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UNITED STATES DEPARTMENT OF LABOR  
FRANCES PERKINS, Secretary  
WOMEN'S BUREAU  
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# STATE MINIMUM-WAGE LAWS AND ORDERS:1939

Supplement to Bulletin 167

BY  
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# STATE MINIMUM-WAGE LAWS AND ORDERS: 1939

Supplement to Bulletin 167

The following charts, analyzing minimum-wage orders adopted in 1939, supplement the analysis of State minimum-wage orders appearing in Women's Bureau Bulletin 167, pages 3 to 34. In addition to the adoption of numerous wage orders since the publication of Bulletin 167—State Minimum-Wage Laws and Orders—laws were passed in 1939 in Maine and Alaska, bringing the total number of minimum-wage laws to 29—26 States, the District of Columbia, Alaska, and Puerto Rico. The Maine law provides for wage boards to determine wage rates and applies only to the fish-packing industry. The Alaska act provides a flat wage and is general in coverage. The Connecticut law was amended and reenacted in 1939. It now applies to men as well as to women and minors and provides that wage orders become mandatory when issued.

## *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 1939. Classification is by industry or trade, in accordance with the usual practice of the States in issuing their orders.

It should be noted, however, 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 very few, if any, exemptions.

## 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 11 States:

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

**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".)
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.....	} Massachusetts.
Druggists' preparations, etc.....	
Electrical equipment and supplies.....	
Paper boxes.....	
Pocketbook and leather goods.....	
Stationery goods and envelopes.....	
Toys, games, and sporting goods.....	} New Jersey.
Light manufacturing.....	

## NONMANUFACTURING

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

**a. Laundries.**

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

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

**b. Dry cleaning.**

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

Arizona.	Nevada.	Oregon.
California.	New Jersey.	Rhode Island.
Connecticut.	New York.	Washington.
Kentucky.	North Dakota.	Wisconsin.
Massachusetts.	Ohio.	
Minnesota.	Oklahoma.	

**c. Dyeing.**

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

Arizona.	Nevada.	Oklahoma.
Connecticut.	New Jersey.	Oregon.
Kentucky.	New York.	Washington.
Minnesota.	Ohio.	Wisconsin.

**d. Retail trade.**

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

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

**e. Beauty culture.**

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

California. <sup>1</sup>	Massachusetts.	Oregon.
Colorado.	Minnesota.	Washington.
Connecticut.	Nevada.	Wisconsin.
Illinois.	New Hampshire.	
Kentucky.	New York.	

**f. Hotels and restaurants.**

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

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

In addition, one State—New Hampshire—covers restaurants only.

**g. 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.	

<sup>1</sup> Beauty shops are covered by the order for mercantile establishments.

**h. Telephone and telegraph.**

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

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

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

**i. General and professional offices.**

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

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

**j. Domestic service.**

One State—Wisconsin—and Alaska.

**k. Miscellaneous.**

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

**NOTES ON WOMEN'S BUREAU BULLETIN 167**

*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, Bulletin 167.)

*Massachusetts.*—Millinery order became mandatory February 1, 1939; canning and food-preparation order became mandatory March 2, 1939. Orders for knit goods, office cleaning, and jewelry have been revised. (See this supplement, p. 8-9.)

*Minnesota.*—In addition to the general order for "any occupation," four separate industry orders have been issued and are analyzed in this 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.*—Beauty-parlor order became mandatory November 20, 1939.

*Oklahoma.*—Because of a defect in the title of the law, the court has held it invalid for men and minors. The wage orders, therefore, are applicable only to women, but, pending court review, are still inoperative.

*Pennsylvania.*—Because of court action the laundry order must be reissued.

*Utah.*—Because of court action the retail order must be reissued. Recommendations for five other industries as listed in Bulletin 167 are subject to revision and should be disregarded.



