

# State Minimum-Wage Laws and Orders : 1942

AN ANALYSIS

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UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director



# STATE MINIMUM-WAGE LAWS AND ORDERS : 1942

AN ANALYSIS

By

FLORENCE P. SMITH



BULLETIN OF THE WOMEN'S BUREAU, No. 191

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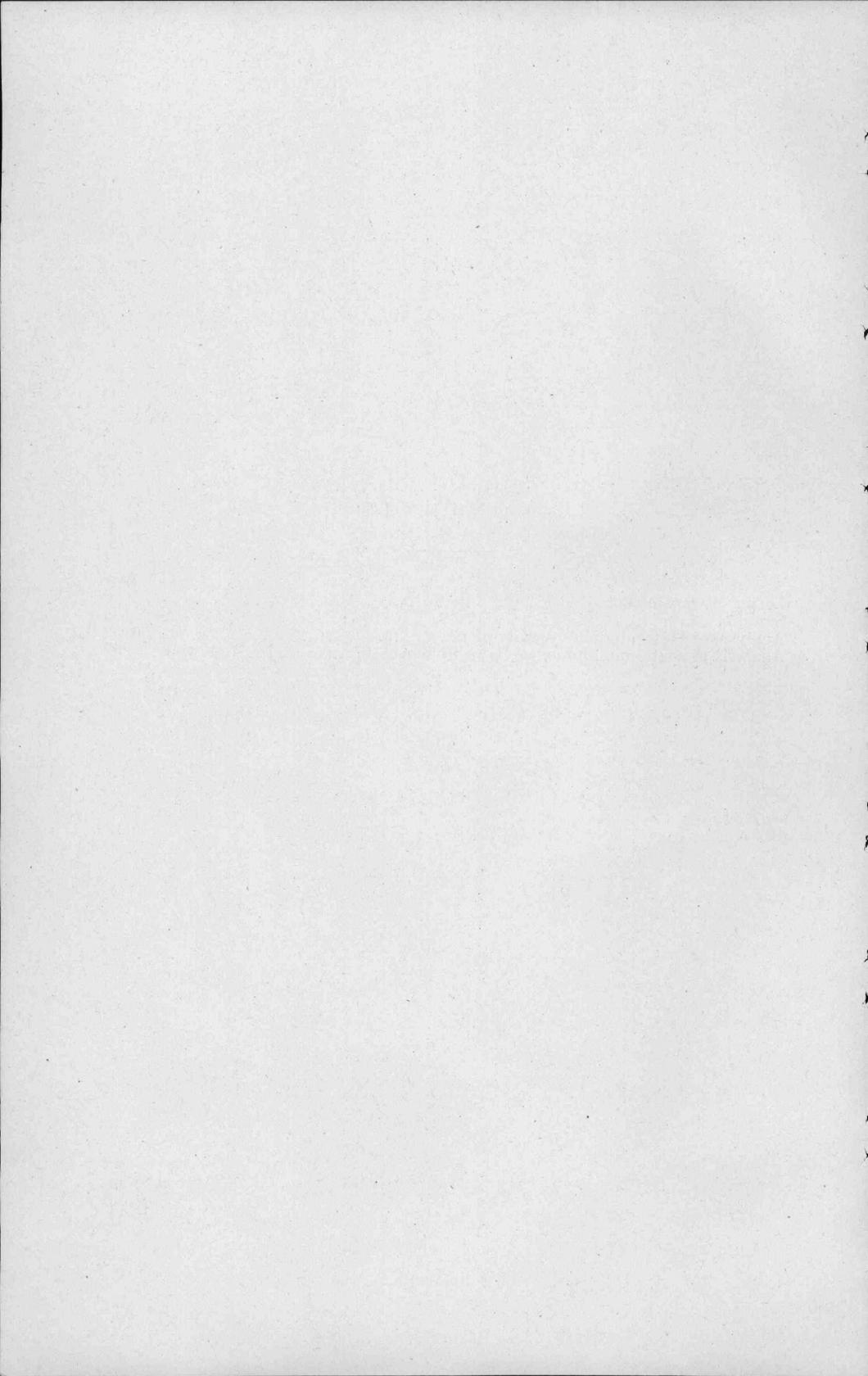
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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, May 29, 1942.*

MADAM: Responding to urgent requests from Government war agencies and from organizations and persons in all parts of the country seeking information on the conditions to be observed in the employment of women in war plants, the Women's Bureau here presents a revision to date of its earlier bulletin on State Minimum-Wage Laws and Orders in effect. This information vitally concerns all war employers, compiled as it is with the closest attention to the details that necessarily must be considered in the utilization of women workers in industries and occupations vital to the war effort. The bulletin has been prepared by Florence P. Smith, research assistant, aided by Mary Loretta Sullivan of the Bureau's editorial division.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. FRANCES PERKINS,  
*Secretary of Labor.*

# STATE MINIMUM-WAGE LAWS AND ORDERS: 1942

## SUMMARY

In the 30 years since the first minimum-wage law in the United States was passed,<sup>1</sup> the number of such laws has increased to 30; 26 States, the District of Columbia, Alaska, Hawaii, and Puerto Rico have this type of legislation. The States with wage laws on their statute books are Arizona, Arkansas, California, Colorado, Connecticut, Illinois, Kansas, Kentucky, Louisiana, Maine, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Utah, Washington, and Wisconsin.

These laws are broad in their coverage of industries, most of them being all-inclusive with a few listed exemptions, usually domestic service and agriculture. The Maine law is the only one of limited scope; it applies to only one industry—fish packing. Most of the laws apply to women and minors, the exceptions being the laws of Arkansas, Louisiana, Nevada, South Dakota, and Puerto Rico,<sup>2</sup> which cover women and girls, and the Connecticut and Hawaii acts, which apply to men as well as women and minors.<sup>3</sup>

All but a few of the minimum-wage laws provide for determinations of wage rates by conferences or wage boards appointed to study the various industries and make recommendations to the State agencies authorized to fix minimum wages and issue orders. In Nevada, South Dakota, Alaska, Hawaii, and Puerto Rico,<sup>2</sup> however, the minimum wages to be paid were determined by the legislatures and are specified in the laws. While this is true also in Arkansas, the industrial welfare commission of that State has power to revise and adjust the wage to the cost of living.

Though under most of the laws the minimum wage is determined for each industry separately and orders have been issued in some States for a wide coverage of industries, three States—Kentucky, Minnesota, and Wisconsin—have issued blanket orders intended to apply to all industries in the State.

Minimum-wage rates in effect apply to approximately one and one-quarter million women. With minimum-wage laws operating in more than half the States, including the most important industrial States,

<sup>1</sup> The first law was passed in Massachusetts in 1912 and became effective July 1, 1913.

<sup>2</sup> Puerto Rico passed an additional act in 1941 creating a board authorized to fix minimum-wage rates for men, women, and minors and to issue orders.

<sup>3</sup> The Oklahoma law also was written to cover men, women, and minors but because of a defective title the minimum-wage provisions of the act cannot be applied to men and minors. Enforcement of the orders for women is prevented by injunction.

potential coverage extends to an estimated four and one-quarter million women.<sup>4</sup>

About 130 wage orders are in effect at the present time and—including the rates set in laws—minimum-wage rates are in operation in 23 States,<sup>5</sup> the District of Columbia, Alaska, Hawaii, and Puerto Rico. Rates in 17 States apply to manufacturing industries. In 10 of these all manufacturing is covered; in others, rates have been set only for specific branches of manufacturing.

Of the States with orders applying to nonmanufacturing industries, the majority have issued orders for service industries and for retail trade. General and professional office work is covered in 8 States; telephone and telegraph operation in 7 States; fruit and vegetable packing in 8 States; and household employment in 1 State and 1 Territory.

