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WOMEN'S BUREAU
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ANALYSIS OF STATE MINIMUM-WAGE ORDERS

(Effective dates: May 6, 1946 - October 23, 1946)

SUPPLEMENT NO. 3 TO BULLETIN NO. 191 OF THE WOMEN'S BUREAU



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SOCIOLOGY DIVISION
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States revising orders, effective May to October 1946

District of Columbia

Massachusetts

New Jersey

North Dakota

Rhode Island

Utah

DEC 1946

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ANALYSIS OF STATE MINIMUM-WAGE ORDERS:
SUPPLEMENT NO. 3 TO BULLETIN NO. 191 OF THE WOMEN'S BUREAU

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<u>District of Columbia:</u> No. 5, July 8, 1946. (Supersedes order No. 5 of July 5, 1938.)	Laundry, dry cleaning, and dyeing includes (1) any activity directly concerned with the cleaning, pressing, finishing, refreshing, dyeing, or processing of any article of wearing apparel (including hats), household furnishings, rugs, textiles, fur, leather (including shoes), or fabric whatsoever; (2) collection, sale, resale, or distribution at retail or wholesale of any laundry, dry cleaning, or dyeing service; (3) the work performed by clerical workers and telephone operators in connection with the production and furnishing of these services; (4) the production of laundry, dry cleaning, or dyeing services on its own behalf by any establishment, business, institution, club, or hospital, which services may be incidental to its principal business.	Women and minors.	\$22 a week. <u>1/ 2/</u> 55 cents an hour. <u>2/</u> 55 cents an hour. <u>2/</u>	Over 16 and including 44 a week. Over 44 and including 48 a week. <u>3/</u> 16 or less a week.

For footnotes see end of chart.

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Massachusetts:</u></p> <p>No. 24-A - - - - - Directory Oct. 15, 1946. (Rescinds manda- tory order No. 24 of Aug. 1, 1941.)</p>	<p>Clerical, technical, and similar occupa- tions includes all occupations in any general, business, professional, or technical office, or in any labora- tory, hospital, library, school, tele- phone, telegraph, or radio broadcast- ing establishment, or in messenger service, or in other establishments in which services of any kind, and wheresoever performed, are of a clerical or technical character. <u>4/</u></p> <p>Workers in clerical, technical, and similar occupations include those whose duties are related to general office work in an establishment, whether business, medical, dental, technical, or legal, such as office boys or girls, file clerks, general office clerks, stenographers, typists, bookkeepers, cashiers, various office machine operators, telephone and switchboard operators, receptionists, library workers, dental and medical technicians, and laboratory assistants. <u>4/</u></p> <p>Messengers defined as employees who sort and distribute incoming mail, collect, enclose, stamp, and seal outgoing mail, deliver or obtain letters, messages, packages, docu- ments, records, and other items to or from offices within the estab- lishment or to and from other busi- ness concerns.</p>	<p>Women and minors; men:</p> <p>Experienced (other than messengers). Inexperienced (other than messengers) (600 hours in the occupation). Messengers.</p>	<p>60 cents an hour. <u>5/</u></p> <p>55 cents an hour. <u>5/</u></p> <p>55 cents an hour.</p> <p>(Deductions allowed if meals or lodg- ing furnished to employee. <u>Maximum:</u> 25 cents for break- fast, 35 cents for lunch or dinner, \$3 a week for adequate, decent, and sanitary accommodations.)</p>	<p>9 a day, 48 a week. <u>6/</u> Do. <u>6/</u></p> <p>Do. <u>6/</u></p>

For footnotes see end of chart.

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State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>New Jersey:</u></p> <p>No. 7, Oct. 23, 1946. (Modifies and supersedes mandatory orders No. 1 of July 11, 1938 and No. 4 of May 6, 1940.)</p>	<p>Laundry and cleaning and dyeing, i.e., any activity in any capacity in the marking, sorting, washing, cleansing, collecting, ironing, assembling, packing, pressing, receiving, shipping, or delivery, or any other activity including clerical work, directly incidental or essential to the laundering, cleansing, or renovating of any article of clothing, napery, blankets; rugs, carpets, draperies, bed clothing, fabric, textile, fur, or leather when such activity is not performed in the original process of manufacture.</p> <p>The term "clerks" includes women and minors coming under the jurisdiction of this order, who are engaged only in clerical or accounting work, regardless of where such work is performed, or in selling of cleaning, dyeing, laundry, and other kindred services in retail outlets, including handling of the same for receipt or delivery over a store counter, but not engaged in any other processing of such articles.</p>	<p>Women and minors: Occupations other than clerks:</p> <p>Zone A (Bergen, Camden, Essex, Hudson, Mercer, Middlesex, Morris, Passaic, and Union Counties).</p> <p>Zone B (Atlantic, Burlington, Cape May, Cumberland, Gloucester, Hunterdon, Monmouth, Ocean, Salem, Somerset, Sussex, and Warren).</p> <p>Clerks.</p> <p>Minors under 18.</p>	<p>50 cents an hour. <u>7/</u></p> <p>45 cents an hour. <u>7/</u></p> <p>\$22 a week At hourly minimum rate applicable to non-clerical workers.</p> <p>Do.</p>	<p>10 a day, <u>54</u> a week. <u>8/</u></p> <p>Do. <u>8/</u></p> <p>30 to 48 a week Less than 30 a week. <u>9/</u></p> <p>8 a day, 40 a week.</p>

