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UNITED STATES DEPARTMENT OF LABOR
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WOMEN'S BUREAU
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STATE MINIMUM-WAGE LAWS AND ORDERS: 1940

Second Supplement to Bulletin 167

By

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STATE MINIMUM-WAGE LAWS AND ORDERS: 1940

Second Supplement to Bulletin 167¹

The following charts analyzing minimum-wage orders adopted in 1940 supplement Women's Bureau Bulletin 167 and its 1939 supplement. Since the passage in 1939 of the Maine and Alaska minimum-wage laws and the reenactment of the Connecticut law² no States have adopted such legislation, and the total number of minimum-wage laws remains at 29—26 States, the District of Columbia, Alaska, and Puerto Rico.

The wage orders adopted in 1940 are fewer in number than those of 1939. Though most of them apply to workers for whom rates have not been set before, a few are revisions or modifications of earlier orders or reenactments to replace orders that were invalidated through court action, as in Pennsylvania and Utah, or through new legislation, as in Connecticut, where the 1939 law repealed the earlier act.

States Having Minimum-Wage Laws

Arizona.	Maine.	Oklahoma.
Arkansas.	Massachusetts.	Oregon.
California.	Minnesota.	Pennsylvania.
Colorado.	Nevada.	Rhode Island.
Connecticut.	New Hampshire.	South Dakota.
Illinois.	New Jersey.	Utah.
Kansas.	New York.	Washington.
Kentucky.	North Dakota.	Wisconsin.
Louisiana.	Ohio.	

Immediately following is a summary of the industries to which State minimum-wage rates applied at the close of 1940. Classification is by industry or trade, in accordance with the usual practice of the States in issuing their orders.

It should be noted that blanket orders for "any occupation" have been adopted in Kentucky, Minnesota, and Wisconsin, though Minnesota and Wisconsin have also issued separate orders for certain industries. Rates are fixed in five laws; two of these—Arkansas and South Dakota—enumerate the industries covered, and three—Nevada, Alaska, and Puerto Rico—provide general coverage with few, if any, exemptions.

¹ See also supplement for 1939.

² The Maine law applies to one industry, fish packing, covers women and minors, and provides for a wage board to set wage rates; the Alaska act is general in coverage, applies to women over 18 years, and sets a flat wage; the Connecticut law was amended to apply to men as well as to women and minors.

INDUSTRIES COVERED BY STATE MINIMUM-WAGE RATES

MANUFACTURING

In 16 States, the District of Columbia, Alaska, and Puerto Rico minimum-wage orders or laws apply to all manufacturing or to certain branches of manufacturing. The 16 States are:

Arkansas.	Nevada.	Rhode Island.
California.	New Hampshire.	South Dakota.
Illinois.	New Jersey.	Washington.
Kentucky.	New York.	Wisconsin.
Massachusetts.	North Dakota.	
Minnesota.	Oregon.	

A. All manufacturing is covered by general or specific wage orders or by flat-rate laws in 10 States, the District of Columbia, Alaska, and Puerto Rico. The 10 States are:

Arkansas.	Nevada.	Washington.
California.	North Dakota.	Wisconsin.
Kentucky.	Oregon.	
Minnesota.	South Dakota.	

B. Certain branches of manufacturing are covered by specific orders in 12 States:

California.	Minnesota.	Oregon.
Illinois.	New Hampshire.	Rhode Island.
Maine.	New Jersey.	Washington.
Massachusetts.	New York.	Wisconsin.

Wearing apparel:

Illinois.....	Wash dresses.
Massachusetts.....	Boot and shoe cut stock and findings.
	Corsets.
	Knit goods.
	Men's clothing and raincoats.
	Men's furnishings.
	Millinery.
	Women's clothing.
	Women's and children's underwear, neckwear, and cotton garments.
Minnesota.....	Needlecraft. (In addition to order for "any occupation.")
New Hampshire.....	Clothing and accessories.
	Hosiery and knit goods.
New Jersey.....	Wearing apparel and allied occupations.
Oregon.....	Needlecraft. (In addition to order for "manufacturing.")
Rhode Island.....	Wearing apparel and allied industries.

