 282.				
(d) Cahill's Consolidated Laws 1930, ch. 32, sec. 183;				
(e) Ibid., sec. 185.				
Session laws 1937, ch. 283.	do	Not less than 1 hour shall be allowed for meals. <i>Exception:</i> Commissioner of labor may grant permission for a shorter meal period.	-----	Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21.)
Session laws 1938, ch. 676.	Every employer shall allow at least 24 consecutive hours of rest in any calendar week.	(See following provisions)	-----	Factory, mercantile establishment, hotel, restaurant, freight or passenger elevator in any building or place; projectionist or operator of motion-picture machine, engineer and fireman in place where motion pictures are shown; place in which legitimate theater productions, such as dramatic and musical productions, are shown or exhibited, including performers, engineers, and firemen; building watchmen, janitors, superintendents, supervisors, managers. (All employees.) <i>Exceptions:</i> Resort and seasonal hotels and restaurants in rural communities and in cities and villages of fewer than 15,000 inhabitants; 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, except engineers and firemen in



<p>Cahill's Consolidated Laws 1930, ch. 32, sec. 2; session laws 1937, ch. 84.</p>		<p>At least 60 minutes shall be allowed for the noonday meal or midway during shift of more than 6 hours between 1 p. m. and 6 a. m. <i>Exception:</i> Commissioner may grant permission for a shorter meal period.</p>		<p>such place; foremen; 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.</p>
<p>Session laws 1937, ch. 84.</p>		<p>At least 45 minutes shall be allowed for the noonday meal or midway during shift of more than 6 hours between 1 p. m. and 6 a. m. <i>Exception:</i> Commissioner may grant permission for a shorter meal period.</p>		<p>Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (All employees.)</p>
<p>Idem</p>		<p>At least 20 minutes shall be allowed for an additional meal period between 5 and 7 p. m.</p>		<p>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.)</p>
<p>North Carolina: Session laws 1937, ch. 409.</p>	<p>No employer shall employ any female for more than 6 days in any week.</p>			<p>Every person employed on shift starting before noon and continuing after 7 p.m.</p> <p>Any labor. (Females.) <i>Exceptions:</i> Agricultural occupations, ice plants, cotton gins and cottonseed oil mills, domestic service in private homes and boarding houses, work of persons over 18 in bona fide office, foremanship, clerical or supervisory capacity, executive positions, learned professions, commercial travelers, motion-picture theaters, seasonal hotels and club houses, commercial fishing, tobacco redrying plants, tobacco warehouses; employers of not more than 8 persons in each place of business; charitable institutions, hospitals; railroads, common carriers and public utilities subject to jurisdiction of Interstate Commerce Commission or North Carolina Utilities Commission, and utilities operated by municipalities or transportation agencies regulated by the Federal Government; State or municipal employees; hotels. Telegraph operators and clerks at offices employing 3 or fewer persons may be employed 7 days a week.</p>



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
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.
Minimum wage department order no. 1, 1932.	No employer shall employ any woman for more than 28 days in 1 month in towns of less than 500 population.	30 minutes shall be allowed for meals if they are furnished on the premises; 60 minutes for meals if employees must leave premises.	No woman shall be employed for more than 4 hours of continuous labor without a rest period.	Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; 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.
Ibid., no. 2, 1922.	-----	A 30-minute period for the noon meal shall be the minimum allowed.	No woman shall be employed for more than 5½ hours of continuous labor without a rest period.	Manufacturing occupations, i. e., all processes in the production of commodities, 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, bookbinding 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.