<p>1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030</p>	<p>1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030</p>	<p>1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030</p>	<p>1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030</p>	<p>1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030</p>
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STATE OF MISSOURI

ANALYSIS OF STATE MINIMUM-WAGE ORDERS

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Alaska:</b> Mar. 9, 1939. (Wage fixed in law.)	All occupations	Women over 18 years Part time	\$18 a week 45 cents an hour	48 a week, 6 days. <sup>1</sup>
<b>Arizona:</b> No. 2 Directory, Apr. 15, 1939. Mandatory, June 15, 1939.	Laundry and dry cleaning, i. e., cleansing, dyeing, pressing, or processing or any other work incidental thereto of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind; collection, sale, resale, or distribution at retail or wholesale of these services, producing of such services on their own behalf by any establishment, business, institution, club, or hospital.	Women and minors: Experienced  Inexperienced (3 months)	\$11.20 a week <sup>2</sup> 28 cents an hour 30.8 cents an hour 25.2 cents an hour	32 to 40 a week, Over 40 a week. <sup>3</sup> Less than 32 a week. 8 a day, 48 a week. <sup>3</sup>
<b>Colorado:</b> No. 3, Dec. 4, 1939	Beauty service, i. e., all services or operations used or useful in care, cleansing or beautification of skin, nails, or hair, or in the enhancement of personal appearance, or incident thereto, including the service of maids, cashiers, reception or appointment clerks.	Women and minors: Senior operators  Junior operators (i. e., less than 12 months experience), manicurists, and all other employees, including apprentices.	35 cents an hour Time and one-half the regular rate. 25 cents an hour Time and one-half the regular rate.	44 a week or less. Over 44 a week (8 a day, 6 days a week). 44 a week or less. Over 44 a week (8 a day, 6 days a week).
<b>Connecticut:</b> No. 5 Directory, June 19, 1939. No. 1 Mandatory, Aug. 30, 1939.	Beauty shops, i. e., shop, store, or place, or part thereof, where the business of a hairdresser or cosmetician is conducted.	Women and minors: 3-year operators, i. e., registered hairdressers and cosmeticians: Full time Part time Overtime  2-year operators, i. e., licensed assistant hairdressers and cosmeticians, clerks: Full time Part time Overtime  1-year operators, i. e., licensed operators: Full time Part time Overtime  Maids and cleaners	\$18 a week \$4 a day 60 cents an hour  \$15.50 a week \$4 a day 50 cents an hour  \$14.50 a week \$4 a day 50 cents an hour  40 cents an hour \$15 a week 45 cents an hour	Over 24 to 46 a week. 3 days a week or less. Over 8 a day or over 46 a week. <sup>4</sup>  Over 24 to 46 a week. 3 days a week or less. Over 8 a day or over 46 a week. <sup>4</sup>  Over 24 to 46 a week. 3 days a week or less. Over 8 a day or over 46 a week. <sup>4</sup>  37½ a week or less. 37½ to 48 a week. Over 48 a week. <sup>4</sup>

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**District of Columbia:**  
No. 7, Mar. 13, 1939

Office and previously unclassified, i. e., stenographers, bookkeepers, typists, clerks, cashiers, checkers, professional's assistants and attendants, laboratory mechanics and technicians, messengers, ushers, telegraph and telephone operators, and all similar workers, elevator operators, maids, cleaners, and similar workers.  
*Exceptions:* Manufacturing and wholesaling.

Women and minors (except elevator operators, maids, cleaners, and similar workers):

Experienced.....	\$17 a week .....	30 to 44 a week.
	50 cents an hour .....	Over 44 a week.
	50 cents an hour .....	Less than 30 a week.
Inexperienced:		
18 years and over (6 months) .....	\$14 a week .....	30 to 44 a week.
	50 cents an hour .....	Over 44 a week.
	50 cents an hour .....	Less than 30 a week.
Under 18 years (12 months) .....	\$14 a week .....	30 to 44 a week.
	35 cents an hour .....	Over 44 a week.
	35 cents an hour .....	Less than 30 a week.
Elevator operators.....	\$17 a week .....	40 to 48 a week.
	40 cents an hour .....	Over 48 a week.
	40 cents an hour .....	Less than 40 a week.
Maids, cleaners, and similar workers..	\$14.50 a week .....	40 to 48 a week.
	35 cents an hour .....	Over 48 a week.
	35 cents an hour .....	Less than 40 a week.