Canning:

California.....	(1) Fruit and vegetable canning; (2) fish canning. (In addition to order for "manufacturing.")
Maine.....	Packing fish and fish products in oil, etc.
Massachusetts.....	Canning and food preparations.
Oregon.....	Fruit and vegetable canning. (In addition to order for "manufacturing.")
Washington.....	Fruit, vegetable, and fish canning. (In addition to order for "manufacturing.")
Wisconsin.....	(1) Pea canning; (2) bean, cherry, corn, spinach, strawberry, and tomato canning. (In addition to order for "any occupation.")

Confectionery:

Illinois.
Massachusetts.
New York.

Jewelry:

Massachusetts.
Rhode Island.

Macaroni, spaghetti, and noodles..... Illinois.

Bread and bakery products.....

Brushes.....

Druggists' preparations, etc.....

Electrical equipment and supplies.....

Paper boxes.....

Pocketbook and leather goods.....

Stationery goods and envelopes.....

Toys, games, and sporting goods.....

Light manufacturing..... New Jersey.

NONMANUFACTURING

State minimum-wage rates apply to nonmanufacturing industries as follows:

a. Laundries.

Twenty-two States, the District of Columbia, Alaska, and Puerto Rico. The States are:

Arizona.	Minnesota.	Oregon.
Arkansas.	Nevada.	Pennsylvania.
California.	New Hampshire.	Rhode Island.
Colorado.	New Jersey.	South Dakota.
Connecticut.	New York.	Washington.
Illinois.	North Dakota.	Wisconsin.
Kentucky.	Ohio.	
Massachusetts.	Oklahoma. ³	

b. Dry cleaning and dyeing.

Seventeen States, the District of Columbia, Alaska, and Puerto Rico. The States are:

Arkansas. ⁴	Nevada.	Oklahoma. ³
Arizona.	New Hampshire.	Oregon.
California.	New Jersey.	Rhode Island.
Connecticut.	New York.	Washington.
Kentucky.	North Dakota.	Wisconsin.
Minnesota.	Ohio.	

In addition, one State—Massachusetts—covers dry cleaning only.

c. Retail trade.

Seventeen States, the District of Columbia, Alaska, and Puerto Rico. The States are:

Arizona.	Minnesota.	Rhode Island.
Arkansas.	Nevada.	South Dakota.
California.	New Hampshire.	Utah.
Colorado.	North Dakota.	Washington.
Kentucky.	Oklahoma. ³	Wisconsin.
Massachusetts.	Oregon.	

d. Beauty culture.

Fifteen States, the District of Columbia, Alaska, and Puerto Rico. These are:

Arkansas. ⁵	Kentucky.	New York.
California. ⁶	Massachusetts.	Ohio.
Colorado.	Minnesota.	Oregon.
Connecticut.	Nevada.	Washington.
Illinois.	New Hampshire.	Wisconsin.

³ Inoperative pending court review.

⁴ The term "mechanical establishment" is interpreted as covering dry-cleaning establishments.

⁵ The term "mechanical establishments" is interpreted as covering beauty shops.

⁶ Beauty shops are covered by the order for mercantile establishments.

e. Hotels and restaurants.

Fourteen States, the District of Columbia, Alaska, and Puerto Rico. The States are:

Arkansas.	Nevada.	Oregon.
California.	New York.	South Dakota.
Colorado.	North Dakota.	Washington.
Kentucky.	Ohio.	Wisconsin.
Minnesota.	Oklahoma. ³	

In addition, two States—New Hampshire and Utah—cover restaurants only.

f. Packing.

Eight States, Alaska, and Puerto Rico. The States are:

California—(1) Fruit and vegetable; (2) nut.	Nevada.	Washington—(1) Fruit and vegetable.
Kentucky.	Oregon—(1) Fruit and vegetable; (2) nut.	Wisconsin.
Minnesota.	South Dakota.	

g. Telephone and telegraph.

Seven States, the District of Columbia, Alaska, and Puerto Rico. The States are:

California.	Nevada.	Washington.
Kentucky.	Oregon.	Wisconsin.
Minnesota.		

In addition, one State—North Dakota—covers only the telephone industry.

h. General and professional offices.

Seven States, the District of Columbia, Alaska, and Puerto Rico. The States are:

California.	Nevada.	Washington.
Kentucky.	Oregon.	Wisconsin.
Minnesota.		

i. Domestic service.

One State—Wisconsin—and Alaska.

j. Miscellaneous.