For footnotes see end of chart.

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State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>North Dakota:</u></p> <p>No. 1, May 6, 1946. (Supersedes order No. 1 of Dec. 16, 1932, as amended June 15, 1939.)</p>	<p>Public housekeeping, i.e., the work of waitresses in restaurants, hotel dining rooms, boarding houses, bars, and taverns, and of attendants employed at ice-cream, light-lunch, and refreshment stands, and steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served; the work of chambermaids in hotels, lodging houses, and boarding houses; the work of janitresses, car cleaners, and kitchen workers in hotels and restaurants; and elevator operators.</p>	<p>Women:</p> <p>Full-time employees: Waitresses or counter girls.</p> <p>Board furnished (21 meals). <u>11/</u></p> <p>Board and lodging furnished.</p> <p>Lodging furnished.</p> <p>Chambermaids or kitchen help.</p> <p>Board furnished (21 meals). <u>11/</u></p> <p>Board and lodging furnished.</p> <p>Lodging furnished.</p> <p>Part-time employees.</p>	<p>\$17.43 a week; \$75.53 a month.</p> <p>\$10.61 a week; \$45.97 a month.</p> <p>\$8 a week; \$34.70 a month.</p> <p>\$14.83 a week; \$64.27 a month.</p> <p>\$16.61 a week; \$71.98 a month.</p> <p>\$9.79 a week; \$42.42 a month.</p> <p>\$7.19 a week; \$31.15 a month.</p> <p>\$14 a week; \$60.72 a month.</p> <p>1/48 of weekly wage</p>	<p>9 a day, 58 a week in towns under 500 population; 8½ a day, 48 a week elsewhere. (Maximum.) <u>10/</u></p> <p>Do. <u>10/</u></p> <p>For each hour worked.</p>

For footnotes see end of chart.

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>North Dakota:</u></p> <p>No. 3, May 9, 1946. (Supersedes order No. 3, reprinted Aug. 15, 1939.)</p>	<p>Mercantile, includes work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise and includes the sales force, wrapping force, auditing or checking force, shippers in the mail order department, receiving, marking, and stockroom employees, and all other women except those performing office duties solely.</p>	<p>Women:</p> <p>Full-time employees:</p> <p>Experienced</p> <p>Inexperienced</p> <p>Part-time employees</p>	<p>\$16.90 a week; \$73.23 a month.</p> <p>\$14.04 a week; \$60.84 a month.</p> <p>1/48 of weekly wage</p>	<p>9 a day, 54 a week in towns under 500 population; 8½ a day, 48 a week elsewhere. (Maximum)</p> <p>Do.</p> <p>For each hour worked.</p>

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Rhode Island:</u></p> <p>No. 4R - - - - - Directory, Sept. 1, 1946. (Supersedes mandatory order No. 4 of March 8, 1940.)</p>	<p>Retail trade occupations include all employment in or for an industry or business selling or offering for sale any type of merchandise, wares, goods, articles, or commodities to the consumer. Also includes all work connected with the soliciting of sales or opportunities for sales and/or the distributing of such merchandise, wares, goods, articles, or commodities and the rendering of services incidental to the sale, use, or upkeep of the same whether performed on the employer's premises or elsewhere. Covers all types of retail trade occupations unless and until specific types of occupations are governed by individual wage order.</p>	<p>Women and minors; men: Experienced.</p> <p>Inexperienced sales persons. <u>14/</u> (3 months' continuous employment, 13 weeks' intermittent employment, or 624 hours' part time employment as a sales person.)</p> <p>Both groups.</p> <p>Students under 18.</p> <p>Any employee.</p>	<p>\$22 a week. <u>12/</u> 55 cents an hour.</p> <p>\$21 a week. <u>12/</u> 50 cents an hour.</p> <p>75 cents an hour. \$1 an hour.</p> <p>45 cents an hour.</p> <p>75 cents a day in addition to the applicable minimum wage.</p>	<p>36 to 44 a week. Less than 36 a week. <u>13/</u></p> <p>36 to 44 a week. Less than 36 a week. <u>13/</u></p> <p>Over 44 a week. <u>15/</u> On 7th day of week.</p> <p>Less than 36 a week. <u>13/</u></p> <p>If employee works a split shift <u>16/</u> or if spread of hours exceeds 12, or both.</p>

For footnotes see end of chart.