No. 8, June 5, 1939

Manufacturing and wholesaling.....

Productive plant and similar workers:

Experienced:		
Women and minors.....	\$16 a week .....	32 to 44 a week.
	40 cents an hour .....	Less than 32 a week.
	Time and one-half the regular hourly rate.	Over 44 a week. <sup>1</sup>
Inexperienced (except in graphic arts):		
18 years and over (3 months) .....	\$13 a week .....	32 to 44 a week.
	Time and one-half the regular hourly rate.	Over 44 a week. <sup>1</sup>
Under 18 years:		
First 6 months.....	\$13 a week .....	32 to 44 a week.
Second 6 months.....	\$15 a week .....	Do.
	35 cents an hour .....	Less than 32 a week.
	Time and one-half the regular hourly rate.	Over 44 a week. <sup>1</sup>
Inexperienced (graphic arts):		
Women and minors:		
First 6 months.....	\$13 a week .....	32 to 44 a week.
Second 6 months.....	\$14 a week .....	Do.
Third 6 months.....	\$15 a week .....	Do.
	Time and one-half the regular hourly rate.	Over 44 a week. <sup>1</sup>

<sup>1</sup> The law says that no woman over 18 years shall be paid a weekly wage rate of less than \$18 for a 6-day week of 48 hours and that 45 cents an hour shall be paid for part-time employment, which "is not intended to include domestic or caretaker service where no manual labor is required." Another section of the act sets a maximum week of 60 hours for female household or domestic employees.

<sup>2</sup> The following counties are exempt from the guaranteed weekly wage of \$11.20 for 32 to 40 hours a week: Yuma, Maricopa, Pima, Gila, Greenlee, Graham, Cochise, Santa Cruz, and Pinal, from June 1 to Aug. 31; Mohave, Coconino, Yavapai, Navajo, and Apache from Dec. 16 to Mar. 15. During these exempted periods the minimum hourly rate of 28 cent must be paid for 32 hours or more.

<sup>3</sup> Legal maximum hours for females: 8 a day, 48 a week. <sup>4</sup> Legal maximum hours: 9 a day, 52 a week for females. <sup>5</sup> Legal maximum hours: 8 a day, 48 a week, for females.



ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours				
<b>District of Columbia—</b> Continued. No. 8, June 5, 1939— Con.	Manufacturing and wholesaling (Continued)-----	Office and similar workers: Women and minors: Experienced-----	\$17 a week 50 cents an hour 50 cents an hour-----	30 to 44 a week. Less than 30 a week. Over 44 a week. <sup>3</sup>				
		Inexperienced: 18 years and over (6 months)-----	\$14 a week 50 cents an hour 50 cents an hour-----	30 to 44 a week. Less than 30 a week. Over 44 a week. <sup>3</sup>				
		Under 18 years (12 months)-----	\$14 a week 35 cents an hour 35 cents an hour-----	30 to 44 a week. Less than 30 a week. Over 44 a week. <sup>3</sup>				
		Elevator operators-----	\$17 a week 40 cents an hour 40 cents an hour-----	40 to 48 a week. <sup>3</sup> Less than 40 a week. 40 to 48 a week. <sup>3</sup>				
		Maids, cleaners, and similar workers-----	\$14.50 a week 35 cents an hour-----	Less than 40 a week.				
		<b>Illinois:</b> No. 5----- Directory, June 1, 1939.	Confectionery, i. e., preparation, processing, manufacture, wrapping, packaging, or packing confections and candies of all kinds including sugars and syrups used as sweetmeats, pop- corn confections, and sweetened cough drops.	Women and minors: Cook, Will, Lake DuPage, and Kane Counties (Chicago area).-----	35 cents an hour 52½ cents an hour except during peak period. <sup>6</sup> 38½ cents an hour during peak period. <sup>6</sup>	44 a week. Over 44 to 48 a week. <sup>7</sup> Do. <sup>7</sup>		
				Elsewhere in State-----	31½ cents an hour 47¼ cents an hour except during peak period. <sup>6</sup> 34.65 an hour during peak period. <sup>6</sup>	44 a week. Over 44 to 48 a week. <sup>7</sup> Do. <sup>7</sup>		
				<b>Kentucky:</b> Directory, Jan. 14, 1939, as modified Mar. 11, 1939. Mandatory, June 1, 1939.	All occupations-----	Women and minors: Zone 1 <sup>8</sup> -----	25 cents an hour 37½ cents an hour-----	48 a week. Over 48 a week. <sup>9</sup>
						Zone 2 <sup>8</sup> -----	22½ cents an hour 34 cents an hour-----	50 a week. Over 50 a week. <sup>9</sup>
		Zone 3 <sup>8</sup> -----	20 cents an hour 30 cents an hour-----			52 a week. Over 52 a week. <sup>9</sup>		
<b>Massachusetts:</b> No. 20 <sup>10</sup> ----- Directory, Mar. 1, 1939.	Knit goods, i. e., all branches of the industry in- cluding lines used for athletic purposes and staple lines such as bathing suits, tights, and in- fants' garments. <i>Exceptions:</i> Staple lines of hosiery and underwear.	Women and minors: Experienced-----	36 cents an hour-----	9 a day, 48 a week. <sup>11</sup>				
		Inexperienced (36 weeks)-----	25 cents an hour-----	Do. <sup>11</sup>				