Apartment houses—Washington.	Office buildings (elevator operators, cleaners)—Oklahoma.
Automotive—Oklahoma.	Personal service—Oregon.
Cherry stemming and pitting—Oregon.	Retail drugs (pharmacists)—Oklahoma.
Hospitals (cooks, waitresses, cleaners)—Oregon.	Unclassified—California.
Office and other building cleaning—Massachusetts.	Wholesaling and distributing—Oklahoma.

NOTES ON WOMEN'S BUREAU BULLETIN 167 AND 1939 SUPPLEMENT

California.—Footnote 7 on page 5 of Bulletin 167 is no longer applicable and should be disregarded, as the attorney general of California has reaffirmed an earlier opinion that the \$16 minimum must be paid for the *standard* week's work as defined in the orders. (See footnote 5, pp. 3 and 5, Bull. 167.)

Connecticut.—Minimum-wage law was reenacted in 1939 necessitating reenactment of wage orders. Only orders appearing in this supplement and that for 1939 are now in effect. Orders in Bulletin 167 should be disregarded.

³ Inoperative pending court review.

Massachusetts.—Disregard orders for knit goods, office and other building cleaning, and jewelry in Bulletin 167. Revisions of these orders appear in 1939 supplement. Orders became mandatory as follows: Millinery, February 1, 1939; canning and food preparations, March 2, 1939; knit goods, June 2, 1939; office and other building cleaning, December 1, 1940; jewelry, December 1, 1940; beauty culture, June 1, 1940.

Minnesota.—In addition to the general order for "any occupation," four separate industry orders have been issued and are analyzed in the 1939 supplement.

Nevada.—Law was amended in 1939 to provide minimum-wage rates of \$2 for an 8-hour day, \$12 for a 6-day week, during the 3-month probationary period.

New Hampshire.—Retail order became mandatory January 6, 1941.

New Jersey.—Light manufacturing order became mandatory July 15, 1940; wearing apparel order, August 27, 1940; and cleaning and dyeing order, May 6, 1940.

New York.—Laundry order appearing in Bulletin 167 has been revised. (See this supplement, p. 7.)

Oklahoma.—Law was held invalid for men and minors because of a defect in the title. Pending court review, all wage orders are inoperative for women.

Pennsylvania.—Disregard the laundry order in Bulletin 167. Because of court action it was necessary to issue a new order. (See this supplement, p. 12.)

Rhode Island.—Retail order became mandatory March 18, 1940.

Utah.—Disregard all entries for Utah in Bulletin 167. Because of court action it was necessary to issue a new retail order. (See this supplement, p. 12.)

Washington.—Beauty-culture order in Bulletin 167 has been revised. (See this supplement, p. 13.)

NOTE.—Since this report went to press, the beauty-parlor orders in Connecticut (1939 Supplement) and Illinois (Bulletin 167) have been revised, effective March 3 and March 24, 1941, respectively. In Connecticut the rates set for women now apply also to men.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, 1940

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STATE MINIMUM-WAGE LAWS AND ORDERS: 1940