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

It should be noted that while blanket orders for "any occupation" exist in Kentucky, Minnesota, and Wisconsin, all three States have also issued separate orders for certain industries. Rates are fixed in six laws; two of these—Arkansas and South Dakota—enumerate the industries covered, and four—Nevada, Alaska, Hawaii, and Puerto Rico—provide general coverage with some exemptions.

<sup>4</sup> Estimates based on U. S. Census of Occupations, 1930.

<sup>5</sup> The States that have laws but do not have rates in effect are Kansas, Louisiana, and Oklahoma

# INDUSTRIES COVERED BY STATE MINIMUM-WAGE RATES

## MANUFACTURING

In 17 States, the District of Columbia, Alaska, and Puerto Rico minimum-wage orders or laws apply to all manufacturing or to certain branches of manufacturing. In Hawaii, the law of 1941 applies only to employment not covered by the Federal Fair Labor Standards Act, which applies to interstate commerce. The 17 States are:

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

a. All manufacturing is covered by general or specific wage orders or by flat-rate laws in 10 States, the District of Columbia, Alaska, Hawaii, 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 occupations.")
New Hampshire---	Clothing and accessories.
	Hosiery and knit goods.
New Jersey-----	Wearing apparel and allied occupations.
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.")

**Canning—Continued.**

Washington.....	Fruit, vegetable, fish, and other canning. (In addition to order for "manufacturing.")
Wisconsin.....	Canning or first processing of perishable fresh fruits and vegetables. (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.....	} Massachusetts.
Brushes.....	
Druggists' preparations, etc.....	
Electrical equipment and supplies.....	
Paper boxes.....	
Pocketbooks and leather goods.....	
Stationery goods and envelopes.....	} New Jersey.
Toys, games, and sporting goods.....	
Light manufacturing.....	

**NONMANUFACTURING**

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

**a. Laundries.**

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

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

**b. Dry cleaning and dyeing.**

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

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

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

**c. Retail trade.**

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

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

\* The term "mechanical establishment" is interpreted by the State as covering dry-cleaning establishments.

**d. Beauty culture.**

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

Arkansas. <sup>7</sup>	Massachusetts.	Ohio.
California.	Minnesota.	Oregon.
Colorado.	Nevada.	Washington.
Connecticut.	New Hampshire.	Wisconsin.
Illinois.	New Jersey.	
Kentucky.	New York.	

**e. Hotels and restaurants.**

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

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

In addition, three States—Massachusetts, New Hampshire, and Rhode Island—cover restaurants only.

**f. Packing.**

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

California—Fruit and vegetable.	Nevada.	Washington—Fruit and vegetable.
Kentucky.	Oregon—Fruit and vegetable.	Wisconsin.
Minnesota.	South Dakota.	

**g. Telephone and telegraph.**

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

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

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

**h. General and professional offices.**

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

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

**i. Domestic service.**

One State—Wisconsin—and Alaska.

**j. Miscellaneous.**

Apartment houses—Washington.	
Sanitariums without surgery, convalescent homes, etc. (cooks, kitchen helpers, waitresses, etc.)—Oregon.	Cherry stemming and pitting—Oregon.
Hospitals and sanitariums with surgery (cooks, kitchen helpers, waitresses, etc.)—Oregon.	Nut cracking and sorting—California.
Office and other building cleaning—Massachusetts.	Nut processing, bleaching, grading, packing, cracking, and shelling—Oregon.
Personal service—Oregon.	

Analyses follow of State minimum-wage laws and the wage orders issued under authority of the laws.

<sup>7</sup> The term "mechanical establishment" is interpreted by the State as covering beauty shops.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS<sup>1</sup>

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Alaska:</b> Mar. 9, 1939. (Wage fixed in law: Session laws 1939, ch. 80.)	All occupations	Women over 18 years Part-time	\$18 a week 45 cents an hour.	48 a week, 6 days. <sup>3</sup>
<b>Arizona:</b> No. 1 Directory, Dec. 1, 1938. Mandatory, Feb. 1, 1939.	Retail, i. e., all selling of merchandise to consumer and not for purposes of resale in any form. <i>Exception:</i> Area extending 5 miles from port of entry at Nogales.	Women and female minors: Experienced  Inexperienced: First 6 months  Second 6 months	\$16 a week 35 cents an hour  \$12.50 a week 27½ cents an hour  \$14 a week 30 cents an hour	48 a week (8 a day, 6 days), or 42 a week (6 a day, 7 days). Less than 4 days a week, 8 hours each. <sup>4</sup> 48 a week (8 a day, 6 days), or 42 a week (6 a day, 7 days). Less than 4 days a week, 8 hours each. <sup>4</sup> 48 a week (3 a day, 6 days), or 42 a week (6 a day, 7 days). Less than 4 days a week, 8 hours each. <sup>4</sup>
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>5</sup> 28 cents an hour 30.8 cents an hour 90 percent of rates for experienced full-time workers.  (Deductions may be allowed for meals, lodging, uniforms.)	32 to 40 a week. Over 40 a week. <sup>6</sup> Less than 32 a week.
<b>Arkansas:</b> Mar. 20, 1915. (Wage fixed in law: Digest of statutes 1921, secs. 7108, 7114; supplement 1927, secs. 7109-7110; session laws 1935, Act 150; 1937, Act 83.)	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. <i>Exceptions:</i> Cotton factories; gathering of fruits or farm products; railroad companies whose hours are regulated by Federal laws.	Females: Experienced Inexperienced (6 months) All do	\$1.25 a day \$1 a day Time and one-half Pro rata	9 a day, 54 a week. <sup>7</sup> Do. <sup>7</sup> Over 9 a day. <sup>8</sup> Less than 9 a day.
<b>California:</b> No. 1 (new series) June 29, 1942.	Manufacturing, i. e., any industry or business operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling or assembling any goods, articles, or commodities, in whole or in part, including operations or occupations connected with the above and including wrap-	Women and minors: Experienced  Inexperienced:	\$18 a week <sup>9</sup> 45 cents an hour 50 cents an hour, not over \$18 a week.	40 a week. Over 40 to 48 a week. <sup>10</sup> Less than 40 a week. <sup>4</sup>

	ping, bottling, packaging, or preparation for display thereof. <i>Exceptions:</i> Canning, preserving, processing, freezing, and handling of sea foods; canning, preserving, and freezing of fruits and vegetables; motion-picture production; clerical, professional, and technical services within the industry; handling after harvest, including packing, sorting, cutting, and drying of farm products, including fruits, vegetables, nuts, poultry, and eggs.	Skilled or semiskilled: <sup>11</sup> First 320 hours ..... Next 160 hours ..... Unskilled (80 hours).....	30 cents an hour ..... 37½ cents an hour ..... 37½ cents an hour .....	48 a week. <sup>10</sup> Do. <sup>10</sup> Do. <sup>10</sup>
No. 2 (new series) Nov. 23, 1942. No. 3A, Sept. 14, 1929..	Fruit and vegetable canning .....	Experienced (women; minors).....	33¼ cents an hour .....	8 a day, 48 a week. (Basic except for labelers and minors under 18.) Do.
		Inexperienced (women; minors) (2 weeks). Overtime (women over 18, except labelers).	25 cents an hour ..... 1¼ times regular rate..... Double regular rate ..... 1¼ times regular rate ..... Double 1¼ times regular rate.....	Over 8 and up to 12 a day. Over 12 a day. Day of rest—first 8 hours. Day of rest—over 8 hours. 8 a day, 48 a week. <sup>7</sup>
No. 6A, May 9, 1923..	Fish canning.....	Male minors in occupations where no females are employed. Women and minors: Experienced.....	25 cents an hour .....	8 a day, 48 a week. (Basic except for minors under 18, labelers, office workers.) Do.
		Inexperienced (fancy packers, 3 weeks; all others, 1 week). Overtime (not allowed for minors, labelers, and office workers).	28 cents an hour ..... 1¼ times the minimum ..... Double the minimum ..... 1¼ times the minimum ..... Double 1¼ times the minimum .....	Over 8 and up to 12 a day. Over 12 a day. Day of rest—first 8 hours. Day of rest—after 8 hours.
No. 5A, Apr. 8, 1923..	Mercantile. <i>Exceptions:</i> Workers in food catering departments. (See Order No. 12A.)	Women and minors: Experienced..... Inexperienced: Women (2 periods, 6 months each) Minors (4 periods, 6 months each) Elevator operators (3 weeks) Part-time (employed on hourly basis less than 8 hours a day): Women..... Minors (except errand boys) Special (employed on full-day basis 3 weeks or less): Women..... Minors..... Messenger and errand boys (minor): Experienced..... Inexperienced (3 weeks)..... Part-time.....	\$16 a week ..... \$12, \$14 a week ..... \$10, \$11, \$12, \$14 a week ..... \$12 a week ..... 40 cents an hour ..... 30 cents an hour ..... \$2.66½ a day ..... \$2 a day ..... \$12 a week ..... \$10.56 a week ..... 25 cents an hour .....	Standard week. <sup>12</sup> Do. <sup>12</sup> Do. <sup>12</sup> Do. <sup>12</sup> Less than 8 a day. Do. 8 a day. <sup>7</sup> Do. <sup>7</sup> Standard week. <sup>12</sup> Do. <sup>12</sup> Less than 8 a day.