No. 21 <sup>10</sup> Directory, June 1, 1939.	Office and other building cleaning	Women and minors	40 cents an hour	
No. 22 <sup>10</sup> Directory, Aug. 1, 1939.	Jewelry, i. e., jewelry, jewelry novelties, jewelry findings of metal, wood, glass, plastic materials or other substances when produced for and distributed through the jewelry, silverware or optical industries, silverware, watches, clocks, optical goods, including sun glasses and related lines.	Women and minors:		
		All	Aug. 1, 1939, to July 31, 1940: 33 cents an hour	Do. <sup>11</sup>
		Experienced	After July 31, 1940: 35 cents an hour	Do. <sup>11</sup>
		Inexperienced (2 months)	33 cents an hour	Do. <sup>11</sup>
No. 23 Directory, Sept. 1, 1939.	Beauty culture, i. e., all service or operations used or useful in care, cleansing, or beautification of skin, nails, or hair, or in enhancement of personal appearance and services or operations incidental to such care, cleansing, beautification, or enhancement.	Women and minors:		
		Registered hairdressers	\$16.50 a week 50 cents an hour	48 a week. <sup>11</sup> Less than 48 a week.
		Registered operators and manicurists	\$14.50 a week <sup>12</sup> 40 cents an hour	48 a week. <sup>11</sup> Less than 48 a week.
		Maids and appointment clerks	\$14.50 a week	48 a week. <sup>11</sup>
		Inexperienced (3 months)	\$12.50 a week	48 a week. <sup>11</sup>
Minnesota: No. 14, Jan. 10, 1939.	Telegraph	Class A: <sup>13</sup> Women and female minors 18 years and over:		
		Experienced	\$15 a week 36 cents an hour 36 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.
		Inexperienced:		
		First 3 months	\$12 a week 29 cents an hour 29 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.
		Second 3 months	\$13.50 a week 32 cents an hour 32 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.
		Female minors between 16 and 18	\$12 a week 29 cents an hour 29 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.

<sup>8</sup> Legal maximum hours: 8 a day, 48 a week, for females.

<sup>6</sup> Peak period means 1 continuous period of not over 14 weeks annually, or 2 periods aggregating not over 14 weeks.

<sup>7</sup> Legal maximum hours: 8 a day, 48 a week, for females.

<sup>8</sup> Zone 1—cities of 20,000 or more population and contiguous territory within 1 mile thereof. Zone 2—cities of 4,000 and under 20,000 population and contiguous territory within 1 mile thereof. Zone 3—cities and towns of less than 4,000 population.

<sup>9</sup> Legal maximum hours: 10 a day, 60 a week, for women 21 and over in any laundry, bakery, factory, workshop (including beauty parlor), store or mercantile, manufacturing or mechanical establishment, hotel, restaurant, or telephone exchange or telegraph office, and for girls 16 and under 21 in any occupation except domestic service and nursing.