Ibid., no. 4, 1932		do	No woman shall be employed for more than 5 hours of continuous labor without a rest period.	Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels, hospitals, and factories. (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. 5, 1922		Adequate time and provision at seasonable hours must be given to the employees for meals.		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.
Ohio: Session laws 1937	No employer shall employ a female on more than 6 days in any period of 7 consecutive days.	Females are entitled to not less than 30 minutes for mealtime in establishments where lunchrooms are provided, and to not less than 1 hour where no lunchrooms are provided. No employer shall employ a female for more than 5 hours of continuous labor without a meal period of at least ½ hour.		Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment. (All females.)  Any employment. (Women.) <i>Exceptions:</i> Agricultural field occupations; domestic service in private homes; telephone company in emergency caused by public disaster; women over 21 earning at least \$35 a week in bona fide executive positions; women in the professions of medicine, law, teaching, and social work; women over 21 in mercantile establishments and telephone companies in cities under 5,000 population; professional employees in hospitals, such as graduate and student nurses, anesthetists, technicians, graduate and student dietitians and internes; canneries or establishments engaged in preparing for use perishable goods during the canning season.
Oklahoma: Industrial welfare commission orders nos. 1, 2, 3, 4, 6, 7, 8, 1938.	No employee shall be employed more than 6 days in any 7-day period.			Laundry industry, i. e., washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabrics of any kind whatsoever in private plants where labor is employed; laundry service for their own use by business establishments, clubs, hotels, hospitals, or institutions. (All employees.) <i>Exceptions:</i> Eleemosynary institutions, benevolent organizations or institutions organized and supported wholly on a nonprofit basis, and State-supported institutions; plant maintenance men, drivers; office workers; a plant foreman, and superintendent in plants having more than 5 employees.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>Oklahoma—Continued.</b> Industrial welfare commission orders nos. 1, 2, 3, 4, 6, 7, 8, 1938.	No employee shall be employed more than 6 days in any 7-day period.			<p>Laundry occupation, i. e., all processes directly concerned with the cleansing, ironing, pressing, or finishing of laundry wares.</p> <p>Cleaning and dyeing industry, i. e., any place or vehicle where the service of dry cleaning, wet cleaning, each a process incidental to dry cleaning, spotting and/or finishing any fabric that is rendered for hire or sold, resold, or offered for sale or resale. (All employees.) <i>Exceptions:</i> Plant maintenance men, drivers; office workers; delivery men; a plant foreman and superintendent in plants having more than 5 employees.</p> <p>Fabric, i. e., any article of wearing apparel, including hats, household furnishings, rugs, textiles, furs, and leather.</p> <p>Retail mercantile industry, i. e., selling of merchandise to the consumer and not for the purpose of resale in any form; servicing, purchase or sale of any goods, wares or merchandise; includes the sales, wrapping, auditing or checking force, shippers in the mail order department, and outside delivery men. (All employees.) <i>Exceptions:</i> Office employees, janitors; for each 5 full-time employees 1 executive receiving at least \$25 a week.</p> <p>Restaurant industry, i. e., any establishment that prepares and offers for sale for profit, food for consumption, either on any of its premises, or by catering, banquet, box-lunch, or curb service. (All employees.) <i>Exceptions:</i> For every 8 employees in an establishment 1 executive or supervisor receiving at least \$20 a week in class A; 1 receiving at least \$19 a week in class B; 1 receiving at least \$18 a week in class C.</p> <p>Food, i. e., nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, excluding however, medicinal or quasimedical preparations, fountain prod-</p>