• See footnotes at end of table.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS 1—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS: 1942

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>California</b> —Continued. No. 7A, July 23, 1923.	Laundry and dry cleaning.....	Women and minors: Experienced..... Inexperienced (3 months)..... Part-time (employed on hourly basis less than 8 hours a day). Special (employed on full-day basis, less than standard week.)	\$16 a week..... \$14 a week..... 40 cents an hour..... \$2.67 a day.....	Standard week. <sup>12</sup> Do. <sup>12</sup> Less than 8 a day. 8 a day. <sup>7</sup>
No. 12A, Sept. 14, 1923.	Hotel and restaurant, i. e., hotel, lodging, or apartment house, restaurant, cafeteria, or other place where food or drink is sold to be consumed on the premises; food catering department of any mercantile establishment; any hospital except graduate nurses, nurses in training, or other professional women.	Women and female minors.....	\$16 a week..... 38 cents an hour, but not to exceed \$16 a week.  (Deductions allowed for meals or lodging.)	8 a day, 48 a week. <sup>7</sup> Less than 48 a week.
No. 15A, Sept. 14, 1923.	Nut cracking and sorting.....	Women and minors: Experienced..... Inexperienced (3 weeks).....	33¼ cents an hour..... 25 cents an hour.....	8 a day, 48 a week. <sup>7</sup> Do. <sup>7</sup>
No. 8A, Aug. 8, 1923.	Fruit and vegetable packing.....	Women and minors: Dried fruit: Experienced..... Inexperienced (4 weeks)..... Citrus; green fruit and vegetable: Experienced.....  Inexperienced..... (Citrus, 3 months; green fruit and vegetable, 2 weeks; cherries, 1 season.) Overtime (women except office workers).	33¼ cents an hour..... 25 cents an hour..... 33¼ cents an hour..... 25 cents an hour.....  25 cents an hour.....	8 a day, 48 a week. <sup>7</sup> Do. <sup>7</sup> 8 a day, 48 a week. <sup>7</sup> Do. <sup>7</sup>  8 a day, 48 a week. (Basic except for minors and office workers.) Do.
No. 9A, Aug. 28, 1933.	General and professional offices.....	Women and minors: Experienced..... Inexperienced: 18 years and over (2 periods, 3 months each). Under 18 years (3 periods, 2 months each). Overtime (women not covered by hour law and who receive less than \$30 a week).	\$16 a week..... Double the minimum..... \$12, \$14 a week..... \$10, \$12, \$14 a week..... 1½ times regular rate.....	8 a day, 48 a week. <sup>13</sup> Over 12 a day. Day of rest—first 8 hours. Day of rest—over 8 hours.  Do. <sup>13</sup> Do. <sup>13</sup> Over 48 a week. <sup>14</sup>

## Colorado:

No. 2, Jan. 16, 1939

Retail, i. e., selling of merchandise to the consumer, not for the purpose of resale, in any form within the State.

Part-time:		
Over 18 years or experienced under 18.	40 cents an hour (not over \$2.67 a day).	Less than 8 a day.
Inexperienced under 18.....	30 cents an hour (not over \$2 a day).	Do.
Special (employed on temporary basis less than 2 weeks):		
Over 18 years or experienced under 18.	\$2.67 a day.....	8 a day.
Inexperienced under 18.....	\$2 a day.....	Do.
Messenger and errand boys under 18.	25 cents an hour.....	8 a day, 48 a week. <sup>7</sup>
Women and minors:		
Zone A (cities of 30,000 or more population and 5 miles beyond their boundaries):		
Experienced.....	\$14 a week; 29 $\frac{1}{4}$ cents an hour.....	48 a week.
Inexperienced:		
Women (4 months).....	75 percent of minimum for experienced workers.	Do.
Minors under 18:		
First 3 months.....	do.....	Do.
Second 3 months.....	87 $\frac{1}{2}$ percent of minimum for experienced workers.	Do.
Overtime:		
For 3 peak weeks in first 6 months and 4 peak weeks in second 6 months of calendar year.	Regular hourly rate.....	Over 48 to 56 a week. <sup>16</sup>
All other times.....	1 $\frac{1}{2}$ times regular hourly rate.....	Over 48 a week. <sup>15</sup>
Part-time.....	Hourly rate for full-time workers.	Less than 48 a week. <sup>16</sup>
Zone B (cities and towns of 5,000 and under 30,000 population):		
Experienced.....	\$13 a week; 27 $\frac{1}{2}$ cents an hour.....	48 a week.
Inexperienced:		
Women (4 months).....	75 percent of minimum for experienced workers.	Do.
Minors under 18:		
First 3 months.....	do.....	Do.
Second 3 months.....	87 $\frac{1}{2}$ percent of minimum for experienced workers.	Do.

See footnotes at end of table.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS 1—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Colorado—Continued.</b> No. 2, Jan. 16, 1939... (Cont'd.)	Retail, etc.—Continued.	Women and minors—Continued. Zone B—Continued. Overtime: For 3 peak weeks in first 6 months and 4 peak weeks in second 6 months of calendar year. All other times ..... Part-time ..... Zone C (towns and communities under 5,000 population): Experienced ..... Inexperienced: Women (4 months) ..... Minors under 18: First 3 months ..... Second 3 months ..... Overtime: For 3 peak weeks in first 6 months and 4 peak weeks in second 6 months of calendar year. All other times ..... Part-time ..... Women and minors: Senior operators ..... Junior operators (i. e., less than 12 months' experience), manicurists, and all other employees, including apprentices. 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 .....	Regular hourly rate ..... 1½ times regular hourly rate ..... Hourly rate for full-time workers ..... \$11 a week; 22½ cents an hour ..... 75 percent of minimum for experienced workers ..... do ..... 87½ percent of minimum for experienced workers ..... Regular hourly rate ..... 1½ times regular hourly rate ..... Hourly rate for full-time workers ..... 35 cents an hour ..... 1½ times regular rate ..... 25 cents an hour ..... 1½ times regular rate ..... 27½ cents an hour ..... 22½ cents an hour ..... 13¾ cents an hour ..... 20½ cents an hour ..... 11¼ cent an hour .....	Over 48 to 56 a week. <sup>15</sup> Over 48 a week. <sup>16</sup> Less than 48 a week. <sup>16</sup> 48 a week. Do. Do. Do. Over 48 to 56 a week. <sup>15</sup> Over 48 a week. <sup>15</sup> Less than 48 a week. <sup>16</sup> 44 a week or less. <sup>16</sup> Over 44 a week. <sup>17</sup> 44 a week or less. <sup>16</sup> Over 44 a week. <sup>17</sup> 8 a day, 48 a week. Do. Do. Do. Do.
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 incidental thereto, including the service of maids, cashiers, and reception or appointment clerks.	Women and minors: Senior operators .....	35 cents an hour ..... 1½ times regular rate .....	44 a week or less. <sup>16</sup> Over 44 a week. <sup>17</sup>
No. 4, 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 em-	Junior operators (i. e., less than 12 months' experience), manicurists, and all other employees, including apprentices. 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 .....	25 cents an hour ..... 1½ times regular rate ..... 27½ cents an hour ..... 22½ cents an hour ..... 13¾ cents an hour ..... 20½ cents an hour ..... 11¼ cent an hour .....	44 a week or less. <sup>16</sup> Over 44 a week. <sup>17</sup> 44 a week or less. <sup>16</sup> Over 44 a week. <sup>17</sup> 8 a day, 48 a week. Do. Do. Do. Do.