<sup>10</sup> Revision of earlier order noted on p. 16 of Women's Bureau Bulletin No. 167.

<sup>11</sup> Legal maximum hours: 9 a day, 48 a week for women and minors 16 and under 18.

<sup>12</sup> Any operator who has held an operator's license for a period of 1 year shall be paid at the rate of \$16.50 a week.

<sup>13</sup> Class A.—Cities, towns, villages, boroughs, or townships having 50,000 or more inhabitants. Class B.—Cities, towns, villages, boroughs, or townships having more than 5,000 and under 50,000 inhabitants. Class C.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having under 3,000 inhabitants.

<sup>14</sup> Legal maximum 54-hour week applies to females in public housekeeping, manufacturing, mechanical, mercantile, or laundry occupations, telephone operators in towns of 1,500 population and over. Industrial commission may allow longer hours during emergency periods not exceeding aggregate of 4 weeks a year.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours	
Minnesota—Con. No. 14, Jan. 10, 1939— Continued.	Telegraph (Continued) -----	Class B: <sup>13</sup>			
		Women and female minors 18 years and over:			
		Experienced-----	\$13.50 a week ----- 30 cents an hour ----- 30 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Inexperienced:			
		First 3 months-----	\$10.80 a week ----- 24 cents an hour ----- 24 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Second 3 months-----	\$12.15 a week ----- 27 cents an hour ----- 27 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Female minors between 16 and 18--	\$10.80 a week ----- 24 cents an hour ----- 24 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Class C: <sup>13</sup>			
		Women and female minors 18 years and over:			
		Experienced-----	\$12 a week ----- 27 cents an hour ----- 27 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Inexperienced:			
		First 3 months-----	\$9.60 a week ----- 22 cents an hour ----- 22 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Second 3 months-----	\$10.80 a week ----- 24 cents an hour ----- 24 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Female minors between 16 and 18--	\$9.60 a week ----- 22 cents an hour ----- 22 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Class D: <sup>13</sup>			
		Women and female minors 18 years and over:			
		Experienced-----	\$11 a week ----- 24 cents an hour ----- 24 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Inexperienced:			
		First 3 months-----	\$8.80 a week ----- 19 cents an hour ----- 19 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Second 3 months-----	\$9.90 a week ----- 22 cents an hour ----- 22 cents an hour -----	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	

No. 15, Mar. 1, 1939	Needlecraft. (Industrial commission defines "needlecraft" to include any activity directly connected with processes of designing, cutting, sewing, weaving, knitting, hemstitching, altering, sorting of materials, by hand or machine, for clothing, wearing apparel, upholstering, tents, awnings, rugs, draperies, and blankets, or any work of like nature or character on any comparable materials used for any purpose.)	Female minors between 16 and 18	\$8.80 a week 19 cents an hour 19 cents an hour	36 to 46 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.
		Entire State: Male minors between 16 and 21	25 cents an hour 37½ cents an hour	44 a week or less. Over 44 a week.
No. 16, Mar. 1, 1939	Restaurant	Women and minors:		
		Experienced	35 cents an hour	54 a week. <sup>14</sup>
		Inexperienced:		
		First 3 months	23.33 cents an hour <sup>15</sup>	Do. <sup>14</sup>
		Second 3 months	26.25 cents an hour <sup>15</sup>	Do. <sup>14</sup>
		Class A: <sup>13</sup>		
		Women and minors 18 years and over:		
		Experienced	\$15 a week 36 cents an hour 36 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.
		Inexperienced:		
		First 3 months	\$12 a week 29 cents an hour 29 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.
Second 3 months	\$13.50 a week 32 cents an hour 32 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
Minors between 16 and 18	\$12 a week 29 cents an hour 29 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
Class B: <sup>13</sup>				
Women and minors 18 years and over:				
Experienced	\$13.50 a week 30 cents an hour 30 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
Inexperienced:				
First 3 months	\$10.80 a week 24 cents an hour 24 cents an hour	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
Second 3 months	\$12.15 a week 27 cents an hour 27 cents an hour	36 to 48 a week. <sup>14</sup> Over 48 a week. <sup>14</sup> Less than 36 a week.		