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Utah: No. 2, June 1, 1946. (Supersedes order No. 4 of Aug. 5, 1940.)	Restaurant i.e., any place selling food or beverages in solid or liquid form to be consumed on the premises. <u>Exemption:</u> Retail ice-cream or retail soft-drink (non-alcoholic) establishments where at least 90 percent of the business is from sales of ice cream or of soft drinks.	Women; minors 18 and over: <u>17/</u> Experienced: <u>18/</u> Salt Lake City and Ogden. Provo, Helper, Price, Logan, Murray, and Tooele. Bingham, Brigham City, Eureka, Midvale, Park City. American Fork, Bountiful, Cedar City, Lehi, Payson, Richfield, Smithfield, Spanish Fork, Springville, St. George, Nephi, and Vernal. All other towns which have a population of 5,000 or less. Inexperienced (3 months).	\$20 a week. <u>19/</u> 55 cents an hour. 41 $\frac{2}{3}$ cents an hour. \$19 a week. <u>19/</u> 52 $\frac{1}{2}$ cents an hour. 39 $\frac{1}{2}$ cents an hour. \$18 a week. <u>19/</u> 50 cents an hour. 37 $\frac{1}{2}$ cents an hour. \$17 a week. <u>19/</u> 45 cents an hour. 35 cents an hour. \$15 a week. <u>19/</u> \$1 a week less than the established minimum wage. 2 cents per hour less than rates provided for experienced workers.	48 a week. <u>20/</u> 2 or less a day. <u>21/</u> Over 2 but less than 8 a day, or less than 48 a week. <u>21/</u> 48 a week. <u>20/</u> 2 or less a day. <u>21/</u> Over 2 but less than 8 a day, or less than 48 a week. <u>21/</u> 48 a week. <u>20/</u> 2 or less a day. <u>21/</u> Over 2 but less than 8 a day, or less than 48 a week. <u>21/</u> 48 a week. <u>20/</u> 2 or less a day. <u>21/</u> Over 2 but less than 8 a day, or less than 48 a week. <u>21/</u> 48 a week. <u>20/</u> 48 a week. <u>20/</u> Less than 8 a day or less than 48 a week. <u>21/</u>

For footnotes see end of chart.

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<u>Utah:</u> No. 3, July 1, 1946. (Supersedes order No. 6 of July 14, 1941.)	Public housekeeping includes linen-room girls, maids, cleaners, elevator operators, and any other employees connected with the establishment unless or until their specific occupation is governed by another order. <u>Exemptions:</u> Registered nurses; resident managers. Applies to all hotels, boarding houses, rooming houses, auto camps, apartment houses, resort hotels, hospitals and institutions.	Women 18 and over: <u>17/</u> Cities of over 10,000 population— Experienced. <u>18/</u> Inexperienced (2 months). Cities of over 3,000 and under 10,000 population— Experienced. <u>18/</u> Inexperienced (2 months). Cities of under 3,000 population— Experienced. <u>18/</u> Inexperienced (2 months). In all three population groups. Women over 21.	47½ cents an hour; \$22.80 a week. 50 cents an hour. 45 cents an hour; \$21.60 a week. 47½ cents an hour. 45 cents an hour; \$21.60 a week. 47½ cents an hour. 42½ cents an hour; \$20.40 a week. 45 cents an hour. 40 cents an hour; \$19.20 a week. 42½ cents an hour. 37½ cents an hour; \$18 a week. 40 cents an hour. 1½ times regular rate. Do. (Deductions may be allowed for meals and lodging.)	8 a day, 48 a week. <u>20/</u> Less than 48 a week. <u>22/ 23/</u> 8 a day, 48 a week. <u>20/</u> Less than 48 a week. <u>22/ 23/</u> 8 a day, 48 a week. <u>20/</u> Less than 48 a week. <u>22/ 23/</u> 8 a day, 48 a week. <u>20/</u> Less than 48 a week. <u>22/ 23/</u> 8 a day, 48 a week. <u>20/</u> Less than 48 a week. <u>22/ 23/</u> Over 8 a day. On 7th consecutive day (permitted only in emergencies).

For footnotes see end of chart.