No. 5, Aug. 7, 1941.  
(Revision of No. 1,  
June 20, 1938.)

employees under training agreements, student employees in sororities, fraternities, college clubs, or dormitories; employees covered by other wage orders.

Laundry, i. e., washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind; the collecting, sale, resale, or distribution at retail or wholesale of laundry services; the producing of laundry service for their own use by business establishments, hospitals, clubs, or profit-making institutions. Includes clerks, plant maintenance, office, curb-service employees; errand and delivery boys. *Exception:* Charitable institutions that pay no wages to workers in their laundries in which only inmates are employed; dry-cleaning departments in laundries.

Beauty shop, i. e., shop, store, or place, or part thereof, where the business of a hairdresser or cosmetician is conducted.

**Connecticut:**

No. 1A and 1B, Mar. 3, 1941. (No. 1A, revision of No. 1 for women and minors; No. 1B for men.)

Second 288 hours .....	16 $\frac{1}{2}$ cents an hour .....	Do.
Overtime .....	1 $\frac{1}{2}$ times regular rate .....	Over 48 a week. <sup>18</sup>
	(Deductions allowed for meals, lodging, uniforms.)	
Women and minors:		
Zone A (Denver, Pueblo, and within a radius of 5 miles; also, from June 1 to Sept. 1, Colorado Springs and Estes Park) —		
Experienced .....	32 cents an hour; \$12.80 a week .....	40 a week. <sup>19</sup>
	32 cents an hour .....	Over 40 to 45 a week.
	1 $\frac{1}{2}$ times regular hourly rate .....	Over 8 a day or 45 a week. <sup>20</sup>
Zone B (remainder of State and from Sept. 2 to May 31, Colorado Springs and Estes Park) —		
Experienced .....	28 cents an hour; \$10.08 a week .....	36 a week. <sup>19</sup>
	28 cents an hour .....	Over 36 to 45 a week.
	1 $\frac{1}{2}$ times regular hourly rate .....	Over 8 a day or 45 a week. <sup>20</sup>
Both zones —		
Inexperienced (288 hours); minors in curb or delivery service.	75 percent of rates for experienced workers. (Deductions allowed for meals or lodging.)	Same as above for each zone.
Women and minors; men:		
3-year operators, i. e., registered hairdressers and cosmeticians.	\$18 a week .....	Over 24 to 48 a week, over 3 days a week.
	\$3 a day .....	8 or less on 3 days a week or less.
	60 cents an hour .....	Over 48 a week for full-time workers; over 8 a day for part-time workers. <sup>21</sup>
2-year operators, i. e., licensed assistant hairdressers and cosmeticians; and clerks.	\$15.50 a week .....	Over 24 to 48 a week, over 3 days a week.
	\$3 a day .....	8 or less on 3 days a week or less.
	60 cents an hour .....	Over 48 a week for full-time workers; over 8 a day for part-time workers. <sup>21</sup>
1-year operators, i. e., licensed operators.	\$14.50 a week .....	Over 24 to 48 a week, over 3 days a week.
	\$3 a day .....	8 or less on 3 days a week or less.
	60 cents an hour .....	Over 48 a week for full-time workers; over 8 a day for part-time workers. <sup>21</sup>
Maids, porters, cleaners .....	\$15 a week .....	37 $\frac{1}{2}$ to 48 a week.
	40 cents an hour .....	Less than 37 $\frac{1}{2}$ a week.
	45 cents an hour .....	Over 48 a week. <sup>21</sup>
Apprentices, i. e., persons registered as such in a beauty shop.	\$10 a week .....	( <sup>21</sup> )

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS 1—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Connecticut—Con. No. 2, June 3, 1940	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 1½ times regular rate  (Deductions allowed for meals or lodging.)	48 a week. Over 48 a week. <sup>22</sup>
No. 3, Oct. 7, 1940	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  1½ times regular rate; 52½ cents if paid minimum hourly rate. \$16 a week Regular hourly rate. <sup>23</sup> 37½ cents an hour	9 a day, 48 a week. Do. 41 to 48 a week. Less than 41 a week. <sup>23</sup>  Over 48 a week. <sup>22</sup> Standard week. <sup>24</sup> Over standard week. <sup>24</sup> Less than standard week. <sup>24</sup>
No. 7A for women and minors, No. 7B for men. June 1942.	Mercantile, i. e., wholesale or retail selling of commodities and any operation or service incidental thereto, such as buying, delivery, maintenance, repair, office, stock, and clerical work. <i>Exceptions:</i> Outside salespeople paid in whole or in part on commission basis; business of gasoline filling station; selling of food or drink for consumption on premises whether or not establishment is devoted exclusively to that purpose (but salespeople employed to sell food or drink and also to perform mercantile service are included in this order).	Women; men; minors 18 and under 21  Minors under 18: First 3 months Second 3 months  Students at school	\$14 a week \$15 a week 30 cents an hour 30 cents an hour	Standard week. <sup>24</sup> Over standard week. <sup>24</sup> Less than standard week. <sup>24</sup> Standard week. <sup>24</sup> Do. <sup>24</sup> Less than standard week. <sup>24</sup> Do. <sup>24</sup>
District of Columbia: No. 3, Feb. 14, 1938	Retail trade	Women 18 years and over: Experienced Inexperienced: First 6 months Second 6 months	\$17 a week \$13 a week \$15 a week	40 to 48 a week or standard week. <sup>25</sup> Do. <sup>25</sup> Do. <sup>25</sup>