<sup>13</sup> Class A.—Cities, towns, villages, boroughs, or townships having 50,000 or more inhabitants. Class B.—Cities, towns, villages, boroughs, or townships having more than 5,000 and under 50,000 inhabitants. Class C.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having under 3,000 inhabitants.

<sup>14</sup> Legal maximum 54-hour week applies to females in public housekeeping, manufacturing, mechanical, mercantile, or laundry occupations, telephone operators in towns of 1,500 population and over. Industrial commission may allow longer hours during emergency periods not exceeding aggregate of 4 weeks a year.

<sup>15</sup> Learners employed on piece-work basis must be paid piece-work earnings when such average hourly earnings during week exceed this rate.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours		
Minnesota—Con. No. 16, Mar. 1, 1939— Continued.	Restaurant (Continued)-----	Class B—Continued. Minors between 16 and 18.....	\$10.80 a week..... 24 cents an hour..... 24 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
		Class C: <sup>13</sup> Women and minors 18 years and over:	Experienced.....	\$12 a week..... 27 cents an hour..... 27 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Inexperienced:	First 3 months.....	\$9.60 a week..... 22 cents an hour..... 22 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Second 3 months.....	\$10.80 a week..... 24 cents an hour..... 24 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
		Minors between 16 and 18.....	\$9.60 a week..... 22 cents an hour..... 22 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
		Class D: <sup>13</sup> Women and minors 18 years and over:	Experienced.....	\$11 a week..... 24 cents an hour..... 24 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Inexperienced:	First 3 months.....	\$8.80 a week..... 19 cents an hour..... 19 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.	
		Second 3 months.....	\$9.90 a week..... 22 cents an hour..... 22 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
		Minors between 16 and 18.....	\$8.80 a week..... 19 cents an hour..... 19 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>14</sup> Less than 36 a week.		
		Class A: <sup>13</sup>	Experienced.....	32 cents an hour.....	54 a week. <sup>14</sup>	
		Inexperienced:	First 3 months.....	25 cents an hour.....	Do. <sup>14</sup>	
		Second 3 months.....	28 cents an hour.....	Do. <sup>14</sup>		
		No. 17, May 1, 1939....	Laundry-----	Women and minors:		
				Class A: <sup>13</sup>		



**New Hampshire:**No. 6.....  
Directory, Feb. 15,  
1939.

Retail trade, i. e., any retail establishment or in any retail activity, unless and until specific employment is covered by another minimum-wage order.

**New Jersey:**No. 2.....  
Directory, July 3,  
1939.

Light manufacturing, i. e., making, processing, production, or preparation of dolls, dolls' dresses and accessories, toys, handbags and frames, luggage, buttons, pocketbooks and frames, badges, atomizers, brushes, razor blades, manicuring implements, metal, pearl, casein, catalin, wood, rubber, leather, gold, silver, paper, celluloid, glass, agate, and stone novelties, jewelry, picture frames, umbrellas, compacts, vanity cases, powder puffs, hair-pins, bobby pins, hair curlers, nonelectric curling irons, combs, brooms, buckles, lamp shades, tags, artificial flowers, sanitary cloth wipers, small ornamental advertising souvenirs, knick-knacks and small specialties of like nature.

Class B:<sup>13</sup>Experienced..... 28 cents an hour..... Do,<sup>14</sup>

## Inexperienced:

First 3 months..... 22 cents an hour..... Do,<sup>14</sup>Second 3 months..... 25 cents an hour..... Do,<sup>14</sup>Class C:<sup>13</sup>Experienced..... 25 cents an hour..... Do,<sup>14</sup>

## Inexperienced:

First 3 months..... 20 cents an hour..... Do,<sup>14</sup>Second 3 months..... 22 cents an hour..... Do,<sup>14</sup>Class D:<sup>13</sup>Experienced..... 23 cents an hour..... Do,<sup>14</sup>

## Inexperienced:

First 3 months..... 18 cents an hour..... Do,<sup>14</sup>Second 3 months..... 21 cents an hour..... Do,<sup>14</sup>

## Women and minors:

## Cities of 25,000 population or over:

Experienced..... \$13.20 a week..... 44 to 48 a week.  
27½ cents an hour..... Over 48 a week.<sup>16</sup>  
27½ cents an hour..... Less than 44 a week.  
Inexperienced (6 months)..... \$10.56 a week..... 44 to 48 a week.  
22 cents an hour..... Over 48 a week.<sup>16</sup>  
22 cents an hour..... Less than 44 a week.