State, order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<u>Utah:</u> No. 4, Sept 1, 1946. (Supersedes order No. 5 of June 16, 1941.)	<p>Laundry, cleaning and dyeing industries, Laundry includes any place where washing, ironing, cleaning, pressing, or processing incidental thereto of any kind of washable fabric is conducted.</p> <p>Cleaning, dyeing, and pressing industry includes only those places or divisions of establishments where the cleaning or dyeing or pressing of particular fabrics is conducted as a process aside from usual laundry practice attending other things.</p>	<p>Women and minors:</p> <p>Experienced.</p> <p>Inexperienced (1 month).</p> <p>Experienced.</p> <p>Inexperienced (1 month).</p> <p>In both industries.</p>	<p>\$20.68 a week. At the individual worker's regular hourly rate. 50 cents an hour.</p> <p>\$2 less than the weekly minimum-wage presented in order.</p> <p>\$24.20 a week. At the individual worker's regular hourly rate. 55 cents an hour.</p> <p>\$2 less than the weekly minimum prescribed in order.</p> <p>Time and a half.</p>	<p>44 a week. 30 up to 44 a week.</p> <p>Less than 30 a week. <u>23/</u> 44 a week.</p> <p>44 a week. 30 up to 44 a week.</p> <p>Less than 30 a week. <u>23/</u> 44 a week.</p> <p>Over 44 to 48 a week. <u>24/</u></p>

For footnotes see end of chart.

FOOTNOTES

- 1/ Weekly wage may not be prorated unless the employee: (1) takes time off at her own request, or (2) begins full-time employment and works only part of a week when first employed, or (3) resigns after having been a full-time employee.
- 2/ No deduction, except as required by law, may be made from the minimum wage without written consent of the employee and written approval of the District of Columbia Minimum Wage and Industrial Safety Board.
- 3/ Maximum 8 a day, 48 a week.
- 4/ Includes any such work performed in or about a home, apartment, tenement, or room in a residential establishment.
- 5/ Employee must be paid at least 3 hours' wages on any day called to work.
- 6/ Maximum hours for women and girls and male minors under 18. The Massachusetts hour law, however, specifically exempts from its provisions: (1) persons employed exclusively as personal secretaries; (2) persons declared by the Commissioner of Labor and Industries to be employed in a supervisory capacity; and (3) professional personnel in hospitals.
- 7/ In any week when 40 hours' work is not available to an employee, a bonus of 10 percent must be added to the applicable minimum hourly rate, if employee's total wage for the week is less than the amount she would receive for 40 hours at such applicable minimum hourly rate.
- 8/ Maximum.
- 9/ Employee, other than minor students on days when schools are in session, must be paid at least 4 hours' wages on any day called to work.
- 10/ A $\frac{1}{2}$ -hour period, free from interruption, must be allowed to employee for each meal furnished to her on the premises. Any such meal time occurring during the working shift is to be considered part of the working hours in computing both maximum legal hours and hourly wages.
- 11/ When 21 meals per week are not furnished to such employee, she must be allowed 45 cents for each meal not furnished.
- 12/ No reduction may be made in wage because of summer or seasonal schedules of store, or in week in which a holiday occurs.

FOOTNOTES (Cont.)

- 13/ Employee able and willing to work 4 or more hours on any day must receive at least 4 hours' wages for that day if called to work by employer.
- 14/ Before employing any worker at the inexperienced rate, employer must have secured a certificate from the State Minimum-Wage Commissioner.
- 15/ Maximum fixed by law, 48 a week.
- 16/ Interruption of working hours, including any meal period, for $1\frac{1}{2}$ hours or less does not constitute a split shift.
- 17/ Employment of girls under 18 prohibited in this industry. Boys 16 and under 18 may be employed 8 hours a day, 44 hours a week. Persons under 18 may not serve beer to customers in restaurants.
- 18/ A vacation of at least one week with pay must be allowed to an employee who has had 1 year's continuous service with the employer.
- 19/ In case an employee whose normal working time is 48 hours per week is voluntarily absent in any week the basic minimum weekly wage may be prorated and employee paid for hours actually worked.
- 20/ A $\frac{1}{2}$ -hour meal period must be provided in any 8 consecutive hour shift. Employees must be paid for this period.
- 21/ Time during which employees are required to wait on the premises with no work provided by employer must be paid for at the individual worker's regular hourly rate.
- 22/ If such hours of work are at the employee's election, the minimum hourly rate is set at 5 cents less than that shown for this classification.
- 23/ Employee must be paid at least 4 hours' wages on any day called to work.
- 24/ Special permission must be secured from the Industrial Commission if period exceeds either 48 hours a week or 8 hours a day.