				ucts such as all carbonated and aerated drinks, ice cream and its derivatives, bottle beverages, and drinks.
				Office building industry, i. e., elevator operators, janitresses, maids, and charwomen in any buildings used for office purposes. (All employees.)
				Wholesaling and distributing industry. (All employees.) <i>Exceptions:</i> Executives or supervisors receiving at least \$30 a week and/or outside salesmen receiving at least \$25 a week provided delivery of merchandise is no part of salesmen's duty.
				Automotive industry, i. e., retailing new or used motor vehicles and servicing or repairing them, including the sale and/or installation of new or used parts or accessories; garages, storage, and parking, including washing, other cleaning, lubricating, repairing, towing and driving of customers' cars; filling stations (any place whose principal business is selling at retail gasoline, oils, greases, lubricants, and other petroleum products, also automobile equipment, supplies and accessories). (All employees.)
Ibid., nos. 5 and 9, 1938.	No employee shall be employed more than 6 days in any 7-day period. <i>Exception:</i> By mutual agreement between employer and employee 2 half days may be taken off in lieu of 1 complete day in 7.			Hotel industry, i. e., businesses that extend lodging to the general public for profit and that have 10 or more guest rooms. (All employees.) <i>Exceptions:</i> Hotel detectives and 1 executive for each establishment.
Oregon: State welfare commission orders, 1937 (un-numbered).	No person shall employ any woman for more than 6 days in 1 calendar week.	(See Rest periods)	No woman or minor girl shall be employed on two successive days without an interval of 9 hours' rest between such days.	Retail drug industry, i. e., selling to the consumer and not for resale in any form of drugs, medicines, and poisons required to be compounded or prepared on the premises or to be sold by a registered pharmacist. (All employees.)
			No person shall employ any woman for more than 6 hours of continuous labor without a rest period of at least 45 minutes.	All occupations. (All females.)
				Needlecraft occupations, i. e., designing, cutting, stitching, weaving, inspecting, knitting, hemstitching, altering, sorting of rags or materials, etc., whether by hand or by machine, of materials for clothing, wearing apparel, upholstery, tents, awnings, bags, and draperies. (Women 18 and over.)



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>Oregon—Continued.</b> State welfare commission orders, 1937 (un-numbered).	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 of manufacture and production of commodities, including photographing, creamery products, bakery products, canning of meat, poultry, and fish, the process of preparing meat and poultry for market, nut cracking and sorting, and all other processes in the production of commodities not covered by any other special order. (Women 18 and over.)
	do-----	do-----	do-----	Office occupations, i. e., work as stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, and all kinds of clerical work. (Women 18 and over.)
	do-----	do-----	do-----	Personal service occupations, i. e., work as manicurists, beauty parlor operators, masseuses, assistants in doctors' and dentists' offices and in laboratories, demonstrators of products, cashiers and ushers in theaters and places of amusement, assistants in broadcasting and radio service, matrons in public buildings or institutions, elevator operators and starters, janitresses and railroad car cleaners, and work of like nature. (Women 18 and over.)
		do-----	do-----	Public housekeeping occupations, i. e., the work of waitresses, cooks, kitchen helpers, chambermaids, janitresses, elevator operators, and general attendants in hotels, restaurants, boarding houses, dormitories at institutions of learning, hospitals, sanitariums, cafeterias, light lunch stands, retail candy, ice cream and soft drink parlors, delicatessens, and beer parlors. (Women 18 and over.)



Ibid., 1938 (unnumbered).

<p>No person shall employ any woman for more than 6 days in 1 calendar week.</p>	<p>do</p> <p>do</p>	<p>do</p> <p>No person shall employ any woman for more than 5 hours of continuous labor without a rest period of at least 45 minutes.</p>	<p>Telephone or telegraph occupations. (Women 18 and over.) 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 places of business; work in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distribution of washable and cleanable materials. (Women 18 and over.)</p>
<p>do</p> <p>No person shall employ any woman for more than 6 days in any calendar week.</p>	<p>No person shall employ any woman for more than 6 hours of continuous labor without a lunch period of at least 45 minutes.</p>	<p>No person shall employ any woman for more than 6 hours of continuous labor without a rest period of 10 minutes each ½ day.</p>	<p>Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of goods or merchandise, including the sales force, wrapping employees, auditing or check-inspection force, shoppers in the mail-order department, the receiving and shipping department, marking and stockroom employees, sheet-music saleswomen, altering and tailoring department, soda fountain and lunchroom employees, demonstrators, models for fashions, counter cashiers, elevator operators and starters. (Women 18 and over.)</p>
<p>No person shall employ any woman more than 6 days in 1 calendar week.</p>	<p>(See Rest periods)</p>	<p>No person shall employ any woman more than 6 hours continuously without a rest period of at least 45 minutes.</p>	<p>Cherry stemming and pitting. (Women 18 and over.) Beauty parlor or barber shop. (Women 18 and over.)</p>
<p>No person shall employ any woman more than 9 hours a day or 44 hours a week without a 36-hour rest period following. <i>Exception:</i> 7 days a week may be worked if hours do not exceed 7 a day, 44 a week.</p>			<p>Hospitals, i. e., cooks, waitresses, kitchen helpers, janitresses, or general charwomen. (Women 18 and over.) <i>Exceptions:</i> Graduate nurses, dietitians, laboratory workers; student nurses if work is confined to service to patients or work in classrooms.</p>