## Cities under 25,000 population:

Experienced..... \$12 a week..... 44 to 48 a week.  
25 cents an hour..... Over 48 a week.<sup>16</sup>  
25 cents an hour..... Less than 44 a week.  
Inexperienced (6 months)..... \$9.60 a week..... 44 to 48 a week.  
20 cents an hour..... Over 48 a week.<sup>16</sup>  
20 cents an hour..... Less than 44 a week.

## Women and minors:

Experienced..... 35 cents an hour..... 44 a week, July 3 to Oct. 24,  
1939; 42 a week, Oct. 25,  
1939, to Oct. 24, 1940; 40 a  
week, thereafter.  
Inexperienced (6 weeks)..... 30 cents an hour..... Do.  
Overtime..... Time and one-half the regular Over 44, 42, or 40 a week dur-  
rate. ing periods as shown  
above.<sup>17</sup><sup>13</sup> Class A.—Cities, towns, villages, boroughs, or townships having 50,000 or more inhabitants. Class B.—Cities, towns, villages, boroughs, or townships having more than 5,000 and under 50,000 inhabitants. Class C.—Cities, towns, villages, boroughs, or townships having 3,000 to 5,000 inhabitants. Class D.—Cities, towns, villages, boroughs, or townships having under 3,000 inhabitants.<sup>14</sup> Legal maximum 54-hour week applies to females in public housekeeping, manufacturing, mechanical, mercantile, or laundry occupations, telephone operators in towns of 1,500 population and over. Industrial commission may allow longer hours during emergency periods not exceeding aggregate of 4 weeks a year.<sup>16</sup> Legal maximum hours: 10¼ a day, 54 a week, for women and minors under 18. Exemption for regular employees for 7 days before Christmas if hours do not exceed 54 a week for full year.<sup>17</sup> Legal maximum hours for females 16 and over: 10 a day, 54 a week.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS—Continued