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Colorado: No. 4 Mandatory, June 16, 1940.	Public housekeeping, i. e., all establishments that prepare and offer for sale food or refreshments for consumption, either on any of its premises or by catering and banquet service, or curb service; hotels, tourist rooms, motels, rooming houses, cottage camps, clubs, hospitals, convalescent homes, sanitariums, private schools, colleges, and all other businesses that offer lodging accommodations for hire, with or without food service, to the general and traveling public. <i>Exceptions:</i> Religious orders or strictly charitable organizations, nurses in training, professional nurses, hospital employees under training agreements, student employees in sororities, fraternities, college clubs or dormitories, employees covered by other wage orders.	Women and minors: Experienced— Zone A (Denver and adjoining area extending 6 miles from corporate limits, but excluding Arvada and Littleton). Zone B (remainder of State)----- Inexperienced— Zone A— First 288 hours----- Second 288 hours----- Zone B— First 288 hours----- Second 288 hours----- Overtime-----	27½ cents an hour----- 22½ cents an hour----- 13¾ cents an hour----- 20½ cents an hour----- 11¼ cents an hour----- 16½ cents an hour----- Time and one-half the regular rate. (Deductions allowed for meals, lodging, or uniforms.) 32½ cents an hour----- Time and one-half the regular rate. (Deductions allowed for meals or lodging.)	8 a day, 48 a week. Do. Do. Do. Do. Do. Over 48 a week. ¹ 48 a week. Over 48 a week. ²
Connecticut: No. 2 Mandatory, June 3, 1940. (Replaces No. 3, 1939.)	Laundry, i. e., washing, ironing or processing incidental thereto, for compensation, of laundry wares and all other operations carried on in establishments whose chief business is the above; collection, sale, resale, or distribution at retail or wholesale of laundry service and the keeping of accounts, billing, and any other clerical work in connection therewith; producing of laundry service for their own use by business establishments, clubs, or other public or private institutions. <i>Exception:</i> State institutions.	Women and minors-----	32½ cents an hour----- Time and one-half the regular rate. (Deductions allowed for meals or lodging.)	48 a week. Over 48 a week. ²
No. 3 Mandatory, Oct. 7, 1940. (Replaces No. 4, 1939.)	Cleaning and dyeing, i. e., cleaning, dyeing, redyeing, or pressing garments (including hats), upholstery, rugs, or any other fabrics, and any process incidental thereto, including collecting and receiving such articles for the above purposes, or giving out or collecting such articles after they have been cleaned, dyed, redyed, or pressed. <i>Exceptions:</i> Establishments manufacturing textiles or garments, including hats.	Women and minors: Plant employees— Experienced----- Inexperienced (3 months)----- Store, office, and delivery employees, i. e., receiving clerks and other employees waiting on trade, bookkeepers and assistants, telephone operators and other office workers, employees checking out garments, and delivery workers. All-----	35 cents an hour----- 30 cents an hour----- \$14.40 a week----- 35 cents an hour----- Time and one-half the regular rate; 52½ cents if paid minimum hourly rate.	9 a day, 48 a week. Do. 41 to 48 a week. Less than 41 a week. Over 48 a week. ³

Maine: Mandatory, April 11, 1940.	Packing fish and fish products in oil, mustard, and tomato sauce.	Women and minors	33 cents an hour ³	
New Hampshire: No. 7	Dry cleaning, i. e., any activity directly connected with cleaning, dyeing, pressing or processing of any article of wearing apparel, household furnishings, or fabrics of any kind whatsoever; and any process incidental thereto, including collecting and receiving such articles for the above purposes, or giving out or collecting such articles after they have been cleaned, dyed, or pressed.	Women and minors: Experienced	28 cents an hour	10¼ a day, 54 a week. ⁴
	Dry-cleaning establishment, i. e., any place in which any phase of dry-cleaning service is conducted.	Inexperienced (3 months)	25 cents an hour	Do. ⁴
New York: No. 1 (revised)	Laundry, i. e., all occupations concerned with the cleansing, finishing, collection and distribution of laundry wares. <i>Exceptions:</i> Occupations concerned solely with plant maintenance or office work.	Women and minors: Zone I (New York City; Westchester and Nassau counties; other cities with population over 18,000; also, from week including July 4 to week including Labor Day, resort counties of Chautauqua, Clinton, Essex, Franklin, Greene, Jefferson, Orange, St. Lawrence, Saratoga, Suffolk, Sullivan, Ulster, and Warren). Zone II (remainder of State, including resort counties except during period shown above).	\$14 a week	40 a week or less. Over 40 to 45 a week. Over 45 a week. ⁵
			35 cents an hour	
			Time and one-half the hourly minimum.	
			30 cents an hour	40 a week or less.
			30 cents an hour	Over 40 to 45 a week.
			Time and one-half the hourly minimum.	Over 45 a week. ⁵
			(Deductions may be allowed for meals, lodging, or uniforms.)	

¹ Legal maximum hours, 8 a day. If an unusual, unexpected necessity for service to the public arises, over 8 hours may be worked, if time and a half the regular rate is paid. Order also says that employees shall be given at least 1 day of rest in 7 but in emergencies may work on the seventh day, if they so desire.

² Legal maximum hours, 9 a day, 48 a week for women and minors under 18, but in case of emergency or seasonal or peak demand commissioner of labor may allow 10 hours a day, 55 a week for not over 8 weeks in any 12 consecutive months.