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>Pennsylvania:</b> Session laws 1937, Act 322; industrial board rules, December 1937.	<p>No female shall be employed or permitted to work for more than <math>5\frac{1}{2}</math> days in any one week. If strict application of law imposes unnecessary hardship, department of labor and industry, with approval of industrial board, may prescribe variation. Variations allowed are for employees 18 years of age and over as follows:</p> <p>The half day shall be considered not more than 5 hours.</p> <p>More than <math>5\frac{1}{2}</math> days a week may be worked in emergencies (as defined); by outside representatives; by students employed on part time in educational institutions.</p> <p>6 days a week may be worked in retail trade, mail-order business, office building operation and maintenance, hotels and restaurants, newspaper publishing (in emergency), tax specialists in banking and brokerage institutions for limited period (pending study), establishments employing 3 or fewer persons (pending study).</p> <p>6 days of 6 hours each, with 15-minute rest period are considered in conformance with <math>5\frac{1}{2}</math>-day week provided by law.</p>	(See Rest periods)-----	<p>No female shall be employed or permitted to work more than 5 hours continuously without an interval of at least 30 minutes. <i>Exceptions:</i> Continuous industries; processing that must be completed to avoid spoilage; employees with regular duties away from factory, office or depot, if permitted time to eat without danger to health.</p> <p>6 days of 6 consecutive hours each are permitted if employee is then dismissed for the day and a 15-minute rest period is provided.</p>	<p>Any establishment, i. e., any place where work is done for compensation of any sort to whomsoever payable. (All females.) <i>Exceptions:</i> Agricultural field occupations; domestic service in private homes, orphans' homes and industrial schools; nurses in hospitals; executives over 21 and private secretaries earning at least \$25 a week.</p>



	Longer hours than specified in law are allowed. (See hour law.)	Employees shall be allowed at least $\frac{1}{2}$ -hour lunch period for each 5 hours of employment. Not more than 6 consecutive hours of work shall be allowed without a lunch period.	(See Time for meals)-----	Canning, processing, and packing of perishable fruit or vegetable products. (All females.)
Session laws 1937, Act 322.	The 1 day of rest in 7 may be subdivided into 2 days of 12 hours each with approval of industrial board.			Hotels; boarding houses; charitable, educational, and religious institutions. (All females.)
<b>Philippine Islands:</b>				
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.)
<b>Puerto Rico:</b>				
Session laws 1919, Act 73, sec. 2; 1930, Act 28.		Not less than 1 hour.	No woman shall work for more than 4 hours continuously.	Any lucrative occupation. (Women over 16.)
Laws 1935, second special session, Act 49.		do.		Any commercial, industrial, or agricultural establishment or any other lucrative business. (All employees.)
<b>South Carolina:</b>				
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.
Session laws 1937, Act 326.	Unlawful to request, require, or permit work on Sunday. <i>Exception:</i> Work of absolute necessity or emergency if time and one-half is paid.			Textile manufacturing, finishing, dyeing, printing, or processing plant. (All regular employees, i. e., usually working 20 hours or more a week.)
Session laws 1938, Act 759.	No employer shall employ or suffer or permit an employee to work for more than 5 days in any 7 consecutive days.			Cotton, silk, rayon, or woolen textile mill. <i>Exceptions:</i> Office and supervisory staff, engineers, firemen, watchmen, shipping, outside and repair-shop crews, carpenters, mechanics, electricians.
<b>Utah:</b>				
Industrial commission order no. 1, 1938.	Female and minor employees shall be given at least 1 day of rest in 7.	Not longer than 1 hour may be allowed for each regular meal period.	At least 10 minutes of rest shall be allowed for each 4 hours or fraction thereof.	Retail trade occupation, i. e., all selling of merchandise to the consumer, not for the purpose of resale in any form. <i>Exception:</i> Educational institutions that directly offer for sale merchandise on the premises for the express accommodation of enrolled students.
Industrial commission. Standards for women and children in industry, 1937.		At least $\frac{1}{2}$ hour must be provided for meals.	Adult women shall not be required to work longer than 6 hours without rest and food. If employee must be relieved by special worker before leaving line of duty, 10-minute rest period must be allowed morning and afternoon.	Any establishment. <i>Exception:</i> Commission may grant exemptions if enforcement would not materially increase the comfort, health or safety of employees, and would work undue hardship on the employer.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## 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
<b>Washington:</b> Industrial welfare committee order no. 23, 1921.	No female shall be employed more than 6 days in any 1 week. <i>Exceptions:</i> Emergencies, when women may be employed 10 days before a day of rest is given 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 $\frac{1}{2}$ 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.)
Ibid., no. 34, 1937-----	-----	(See Rest periods)-----	Rest periods of not less than 15 minutes during each shift must be provided.	Cannery (fruit, vegetable, fish, shellfish, dog foods, or any other products preserved for food purposes). (Women; minors under 18.)
<b>Wisconsin:</b> 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. (Females 18 and over.)