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>New Jersey—Con.</b> No. 3..... Directory, July 3, 1939.</p>	<p>Wearing apparel and allied occupations, i. e., garments and accessories to be worn or carried, including parts of these and such other articles as are allied through like process of manufacture, including cotton, rayon, silk, woolen, elastic, and rubber garments, knit goods, men's suits and coats, rain coats, leather, rubber and fabric footwear, handkerchiefs, hats, and hat linings, upholstery, curtains, rugs, pillows, and mattresses.</p>	<p>Women and minors.....</p>	<p>35 cents an hour, July 3, 1939, to Oct. 23, 1941; 38 cents an hour, Oct. 24, 1941, to Oct. 23, 1942; 40 cents an hour, Oct. 24, 1942, to Oct. 23, 1943; 42 cents an hour, after Oct. 23, 1943. Time and one-half the regular rate.</p>	<p>44 a week, July 3 to Oct. 24, 1939; 42 a week, Oct. 25, 1939, to Oct. 24, 1940; 40 a week, thereafter.  Over 44, 42, or 40 a week during periods as shown above.<sup>17</sup></p>
<p>No. 4..... Directory, May 22, 1939.</p>	<p>Cleaning and dyeing, i. e., any occupation in cleaning and dyeing, wet-cleaning incidental to dry-cleaning, dyeing, spotting, finishing, pressing, receiving, shipping or packaging, repairing or altering of any fabric which is rendered for hire, sold, resold, or offered for sale or resale incidental to this industry. "Fabric" means any article of wearing apparel (including hats), household furnishing, rug, textile, fur, and leather.</p>	<p>Women and minors: Clerks.....  All other: Zone A (Bergen, Essex, Hudson, Middlesex, Morris, Passaic, and Union Counties).  Zone B (Burlington, Camden, Gloucester, Mercer, Somerset, and from June 1 to Oct. 1, Atlantic, Monmouth, and Ocean Counties).  Suburban Zone (Cape May, Cumberland, Hunterdon, Salem, Sussex, Warren, and from Oct. 1 to June 1, Atlantic, Monmouth, and Ocean Counties).</p>	<p>\$14 a week (or the basic hourly rate for other workers).<sup>15</sup>  33 cents an hour..... Time and one-half the basic minimum. 36.3 cents an hour (10 percent added to basic rate), not over \$13.20 a week. 30 cents an hour..... Time and one-half the basic minimum. 33 cents an hour (10 percent added to basic rate), not over \$12 a week. 26 cents an hour..... Time and one-half the basic minimum.</p>	<p>54 or less a week.<sup>17</sup>  40 to 54 a week. Over 10 a day, 54 a week.  Less than 40 a week.  40 to 54 a week. Over 10 a day, 54 a week.  Less than 40 a week.  40 to 54 a week. Over 10 a day, 54 a week.</p>
<p><b>New York:</b> No. 4..... Directory, May 8, 1939.</p>	<p>Cleaning and dyeing, i. e., all types of cleaning, dyeing, pressing, or processing thereto, of materials belonging to the ultimate consumer, i. e., clothing, hats, household furnishings, rugs, textiles, furs, leather, upholstered goods, or fabrics of any kind whatsoever, soliciting, collecting, selling, reselling, or distribution at retail or wholesale of cleaning, dyeing, and pressing service, office, clerical, packing, or other occupations (including plant maintenance).</p>	<p>Women and minors: Zone A (New York City; Westchester, Nassau, and Suffolk Counties). Zone B (cities outside Zone A with population of 10,000 or over).</p>	<p>36 cents an hour..... Time and one-quarter.....  34 cents an hour to June 30, 1939; 35 cents an hour, July 1, 1939, to Dec. 31, 1939; 36 cents an hour after Dec. 31, 1939. Time and one-quarter.....</p>	<p>40 a week. Over 40 a week<sup>19</sup> and for split shifts. 40 a week.  Over 40 a week<sup>19</sup> and for split shifts.</p>

Rhode Island: No. 4..... Directory, July 10, 1939.	nance) incidental or related to the above processes. <i>Exceptions:</i> Cleaning, dyeing, or pressing when a process in the manufacture of new materials or of second-hand materials being processed for resale, establishments covered by Mandatory Order No. 1.	Zone C (remainder of State).....	33 cents an hour.....	40 a week.
	Retail trade, i. e., all employment in establishments selling any type of merchandise to the consumer not to be resold.	Women and minors: Class A (cities and towns with population of over 20,000): Experienced.....	Time and one-quarter.....	Over 40 a week <sup>19</sup> and for split shifts.
		Class A (cities and towns with population of over 20,000): Inexperienced (6 months).....	\$14 a week..... 30 cents an hour.....	42½ to 48 a week. <sup>20</sup> Less than 42½ a week.
		Class B (cities and towns with population of 20,000 or under): Experienced.....	\$13 a week..... 27½ cents an hour.....	42½ to 48 a week. <sup>20</sup> Less than 42½ a week.
		Inexperienced (6 months).....	\$13 a week..... 27½ cents an hour.....	42½ to 48 a week. <sup>20</sup> Less than 42½ a week.
			\$12 a week..... 25 cents an hour.....	42½ to 48 a week. <sup>20</sup> Less than 42½ a week.

<sup>17</sup> Legal maximum hours for females 16 and over: 10 a day, 54 a week.

<sup>18</sup> Basic hourly rates for other workers may be paid for continuous employment of less than 4 weeks, but employer must choose between weekly and hourly basis of pay and may not change from week to week.

<sup>19</sup> Legal maximum hours: 8 a day, 48 a week, for women and minors 16 and under 18. Over 8 a day allowed only to make 1 short day in week.

<sup>20</sup> Legal maximum hours: 9 a day, 48 a week, for women and minors 16 and under 18.