³ Piece rates—22 cents a case: 100 ¼ cans in oil, mustard, or tomato sauce; 19 cents a case: 100 ¼ cans, machine cut; 17 cents a case: 100 ¼ cans, machine cut and sauce filled; 15 cents a case: 48 ¾ cans in mustard or tomato sauce; 13 cents a case: 48 ¾ cans, machine cut; 11 cents a case: 48 ¾ cans, machine cut and sauce filled; 7 cents a case: cartoning, 100 ¼ cans; 5 cents a case: cartoning, 48 ¾ cans.

⁴ Legal maximum hours for women and minors under 18.

⁵ Legal maximum hours, 8 a day, 48 a week for women and minors between 16 and 18. In order to make 1 short day a week of not over 4½ hours, 10 hours may be worked on 1 day, not over 9 on 4 days, but weekly hours must not exceed 48.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, 1940—Continued

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State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
New York—Con. No. 5..... Directory, June 3, 1940.	Restaurant, i. e., any eating or drinking place that prepares and offers food or beverage for human consumption either on any of its premises or by such service as catering, banquet, box lunch, or curb service, to the public, to employees, or to members or guests of members. <i>Exceptions:</i> Eating or drinking places operated by establishments customarily offering lodging accommodations to the public; establishments where service of food or beverage is not available to the public but is incidental to instruction, medical care, religious observance, or to the care of handicapped or destitute persons, or other public charges.	Women and minors—Continued. Service, i. e., employees whose duties relate solely to serving food at tables and work incidental thereto and who customarily receive gratuities from patrons. New York City (5 boroughs)..... Outside New York City..... Nonservice, i. e., all except service employees, including counter waitress. <i>Exceptions:</i> Counter waitress may be classified as service employee for specified number of months, upon application of employer and investigation, if evidence shows that work is that of service employee and if wages plus gratuities have substantially exceeded minimum rate for nonservice employee. New York City (5 boroughs)..... Outside New York City..... All service and nonservice: Part-time..... Overtime..... If meals not furnished.....	20 cents an hour..... 18 cents an hour to Mar. 2, 1941; 19 cents an hour, Mar. 3, 1941 to Mar. 2, 1942; 20 cents an hour thereafter. 29 cents an hour to Mar. 2, 1941; 30 cents an hour thereafter. 28 cents an hour to Mar. 2, 1941; 29 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 30 cents an hour thereafter. 3 cents an hour more than basic minimum. Time and a half the basic mini- mum. 6 cents to be added for each hour worked.	Over 24 to 45 a week. Do. Over 24 to 45 a week. Do. 24 or less a week. Over 45 a week. ⁶
No. 6..... Directory, Nov. 25, 1940.	Hotel industry, i. e., any establishment which, as a whole or in part, offers lodging accommodations for hire to the public, to employees, or to members or guests of members. <i>Exceptions:</i> Establishments in which lodging is incidental to instruction, medical care, religious observance, or to the care of handicapped or destitute persons or other public charges; caddies; employees in children's camps who receive super-	Women and minors: All-year hotels— Service, i. e., employees whose duties relate solely to serving food at tables and work incidental thereto, and who customarily receive gratuities from patrons; bell or page boys (nonresidential).		

STATE MINIMUM-WAGE LAWS AND ORDERS: 1940

vision and training as part compensation; enrolled students in a recognized college or university who must acquire experience in hotel problems through employment in a hotel.

Resort hotel, i. e., a hotel having lodging accommodation available to the public, or to members for not more than 4 calendar months and 15 days in any calendar year; or a hotel that increases the number of employees during 4 consecutive weeks from July 15 to Aug. 15 by at least 100 percent over the month of June in that year and is located in a rural community or in a city or village of fewer than 15,000 inhabitants.

New York City (5 boroughs)—		
No meals furnished	26 cents an hour	Over 24 to 45 a week.
1 meal furnished daily	23 cents an hour	Do.
2 or more meals furnished daily	20 cents an hour	Do.
Outside New York City—		
No meals furnished	24 cents an hour to Mar. 2, 1941; 25 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 26 cents an hour thereafter.	Do.
1 meal furnished daily		Do.
2 or more meals furnished daily		Do.
Chambermaids and bathmaids (nonresidential)—		
New York City (5 boroughs)—		
No meals furnished	33 cents an hour	Over 24 to 45 a week.
1 meal furnished daily	30 cents an hour	Do.
2 or more meals furnished daily	27 cents an hour	Do.
Outside New York City—		
No meals furnished	31 cents an hour to Mar. 2, 1941; 32 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 33 cents an hour thereafter.	Do.
1 meal furnished daily		Do.
2 or more meals furnished daily		Do.