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.)
Industrial commission orders regulating factories canning peas, beans, cherries, corn, strawberries, tomatoes, or spinach, 1937. Statutes, 1935, sec. 351.50; session laws 1937, ch. 21.	At least 24 consecutive hours of rest shall be allowed in every 7 consecutive days.	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. Meal period shall be not less than 30 minutes provided the stretch of labor between meals does not exceed 5 hours. 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.	(See Time for meals)	Manufactories and laundries if females are employed more than 4½ hours but not more than 6 hours in a 24-hour period. (All females.)
			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.	Restaurants where employees eat on premises. (All females.)
				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; in case of breakdown of machinery or equipment or other emergency in order to prevent serious injury to person, damage to property, or suspension of necessary operations.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## NIGHT-WORK LAWS FOR WOMEN WORKERS

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STATE LABOR LAWS FOR WOMEN

State	Prohibition of night work	Limitation of night work	Occupations or industries specified and employees covered
<b>California:</b> Industrial welfare commission orders nos. 7e and 8a, 1923. Ibid., nos. 11a and 15a, 1923.	10 p. m. to 6 a. m. 11 p. m. to 6 a. m.	----- -----	Laundry and dry-cleaning industry; dried-fruit packing industry. (Women; minors under 18.) 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.
<b>Connecticut:</b> General statutes 1930, sec. 2363; cumulative supplement 1931-1935, p. 704, sec. 1605c; supplement 1937, p. 438, sec. 790d.	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, physicians, surgeons, nurses, pharmacists, attorneys, teachers, social service workers. In the event of war or other serious emergency, governor may suspend limitations in manufacturing, mechanical, or mercantile establishments.
General statutes 1930, sec. 5197.	After 10 p. m.	-----	Bowling alley, shoe-shining establishment, billard or pool room. (All females.)
<b>Delaware:</b> Revised code 1935, sec. 3592.	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.)
Ibid., sec. 3607.	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.)
<b>District of Columbia:</b> <sup>1</sup> Code 1929, p. 84, sec. 116.	7 p. m. to 6 a. m.	-----	Messengers. (Females between 18 and 21.)
<b>Indiana:</b> Session laws 1933, ch. 68.	10 p. m. to 6 a. m. 12 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. Manufacturing establishments operating 2 shifts of not more than 8 hours each and not more than 5 days a week. (Females 18 and over.)
<b>Kansas:</b> Commission of labor and industry order no. 1, 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.)