No. 4, May 8, 1938.....	Public housekeeping, i. e., waitresses, cooks, counter girls, salad girls, food checkers, bus girls, vegetable girls, dish and glass washers, kitchen help, chambermaids, parlor maids, linen-room girls, cleaners, janitresses, charwomen, telephone operators, hat-check girls, elevator operators, cashiers, clerical workers, and all such nonprofessional workers as may be properly classified in this occupation in (1) restaurants, either licensed or unlicensed whether operated as the principal business of the employer or as a department or unit of another business, (2) lunch counters, (3) cafeterias, (4) catering, banquet, or box-lunch service, (5) curb service, (6) boarding houses that offer meals for sale to 5 or more persons, and (7) all other establishments whatsoever where lunches, meals, or food in either solid and/or liquid form are prepared for and served to the public, (8) hotels, (9) apartment houses, (10) rooming houses offering rooms for rent to 5 or more persons, (11) auto-camps, (12) clubs, (13) hospitals, (14) private schools, (15) colleges, and (16) any other establishments offering rooms for rent to the public; and (17) women engaged in the care and servicing of apartment houses, theaters, office buildings, retail stores, and other similar establishments as well as in those listed above.	Part-time .....	40 cents an hour .....	Less than 40 a week or less than standard week. <sup>4</sup>	
		Minors under 18 years: Inexperienced:			
		First 12 months .....	\$13 a week .....	40 to 48 a week or standard week. <sup>25</sup>	
		Next 6 months .....	\$15 a week .....	Do. <sup>25</sup>	
		Thereafter <sup>27</sup> .....	\$17 a week .....	Do. <sup>25</sup>	
		Part-time .....	30 cents an hour .....	Less than 40 a week or less than standard week. <sup>4</sup>	
		Women and minors:			
		Telephone operators, hat-check girls, elevator operators, cashiers, clerical workers, and all similar workers.	\$17 a week .....	40 to 48 a week or standard week. <sup>28</sup>	
		Counter girls, salad girls, food checkers, cooks, bus girls, and all similar workers.	40 cents an hour .....	Less than 40 a week or less than standard week. <sup>29</sup>	
		Chambermaids, parlor maids, linen-room girls, cleaners, janitresses, charwomen, vegetable girls, dish and glass washers, kitchen help, and all similar workers.	\$16.50 a week .....	40 to 48 a week or standard week. <sup>28</sup>	
Waitresses .....	40 cents an hour .....	Less than 40 a week or less than standard week. <sup>29</sup>			
	\$14.50 a week .....	40 to 48 a week or standard week. <sup>29</sup>			
	35 cents an hour .....	Less than 40 a week or less than standard week. <sup>29</sup>			
	\$13.25 a week; \$16.50 where tipping is not allowed.	36 to 48 a week or standard week. <sup>28</sup>			
	40 cents an hour .....	Less than 36 a week or less than standard week. <sup>28</sup>			
	(Deductions allowed for meals, lodging, uniforms.)				
No. 5, July 5, 1938.....	Laundry, dry cleaning, and dyeing, i. e., cleansing, dyeing, pressing or processing or any other work incidental thereto, for compensation, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind whatsoever; the collection, sale, resale, or distribution at retail or wholesale of these services; and the producing of such services on its own behalf by any establishment, business, institution or club, or hospital, which services may be incidental to its present business.	Women and minors: Productive plant workers and similar workers.	\$14.50 a week .....	Over 16 to 44 a week.	
			35 cents an hour .....	Over 44 to 48 a week, or over 88 in 2 consecutive weeks. <sup>30</sup>	
			40 cents an hour .....	16 or less a week.	
		Store clerks and similar workers: Experienced .....	\$17 a week .....	40 to 48 a week or standard week. <sup>26</sup>	
			40 cents an hour .....	Less than 40 a week or less than standard week. <sup>26</sup>	
			\$14.50 a week .....	40 to 48 a week or standard week. <sup>26</sup>	
			Inexperienced (2 months) .....	40 to 48 a week or standard week. <sup>26</sup>	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Dist. of Columbia—</b> Continued. No. 5, July 5, 1938 Continued.	Laundry, dry cleaning, and dyeing—Cont'd Nonprofessional workers included are washers, cleaners, dyers, sorters, classifiers, shakers, starchers, markers, catchers, ironers, pressers, flat-work operators, press operators, folders, finishers, packers, wrappers, menders, fore-ladies, solicitors, collectors, distributors, sellers, office workers, elevator operators, telephone operators, and all others engaged directly or indirectly in washing, ironing, processing, cleaning, dyeing, repairing, collecting, selling, reselling or distributing laundry, dry cleaning or dyeing services at retail or wholesale, in laundry, dry cleaning, dyeing, pressing establishments, department stores, hotels, institutions or in any other type of establishment where such work is performed.	Women and minors—Continued. Office workers, elevator and telephone operators and similar workers.	\$17 a week ..... 40 cents an hour .....	40 to 48 a week or standard week. <sup>23</sup> Less than 40 a week or less than standard week. <sup>23</sup>
No. 6, Sept. 26, 1938	Beauty culture or cosmetology, i. e., selling or servicing in occupations such as shampooing, waving, straightening, tinting, dyeing, bleaching, cutting, trimming hair; eyebrow and eyelash care; manicuring; pedicuring; massaging; removing superfluous hair, warts, or moles by use of electric needle; health and beauty treatments, including facial treatments, baths, and calisthenics; and any other phase of the business.	Women and minors: Beauty culturists, cosmetologists, manicurists, hairdressers, and similar workers: Experienced .....  Registered learners .....  Junior operator (for 4 months after issuance of operator's license). Cashiers, telephone operators, appointment desk clerks, clerical workers, and similar workers.	\$18 a week ..... 50 cents an hour ..... 50 cents an hour ..... \$13 a week .....  \$15 a week ..... \$17 a week ..... 40 cents an hour ..... 40 cents an hour ..... \$14.50 a week .....	36 to 48 a week or standard week. <sup>31</sup> Less than 36 a week or less than standard week. <sup>31 4</sup> Over 48 a week. <sup>31</sup> 36 to 48 a week or standard week. <sup>31</sup> Do. <sup>31</sup> Do. <sup>31</sup>  Less than 36 a week or less than standard week. <sup>31 4</sup> Over 48 a week. <sup>31</sup> 36 to 48 a week or standard week. <sup>31</sup> Less than 36 a week or less than standard week. <sup>31 4</sup> Over 48 a week. <sup>31</sup>
No. 7, Mar. 13, 1939	Office and previously unclassified, i. e., stenographers, bookkeepers, typists, clerks, cashiers, checkers, professional's assistants and attendants.	Women and minors (except elevator operators, maids, cleaners, and similar workers):	35 cents an hour .....	35 cents an hour .....

ants, 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.

No. 8, June 5, 1939

Manufacturing and wholesaling

Experienced.....	\$17 a week..... 50 cents an hour..... 50 cents an hour.....	30 to 44 a week. Over 44 a week. <sup>32</sup> Less than 30 a week. <sup>4</sup>
Inexperienced: 18 years and over (6 months) <sup>33</sup> .....	\$14 a week..... 50 cents an hour..... 50 cents an hour.....	30 to 44 a week. Over 44 a week. <sup>32</sup> Less than 30 a week. <sup>4</sup>
Under 18 years (12 months).....	\$14 a week..... 35 cents an hour..... 35 cents an hour.....	30 to 44 a week. Over 44 a week. <sup>32</sup> Less than 30 a week. <sup>4</sup>
Elevator operators.....	\$17 a week..... 40 cents an hour..... 40 cents an hour.....	40 to 48 a week. Over 48 a week. <sup>32</sup> Less than 40 a week. <sup>4</sup>
Maids, cleaners, and similar workers.....	\$14.50 a week..... 35 cents an hour..... 35 cents an hour.....	40 to 48 a week. Over 48 a week. <sup>32</sup> Less than 40 a week. <sup>4</sup>
Productive plant workers and similar workers:		
Experienced:		
Women and minors.....	\$16 a week..... 40 cents an hour..... 1½ times regular hourly rate.....	32 to 44 a week. Less than 32 a week. <sup>4</sup> Over 44 a week. <sup>32</sup>
Inexperienced (except in graphic arts): 18 years and over (3 months).....	\$13 a week..... 1½ times regular hourly rate.....	32 to 44 a week. Over 44 a week. <sup>32</sup>
Under 18 years:		
First 6 months.....	\$13 a week.....	32 to 44 a week.
Second 6 months.....	\$15 a week..... 35 cents an hour..... 1½ times regular hourly rate.....	Do. Less than 32 a week. <sup>4</sup> Over 44 a week. <sup>32</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..... 1½ times regular hourly rate.....	Do. Over 44 a week. <sup>32</sup>
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. <sup>4</sup> Over 44 a week. <sup>32</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. <sup>4</sup> Over 44 a week. <sup>32</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. <sup>4</sup> Over 44 a week. <sup>32</sup>
Elevator operators.....	\$17 a week..... 40 cents an hour..... 40 cents an hour.....	40 to 48 a week. <sup>32</sup> Less than 40 a week. <sup>4</sup> Over 48 a week. <sup>32</sup>
Maids, cleaners, and similar workers.....	\$14.50 a week..... 35 cents an hour.....	40 to 48 a week. <sup>32</sup> Less than 40 a week.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>—Continued