⁶ Legal maximum hours, 8 a day, 48 a week for women and minors between 16 and 18. In order to make 1 short day a week of not over 4½ hours, 10 hours may be worked on 1 day and not over 9 on 4 days, but weekly hours must not exceed 48. The law does not apply to women and girls in "resort" or "seasonal" hotels or restaurants in rural communities and in cities and villages of under 15,000 population.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, 1940—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
New York—Con. No. 6—Continued.	Hotels—Continued.	Women and minors—Continued.		
		All-year hotels—Continued.		
		All other (nonresidential):		
		New York City (5 boroughs)—		
		No meals furnished	35 cents an hour to Mar. 2, 1941; 36 cents an hour thereafter.	Over 24 to 45 a week.
		1 meal furnished daily	32 cents an hour to Mar. 2, 1941; 33 cents an hour thereafter.	Do.
		2 or more meals furnished daily	29 cents an hour to Mar. 2, 1941; 30 cents an hour thereafter.	Do.
		Outside New York City:		
		No meals furnished	34 cents an hour to Mar. 2, 1941; 35 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 36 cents an hour thereafter.	Do.
		1 meal furnished daily	31 cents an hour to Mar. 2, 1941; 32 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 33 cents an hour thereafter.	Do.
		2 or more meals furnished daily.	28 cents an hour to Mar. 2, 1941; 29 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 30 cents an hour thereafter.	Do.
		All nonresidential (entire State):		
		Part-time	3 cents an hour more than basic minimum.	24 a week or less.
		Overtime	Time and one-half the basic min- imum.	Over 45 a week. ⁵
		Residential:		
		New York City (5 boroughs)—		
		Lodging but no meals fur- nished.	\$13 a week	45 a week or less.
		Lodging and meals furnished	\$10 a week	Do.
		Outside New York City—		
		Lodging but no meals furnished	\$12.10 a week to Mar. 2, 1941; \$12.55 a week, Mar. 3, 1941, to Mar. 2, 1942; \$13 a week there- after.	Do.
		Lodging and meals furnished	\$9.10 a week to Mar. 2, 1941; \$9.55 a week, Mar. 3, 1941, to Mar. 2, 1942; \$10 a week thereafter.	Do.
		Entire State—		
		Overtime	Time and a half the basic mini- mum.	Over 45 a week. ⁵

Ohio:

No. 4.....
Directory, Dec. 5,
1940.

Beauty culture, i. e., all services, operations, or processes used or useful in the care, cleansing or beautification of skin, nails, or hair, or in the enhancement of personal appearance; all services, operations, or processes, incidental thereto, including the services of demonstrators, maids, cashiers, reception or appointment clerks.
Beauty-culture establishments, i. e., any shop, store, school, place or part thereof in which services are rendered in the beauty-culture occupation or any branch thereof, and a charge is made directly or indirectly to the public for such services, or where such services are rendered as part of a commercial transaction or demonstration.

Resort hotels:

3 meals daily and lodging furnished
3 meals daily but no lodging furnished.

Lodging but no meals furnished.....
Neither meals nor lodging furnished.

Part-time:

Meals and lodging furnished.....
No meals or lodging furnished.....

Overtime.

\$6 a week.....

\$8 a week.....

\$9 a week.....

\$11 a week.....

20 cents an hour.....

26 cents an hour.....

\$1.50 a day, or 2 calendar days of
rest immediately following 14
consecutive workdays.

Over 3 to 6 days.

Do.

Do.

Do.

3 days or less.

Do.

7th day.

Women and minors:

Class A—⁷

Experienced (except maids).....

\$16 a week.....

55 cents an hour.....

75 cents an hour.....

44 cents an hour.....

\$14.50 a week.....

50 cents an hour.....

75 cents an hour.....

40 cents an hour.....

\$14 a week.....

48 cents an hour.....

75 cents an hour.....

38 cents an hour.....

44 or less; over 3 days a week.

Over 44 to 48 a week.⁸Over 48 a week.⁸3 days or less a week.⁹

44 or less; over 3 days a week.

Over 44 to 48 a week.⁸Over 48 a week.⁸3 days or less a week.⁹

33 to 44 a week.