Ibid., no. 2, 1936.....	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, 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.....	After 9 p. m.....		Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping employees, auditing and checking force, shippers in the mail-order department, the receiving, marking, and 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. 4, 1936.....	12 p. m. to 5 a. 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.)
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.	Telephone operators. (Women; minors under 18.)
<b>Maryland:</b> 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.
<b>Massachusetts:</b> 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.
	6 p. m. to 6 a. m.....		Manufacturing of textile goods <sup>1</sup> or leather. (Females 16 and over.)
Session laws 1933, ch. 193; 1935, ch. 203.....	10 p. m. to 5 a. m.....		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.

<sup>1</sup> Not included as one of the States having night-work laws for adult women.

<sup>2</sup> Successive acts of the legislature, effective until Apr. 1, 1939, have authorized the commissioner of labor and industries to permit the employment of women over 21 in textile manufacturing until 10 p. m. subject to restrictions and conditions prescribed by the commissioner. (Session laws 1933, ch. 347; 1935, ch. 429; 1936, ch. 154; 1937, ch. 153; 1938, ch. 68.)



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## NIGHT-WORK LAWS FOR WOMEN WORKERS—Continued

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STATE LABOR LAWS FOR WOMEN

State	Prohibition of night work	Limitation of night work	Occupations or industries specified and employees covered
<b>Nebraska:</b> 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.
<b>New Hampshire:</b> Public laws 1926, ch. 176, secs. 15-18; session laws 1937, ch. 200.	-----	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, nursing, domestic, hotel, and cabin labor including dining and restaurant service, boarding-house labor, operators in telephone and telegraph offices, farm labor, manufacture of munitions or supplies for the United States or the State during war time; mercantile establishments on the 7 days preceding Christmas Day, provided the weekly average for the year does not exceed 54 hours.
<b>New Jersey:</b> Session laws 1937, ch. 113	12 p. m. to 7 a. m.	-----	Manufacturing establishment, bakery, restaurant, or laundry. (Females 16 and over.) <i>Exceptions:</i> Canneries engaged in packing a perishable product, such as fruits or vegetables; glass factories; hotel restaurants.
Cumulative supplement to compiled statutes 1911-24, 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.
<b>New York:</b> Cahill's Consolidated Laws 1930, ch. 22, 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.
Session laws 1938, ch. 651	9 p. m. to 6 a. m.	-----	Factory, i. e., mill, workshop, or other manufacturing establishment; laundry. (Females under 21.)
Session laws 1938, ch. 651	10 p. m. to 7 a. m.	-----	Mercantile establishment or beauty parlor. (Females over 16.) <i>Exceptions:</i> Dec. 18-24, inclusive, in mercantile establishments; writers or reporters in newspaper offices; duly licensed pharmacists.
Session laws 1937, ch. 282	12 p. m. to 6 a. m.	-----	Restaurant. (Females 21 and over.) <i>Exceptions:</i> Singers and performers; attendants in ladies' cloakrooms and parlors; employees in or in connection with dining rooms and kitchen of hotels; hat-check, cigarette, or flower girls; resort or seasonal hotels or restaurants in rural communities and in cities of less than 15,000 population.
Idem	10 p. m. to 6 a. m.	-----	Hotel or restaurant. (Females under 21.) <i>Exceptions:</i> Singers and performers; resort or seasonal hotels or restaurants in rural communities and in cities of less than 15,000 population.
Ibid., chs. 281, 282	10 p. m. to 7 a. m.	-----	Care, custody, or operation of any freight or passenger elevator. (Females