State, order, and effective date <sup>1</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Hawaii:</b> Apr. 1, 1942. (Wage fixed in law: Special session 1941, Act 66.)	All employment. <i>Exceptions:</i> Public employment; agricultural or domestic service; employment by son, daughter, or spouse, or, if under 20, by father or mother; executive, administrative, supervisory, or professional work; outside salesmen or collectors; catching, taking, cultivating, or farming of fish, shellfish, crustacea, sponges, seaweeds, or other aquatic forms of animal and vegetable life, including loading, unloading, or packing of such products for shipment, or propagating, processing, marketing, freezing, canning, curing, storing, or distributing the above products or by-products thereof; employment by a street, suburban, or interurban electric railway, local trolley, or motor bus carrier; seamen; employees affected by the Federal Fair Labor Standards Act	All employees: Counties of Hawaii, Maui, and Kauai. City and county of Honolulu.....	20 cents an hour..... 1½ times regular rate..... 25 cents an hour..... 1½ times regular rate.....	48 a week. Over 48 a week. 48 a week. Over 48 a week.
<b>Illinois:</b> No. 2..... Mandatory, Mar. 24, 1941. (Revision of Mandatory No. 2, Mar. 21, 1938; Directory No. 3, Oct. 21, 1935.)	Beauty culture, i. e., shampooing, waving, or straightening hair; scalp and facial treatments; eyebrow shaping, eyelash and eyebrow dyeing; manicuring, hand and arm massage; hair cutting, trimming, tinting, and bleaching; removal of superfluous hair, warts, or moles by use of an electric needle; demonstrating cosmetics, supplies, and equipment; appointment clerks and employees selling cosmetics; cashiers and bookkeepers; managers, maids, and cleaning women.	Women and minors: Registered beauty culturists, manicurists, desk clerks, shop managers— Full-time.....  Full- or part-time..... Part-time, i. e., working on 3 days or less a week.....  Apprentices— First year.....  Second year.....  Maids— Full-time.....	\$16.50 a week.....  60 cents an hour..... 80 cents an hour..... 50 cents an hour, not under \$2 a day..... \$3.30 a day..... 60 cents an hour.....  \$10 a week.....  35 cents an hour..... 50 cents an hour..... \$12.50 a week.....  45 cents an hour..... 60 cents an hour.....  \$15 a week.....  55 cents an hour.....	40 to 48 a week or firm's standard if less. Over 48 a week. <sup>34</sup> Sundays and legal holidays. Less than 6 a day.  6 to 8 a day. Over 8 a day. <sup>34</sup>  40 to 48 a week or firm's standard if less. Over 48 a week. <sup>34</sup> Sundays and legal holidays. 40 to 48 a week or firm's standard if less. Over 48 a week. <sup>34</sup> Sundays and legal holidays.  40 to 48 a week or firm's standard if less. Over 48 a week. <sup>34</sup>

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, popcorn confections, and sweetened cough drops.	Full- or part-time Part-time, i. e., employed on 3 days or less a week.	70 cents an hour 45 cents an hour, not under \$1.80 a day. \$3 a day 55 cents an hour 30 cents an hour.	Sundays and legal holidays. Less than 6 a day. 6 to 8 a day. Over 8 a day. <sup>34</sup> (34).
No. 1 Directory, Feb. 11, 1935.	Macaroni, spaghetti, and noodle	Cleaning women 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>34</sup> 38½ cents an hour during peak period. <sup>35</sup> 31½ cents an hour 47½ cents an hour except during peak period. <sup>35</sup> 34.65 cents an hour during peak period. <sup>35</sup> (Deductions allowed for uniforms.)	44 a week. <sup>4</sup> Over 44 to 48 a week. <sup>34</sup> Do. <sup>34</sup> 44 a week. <sup>4</sup> Over 44 to 48 a week. <sup>34</sup> Do. <sup>34</sup>
No. 2 Directory, July 15, 1935.	Laundry, i. e., any place in which one is engaged in any phase of the laundry trade; all processes directly concerned with the cleansing, collection, or distribution of laundry services. <i>Exceptions:</i> Plant maintenance, office work.	Elsewhere in State	(Deductions allowed for uniforms.) 35 cents an hour 46½ cents an hour 38½ cents an hour (10 percent added to basic rate), not over \$14 a week.	44 a week. <sup>4</sup> Over 44 to 48 a week. <sup>34</sup> Do. <sup>34</sup>
No. 1 Mandatory, Aug. 2, 1937. <sup>36</sup>	Laundry, i. e., any place in which one is engaged in any phase of the laundry trade; all processes directly concerned with the cleansing, collection, or distribution of laundry services. <i>Exceptions:</i> Plant maintenance, office work.	Women and minors.	28 cents an hour; \$11.20 a week 28 cents an hour <sup>36</sup> 42 cents an hour <sup>36</sup> 30½ cents an hour 25 cents an hour; \$10 a week 25 cents an hour <sup>36</sup> 37½ cents an hour <sup>36</sup> 27½ cents an hour 23 cents an hour; \$9.20 a week 23 cents an hour <sup>36</sup> 34½ cents an hour <sup>36</sup> 25½ cents an hour (Deductions may be allowed for meals, lodging, uniforms.)	40 a week. Over 40 a week. <sup>34</sup> Less than 40 a week. 40 a week. Over 40 to 44 a week. Over 44 a week. <sup>34</sup> Less than 25 a week. 40 a week. Over 40 to 44 a week. Over 44 a week. <sup>34</sup> Less than 25 a week.
No. 4 Directory, May 1, 1938.	Wash dress, i. e., production or manufacture of women's and children's cotton, rayon, and linen dresses, aprons, and uniforms.	Women and minors: District I (Cook, Will, Lake, Du Page, and Kane Counties). District II (except District I counties north of and including Calhoun, Jersey, Macoupin, Montgomery, Shelby, Cumberland, and Clark). District III (counties south of and including Madison, Bond, Fayette, Effingham, Jasper, and Crawford).	Women and minors: Experienced Inexperienced: First 8 weeks Second 8 weeks Overtime (Deductions allowed for meals or uniforms.)	40 a week. Do. Do. Over 40 a week. <sup>34</sup>
See footnotes at end of table.				

ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>—Continued

State, order, and effective date <sup>1</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Kentucky:</b> Directory, Jan. 14, 1939, as modified Mar. 11, 1939. Mandatory, June 1, 1939.	All occupations. <i>Exceptions:</i> Laundry, dry cleaning and dyeing.	Women and minors: Zone 1 <sup>37</sup> ..... Zone 2 <sup>37</sup> ..... Zone 3 <sup>37</sup> .....	25 cents an hour ..... 37½ cents an hour ..... 22½ cents an hour ..... 34 cents an hour ..... 20 cents an hour ..... 30 cents an hour .....	48 a week. Over 48 a week. <sup>38</sup> 50 a week. Over 50 a week. <sup>38</sup> 52 a week. Over 52 a week. <sup>38</sup>
Directory, Nov. 1, 1941. Mandatory, Apr. 1, 1942	Laundry, dry cleaning, and dyeing, i. e., all places where persons are engaged in washing, cleaning, or dyeing clothing, washable and cleanable materials, directly or indirectly connected with such place of business; all work in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distribution of washable and cleanable materials.	Women and minors: <sup>39</sup> Zone 1 <sup>40</sup> ..... Zone 2 <sup>40</sup> ..... Zone 3 <sup>40</sup> ..... Zone 4 <sup>40</sup> .....	28 cents an hour ..... 42 cents an hour ..... 25 cents an hour ..... 37½ cents an hour ..... 22½ cents an hour ..... 34 cents an hour ..... 20 cents an hour ..... 30 cents an hour .....	44 a week or less. Over 44 a week. <sup>38</sup> 44 a week or less. Over 44 a week. <sup>38</sup> 48 a week or less. Over 48 a week. <sup>38</sup> 48 a week or less. Over 48 a week. <sup>38</sup>
Directory, Oct. 1, 1942.	Hotel and restaurant. Analysis on p. 49.		(Deductions allowed for uniforms.)	
<b>Maine:</b> Unnumbered, Apr. 11, 1940.	Packing fish and fish products in oil, mustard, and tomato sauce.	Women and minors .....	33 cents an hour. <sup>41</sup>	
<b>Massachusetts:</b> No. 1 ..... Directory, Oct. 1, 1935. Mandatory, Oct. 1, 1937.	Laundry and dry cleaning, i. e., any activity concerned with the washing, ironing, or processing incidental thereto of any kind of fabric or laundry wares; collection, distribution, or sale of laundry service; any activity directly concerned with the cleaning, refreshing, or restoration of any fabric or article of wearing apparel including pressing or other work incidental thereto or performed in connection therewith, collection, distribution, or sale of dry-cleaning service. The producing or rendering of any of the above activities or services by the employer upon his own behalf or for others	Women and minors: Experienced ..... Inexperienced (4 weeks) .....	30 cents an hour ..... 33 cents an hour, but not more than 35 times basic minimum a week. 27½ cents an hour .....	35 or over a week. <sup>42</sup> Less than 35 a week. 9 a day, 48 a week. <sup>42</sup>
			(Deductions allowed for meals or lodging.)	

No. 2 ..... Directory, May 1, 1936. Mandatory, Oct. 1, 1937.	Electrical equipment and supplies, i. e., incandescent lamps, electric-lighting accessories, radios, radio parts, mica, insulated wire, fuses, signal and protective systems, and various kinds of electrical appliances and devices for household and office use, telephone cords, fire-alarm apparatus, electric-light sockets, automobile lighting fixtures, spark plugs, electric irons, and similar devices.	Women and minors: Experienced ..... Inexperienced (6 months, 3 in 1 factory) .....	35 cents an hour ..... 30 cents an hour .....	Do. <sup>42</sup> Do. <sup>42</sup>
No. 3 ..... Directory, Oct. 1, 1936. Mandatory, Oct. 1, 1937.	Retail store. <i>Exceptions:</i> Occupations covered by other minimum fair wage orders.	Women and minors: Experienced (age 19 or over, with 1 year in the occupation): Class A (cities over 500,000 population) ..... Class B (cities over 30,000 and under 500,000 population) ..... Class C (communities of 30,000 and under) ..... Inexperienced (age 18 or over, with less than 1 year in the occupation; and 18 years irrespective of experience): Class A (see above) ..... Class B (see above) ..... Class C (see above) ..... Under 18 years: Class A (see above) ..... Class B (see above) ..... Class C (see above) ..... Part-time .....	\$14.50 a week ..... \$14 a week ..... \$13.50 a week ..... \$13.50 a week ..... \$13 a week ..... \$12.50 a week ..... \$12.50 a week ..... \$12 a week ..... do ..... Hourly rates based on hours of full-time women workers.	Full time, i. e., 36 a week or over. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup> Less than 36 a week.
No. 4 ..... Directory, Mar. 1, 1937. Mandatory, Oct. 1, 1937.	Boot and shoe cut stock and findings, i. e., counters, innersoles, shoe trimmings and ornaments, stays, wood and leather heels, shanks, rands, and similar lines.	Women and minors: Experienced ..... Inexperienced (3 months) .....	\$14.70 a week ..... \$12 a week .....	Full time. <sup>42</sup> Do. <sup>42</sup>
No. 5 ..... Directory, Mar. 1, 1937. Mandatory, Oct. 1, 1937	Men's clothing and raincoat: Men's and boys' wool clothing, i. e., suits, topcoats, overcoats, and single pants.  Raincoats, work clothing, mackinaws, melton and leather jackets, cotton slacks, ski suits.	Women and minors: Experienced ..... Inexperienced: 1 to 3 months ..... 3 to 9 months ..... Overtime ..... Experienced ..... Inexperienced: 1 to 3 months ..... 3 to 9 months ..... Overtime .....	40 cents an hour ..... \$9 a week ..... \$12 a week ..... Pro rata ..... \$14.50 a week ..... \$9 a week ..... \$12 a week ..... Pro rata .....	36 a week. Do. Do. Over 36 a week. <sup>42</sup> 40 a week. Do. Do. Over 40 a week. <sup>42</sup>

See footnotes at end of table.

## ANALYSIS OF STATE MINIMUM-WAGE ORDERS 1—Continued

State, order, and effective date 2	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Massachusetts—Con.</b>				
No. 6	Candy	Women and minors:		
Directory, Mar. 1, 1937.		Experienced	\$14.40 a week; 30 cents an hour	48 a week. <sup>42</sup>
Mandatory, Oct. 1, 1937.		Inexperienced:		
		Less than 6 months	\$9.60 a week; 20 cents an hour	Do. <sup>42</sup>
		6 to 12 months	\$12 a week; 25 cents an hour	Do. <sup>42</sup>
No. 7	Men's furnishings, i. e., overalls, work shirts, work pants, garters, suspenders, dress shirts, neckwear, collars, underwear, and pajamas.	Women and minors:		
Directory, Mar. 1, 1937.		Experienced	\$14 a week; 35 cents an hour	40 a week. <sup>42</sup>
Mandatory, Oct. 1, 1937.		Inexperienced:		
		Less than 3 months	\$8.50 a week; 21½ cents an hour	Do. <sup>42</sup>
		3 to 6 months	\$10 a week; 25 cents an hour	Do. <sup>42</sup>
No. 8	Brush	Women and minors:		
Directory, Mar. 1, 1937.		Experienced	32½ cents an hour	9 a day, 48 a week. <sup>42</sup>
Mandatory, Oct. 1, 1937.		Inexperienced (6 months)	24 cents an hour	Do. <sup>42</sup>
No. 9	Women's clothing, i. e., coats, suits, skirts, dresses, waists, and blouses	Women and minors:		
Directory, Mar. 1, 1937.		Experienced	35 cents an hour	Do. <sup>42</sup>
Mandatory, Oct. 1, 1937.		Inexperienced (36 weeks)	25 cents an hour	Do. <sup>42</sup>
No. 10	Corset, i. e., corsets, girdles, corset-brassiere combinations, belts, bands, garters to complete a garment, and all similar related lines.	Women and minors:		
Directory, April 1, 1937.		Experienced	\$14 a week; 29½ cents an hour	Full time. <sup>42</sup>
Mandatory, Oct. 1, 1937.		Inexperienced (under age 17, less than 1 year in industry).	\$10 a week; 20½ cents an hour	Do. <sup>42</sup>
No. 11	Stationery goods and envelopes, including tablets, blankbooks, tissue-paper products, greeting cards, card-filing equipment, and miscellaneous paper goods.	Women and minors:		
Directory, July 15, 1937.		Experienced:		
Mandatory, Jan. 1, 1938		18 years and over	\$14.50 a week	44 a week.
		Under 18	33 cents an hour	Over 44 a week. <sup>42</sup>
			\$13.75 a week	44 a week.
			31¼ cents an hour	Over 44 a week. <sup>42</sup>
		Inexperienced (under age 18, less than 9 months in 1 establishment or on a specific operation).	\$11.50 a week	44 a week.
			26¼ cents	Over 44 a week. <sup>42</sup>
No. 12	Toys, games, and sporting goods, i. e., toys, games, kindergarten supplies, and sporting goods.	Women and minors:		
Directory, Aug. 1, 1937.		Experienced	\$14 a week; 35 cents an hour	40 a week.
Mandatory, Jan. 1, 1938		Inexperienced:		
		Less than 6 weeks	\$11 a week; 27½ cents an hour	Do.
		6 weeks to 1 year	\$13 a week; 32½ cents an hour	Do.
		Overtime	Pro rata	Over 40 a week. <sup>42</sup>
No. 13	Women's and children's underwear, neckwear, and cotton garment, i. e., house dresses, aprons, underwear, neckwear, children's clothing, and similar lines	Women and minors:		
Directory, Oct. 1, 1937.		Experienced	\$14 a week; 35 cents an hour	40 a week. <sup>42</sup>
Mandatory, July 1, 1938		Inexperienced:		
		Less than 3 months	\$8.50 a week; 21½ cents an hour	Do. <sup>42</sup>
		3 to 6 months	\$10 a week; 25 cents an hour	Do. <sup>42</sup>