Over 44 to 48 a week.⁸Over 48 a week.⁸

32 or less a week.

Class B—⁷

Experienced (except maids).....

\$14.50 a week.....

50 cents an hour.....

75 cents an hour.....

40 cents an hour.....

\$13 a week.....

45 cents an hour.....

75 cents an hour.....

36 cents an hour.....

44 or less; over 3 days a week.

Over 44 to 48 a week.⁸Over 48 a week.⁸3 days or less a week.⁹

44 or less; over 3 days a week.

Over 44 to 48 a week.⁸Over 48 a week.⁸3 days or less a week.⁹

⁶ Legal maximum hours, 8 a day, 48 a week for women and minors between 16 and 18. In order to make 1 short day a week of not over 4½ hours, 10 hours may be worked on 1 day and not over 9 on 4 days, but weekly hours must not exceed 48. The law does not apply to women and girls in "resort" or "seasonal" hotels or restaurants in rural communities and in cities and villages of under 15,000 population.

⁷ Class A—Cities of 50,000 or more population and communities within metropolitan areas as defined by the U. S. Census Bureau. Class B—Cities of 5,000 and under 50,000 population outside metropolitan areas. Class C—Communities and villages under 5,000 population outside metropolitan areas.

⁸ Legal maximum hours, 8 a day, 48 hours, 6 days a week for women and minors under 18. No legal hour limits for boys between 18 and 21, but minimum-wage rates apply to them.

⁹ Part-time workers must be paid at least 4 hours' wages and a fraction of a day must consist of consecutive hours.

¹⁰ Employees who have had a cosmetology license for less than 6 months are beginners; those who have no license are learners.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, 1940—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Ohio—Continued. No. 4—Continued.	Beauty culture—Continued.	Women and minors—Continued. Class B—Continued. Maids.....	\$12.50 a week..... 43 cents an hour..... 75 cents an hour..... 34 cents an hour.....	33 to 44 a week. Over 44 to 48 a week. ⁸ Over 48 a week. ⁸ 32 or less a week.
		Class C—7 Experienced (except maids).....	\$13 a week..... 45 cents an hour..... 75 cents an hour..... 36 cents an hour.....	44 or less; over 3 days a week Over 44 to 48 a week. ⁸ Over 48 a week. ⁸ 3 days or less a week. ⁹
		Beginners and learners ¹⁰	\$11.50 a week..... 40 cents an hour..... 75 cents an hour..... 32 cents an hour.....	44 or less; over 3 days a week. Over 44 to 48 a week. ⁸ Over 48 a week. ⁸ 3 days or less a week. ⁹
		Maids.....	\$11 a week..... 38 cents an hour..... 75 cents an hour..... 30 cents an hour.....	33 to 44 a week. Over 44 to 48 a week. ⁸ Over 48 a week. ⁸ 32 or less a week.
Pennsylvania: No. 2..... Directory, June 1, 1940. Mandatory, Feb. 1, 1941. (Replaces No. 1, mandatory, 1939.)	Laundry, i. e., all occupations concerned with cleaning, finishing, collection, and distribution of laundry wares, including plant maintenance, office workers, and store clerks. Laundry trades, i. e., washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabrics of any kind; collecting, sale, resale, or distribution at retail or wholesale of laundry services; producing of laundry services for their own use by business establishments, clubs, or institutions. Laundry establishments, i. e., any place in which an employee is engaged in any phase of the laundry trade.	Women and minors.....	27 cents an hour..... (Deductions may be allowed for meals, lodging, or uniforms.)	Women: 10 a day, 44 a week, 6 days; minors under 18: 8 a day, 44 a week, 6 days. ¹¹
Utah: Nos. 2 and 3..... Mandatory, June 3, 1940; amended, June 25, 1940.	Retail, i. e., all selling of merchandise to the consumer and not for purposes of resale in any form.	Women and minors: Experienced— Salt Lake City and Ogden..... Logan and Provo..... Bingham, Brigham City, Eureka, Helper, Midvale, Murray, Park City, Price, and Tooele..... American Fork, Bountiful, Cedar City, Lehi, Payson, Richfield, Smithfield, Spanish Fork, and Springville.	\$14 a week..... \$13 a week..... \$12 a week..... \$11 a week.....	40 to 48 a week. ¹² Do. ¹² Do. ¹² Do. ¹²