Ibid., ch. 233.....	10 p. m. to 6 a. m.....	over 18.) <i>Exceptions:</i> Hotels and restaurants. If elevator is used in connection with business or industry in which employment of women before 7 a. m. is not prohibited, operator may begin work at 6 a. m.
Idem.....	10 p. m. to 7 a. m.....	Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21.)
<b>North Dakota:</b> Minimum wage department order no. 1, 1932.....	11 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.)
Ibid., no. 3, 1932.....	After 9 p. 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.
Ibid., no. 4, 1932.....	Before 6 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 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.
<b>Ohio:</b> Page's Code 1932, sec. 1008-1.....	10 p. m. to 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.
Session laws 1937.....	do.....	Ticket sellers. (All females.)
<b>Oregon:</b> State welfare commission orders, 1937. (Unnumbered.).....	6:30 p. m. to 7:30 a. m.....	Mill, factory, workshop, oil well or pumping station, cannery or bottling or preserving, mercantile or mechanical establishment, tenement house, garment, dressmaking or millinery establishment or work room, store, office, office building, laboratory, restaurant, hotel, boarding or apartment house, bakery, barber shop, bootblack stand, public stable, garage, laundry, place of amusement, club, as driver or chauffeur, coal, brick, lumber, or building material yard, in the construction or repair of buildings, transportation of merchandise. (Females 18 to 21.)
.....	do.....	Needlecraft occupations, i. e., designing, cutting, stitching, weaving, inspecting, knitting, hemstitching, altering, sorting of rags or materials, etc., whether by hand or machine, of materials for clothing, wearing apparel, upholstery, tents, awnings, bags, and draperies. (Women 18 and over.)
<b>Pennsylvania:</b> Statutes 1920, sec. 13543; industrial board rule S-4.....	10 p. m. to 6 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.)
Statutes 1920, secs. 13540, 13544; industrial board rule S-4.....	9 p. m. to 6 a. m.....	Manufacturing establishment (including canning, processing, and packing perishable fruit or vegetables.) (Women 21 and over.) <i>Exceptions:</i> Managers, superintendents, or persons doing clerical or stenographic work.
		Any establishment (including canning, processing, and packing perishable fruit or vegetables.) (Females under 21.) <i>Exceptions:</i> Telephone operators over 18; work in private homes and farming.



## ANALYSIS OF HOUR LAWS FOR WOMEN WORKERS—Continued

## NIGHT-WORK LAWS FOR WOMEN WORKERS—Continued

State	Prohibition of night work	Limitation of night work	Occupations or industries specified and employees covered
<b>Pennsylvania—Continued.</b> Statutes 1920, 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.)
<b>Puerto Rico:</b> Session laws 1930, Act 28-----	10 p. m. to 6 a. m.---	In the industry of packing, canning, or refrigeration of fruits or vegetables any woman not pregnant may be employed during the night if she has not worked during the day but for not more than 8 hours or 48 hours during the week.	Any lucrative occupation. (Women over 16.) <i>Exceptions:</i> Telephone operators, telegraphers, artists, nurses, or domestics.
<b>Rhode Island:</b> <sup>3</sup> General laws 1923, ch. 85, sec. 32---	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.)
<b>South Carolina:</b> Code 1932, sec. 1478-----	After 10 p. m.-----	-----	Mercantile establishments. (All females.)
<b>Washington:</b> Industrial welfare committee order no. 23, 1921.	After 12 midnight.	-----	Elevator operators. (Females over 18.)
<b>Wisconsin:</b> <sup>4</sup> Industrial commission order no. 1, 1923. Ibid., nos. 2 and 3, 1923-----	6 p. m. to 6 a. m. <sup>4</sup> -----	Employment on more than 1 night a week between 6:30 p. m. and 6 a. m. must be limited to 8 hours a night, 48 hours a week.	Manufactories <sup>6</sup> and laundries. (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; 2' 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.)
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 18 and over.) <i>Exception:</i> Registered pharmacists and assistant pharmacists.



Statutes 1935, sec. 103.02.....

Employment between the hours of 9  
p. m. and 6 a. m. must not exceed  
9 hours a night or 54 hours a week.

Hotels. (Females 18 and over.)

<sup>3</sup> Not included as 1 of the States having night-work laws for adult women.

<sup>4</sup> Wisconsin has an industrial commission order in which night work for women on street railways is prohibited but no women are employed in such a capacity in the State.

<sup>5</sup> 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.

<sup>6</sup> 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.

NIGHT WORK

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