No. 14..... Directory, Mar. 1, 1938. Mandatory, Nov. 1, 1938	Druggists' preparations, proprietary medicines, and chemical compounds, i. e., salves, lini- ments, emulsions, talcum powders, sachets, cosmetics, perfumes, toilet waters, cold creams, hair restorers, cough syrups, pills, druggists' supplies, headache powders, troches, tooth powders, elixirs, ointments, tinctures, and similar lines.	Women and minors: Experienced..... Inexperienced: Less than 6 months..... 6 months to 1 year.....	35 cents an hour..... 25 cents an hour..... 30 cents an hour.....	9 a day, 48 a week. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup>
No. 15..... Directory May 1, 1938. Mandatory, Nov. 1, 1938	Bread and bakery products, i. e., bread, cakes, crackers, and all other bakery products.	Women and minors: Cities of 100,000 population and over..... Cities and towns of 25,000 and under 100,000 population..... Cities and towns of under 25,000 population.....	\$14 a week..... \$13 a week..... \$12 a week.....	Full time. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup>
No. 16..... Directory, May 1, 1938. Mandatory, Nov. 1, 1938.	Pocketbook and leather goods, i. e., pocketbooks, bags, brief cases, leather and imitation leather goods, suit cases, trunks, card cases, desk sets, dog collars, and similar lines	Women and minors: Experienced..... Inexperienced (3 months).....	35 cents an hour; \$14 a week..... 35 cents an hour..... 26¼ cents an hour; \$10.50 a week..... 26¼ cents an hour.....	40 a week. Over 40 a week. <sup>42</sup> 40 a week. Over 40 a week. <sup>42</sup>
No. 17..... Directory, Aug. 1, 1938. Mandatory, Nov. 2, 1938.	Paper box, i. e., set-up, folding and corrugated boxes. Includes plants manufacturing for the trade as well as for their own consumption.	Women and minors: Experienced..... Inexperienced (6 months).....	35 cents an hour..... 30 cents an hour.....	9 a day, 48 a week. <sup>42</sup> Do. <sup>42</sup>
No. 18..... Directory, Oct. 1, 1938. Mandatory, Feb. 1, 1939.	Millinery, i. e., the front shop which manufac- tures ladies', misses', and children's headwear (trimmed or untrimmed, of any material) by blocking, operating, cutting, moulding, mak- ing, trimming, and similar operations, and the finishing of men's and women's wool and fur- felt hat bodies in the front shop; work on men's and women's wool and fur-felt hat bodies in so-called back shop; office employees and non- productive workers.	Women and minors: Front shop: Experienced..... Inexperienced (10 weeks)..... Back shop.....	35 cents an hour..... 25 cents an hour..... 35 cents an hour.....	Do. <sup>42</sup> Do. <sup>42</sup> Do. <sup>42</sup>
No. 19..... Directory, Dec. 1, 1938. Mandatory, Mar. 2, 1939.	Canning and preserving, minor lines of confec- tionery and food preparations, i. e., all occu- pations connected with manufacture of the product, including nonproductive and clerical workers.	Women and minors: Experienced..... Inexperienced (6 months).....	\$14.25 a week; 32.4 cents an hour..... \$11 a week; 25 cents an hour.....	44 a week. <sup>42</sup> Do. <sup>42</sup>
No. 20..... Directory, Mar. 1, 1939. Mandatory, June 2, 1939.	Knit goods, i. e., all branches of the industry in- cluding lines used for athletic purposes and sta- ple lines such as bathing suits, tights, and in- fants' garments. <i>Exceptions:</i> Staple lines of hosiery and underwear.	Women and minors: Experienced..... Inexperienced (36 weeks).....	36 cents an hour..... 25 cents an hour.....	9 a day, 48 a week. <sup>42</sup> Do. <sup>42</sup>
No. 21..... Directory, June 1, 1939. Mandatory, Dec. 1, 1940.	Office and other building cleaning	Women and minors.....	40 cents an hour.	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Massachusetts—Con.</b> No. 22 Directory, Aug. 1, 1939. Mandatory, Dec. 1, 1940.	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:	Aug. 1, 1939, to July 31, 1940: 33 cents an hour	9 a day, 48 a week. <sup>42</sup>
		All ----- Experienced ----- Inexperienced (2 months) -----	After July 31, 1940: 35 cents an hour 33 cents an hour	9 a day, 48 a week. <sup>42</sup> Do. <sup>42</sup>
No. 23 Directory, Sept. 1, 1939. Mandatory, June 1, 1940.	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>42</sup> Less than 48 a week. <sup>4</sup>
		Registered operators and manicurists ----- Maids and appointment clerks ----- Inexperienced (3 months) -----	\$14.50 a week <sup>43</sup> 40 cents an hour \$14.50 a week \$12.50 a week	48 a week. <sup>42</sup> Less than 48 a week. <sup>4</sup> 48 a week. <sup>42</sup> 48 a week. <sup>42</sup>
No. 24 Directory, Apr. 1, 1941. Mandatory, Aug. 1, 1941	Office workers, i. e., all employees engaged in office work such as clerical workers, secretaries, stenographers, bookkeepers, typists, billing and filing clerks, cashiers, checkers, invoicees, office machine operators, auditors; office messengers, i. e., employees who open, sort, distribute incoming mail, collect, enclose, stamp, and seal outgoing mail, and perform other office messenger service.	Women and minors: Office workers (other than messengers) ----- Experienced -----	\$16 a week 47 cents an hour	Full time, i. e., 36 a week or over. <sup>44</sup> Less than 36 a week.
		Inexperienced (1 year) -----	\$15 a week	Full time, i. e., 36 a week or over. <sup>44</sup> Less than 36 a week.
		Office messengers— Experienced -----	44 cents an hour \$13.50 a week	Full time, i. e., 36 a week or over. <sup>44</sup> Less than 36 a week.
		Inexperienced (1 year) -----	39 cents an hour \$12 a week	Full time, i. e., 36 a week or over. <sup>44</sup> Less than 36 a week.
No. 25 Directory, Sept. 1, 1941. Mandatory, Apr. 15, 1942.	Restaurant and hotel restaurant, i. e., any activity connected with preparation or offering of food for human consumption either on employer's 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.	Women and minors: Service, i. e., employees whose duties relate solely to serving food at tables and work incidental thereto.	\$12 a week	Full time, i. e., over 34 a week. <sup>42</sup>
		Nonservice, i. e., counter girls, counter waitresses, bus boys or girls, cigarette girls, hostesses, cashiers, dish washers, kitchen workers; employees in no-tipping establishments.	28 cents an hour \$16 a week	34 a week or less. <sup>4</sup> Full time, i. e., over 34 a week. <sup>42</sup>
		(Deductions allowed for meals or lodging.)	38 cents an hour	34 a week or less. <sup>4</sup>

**Minnesota:**

No. 16, Mar. 1, 1939  
 No. 13, July 11, 1938  
 and amendment,  
 Apr. 1, 1939

Restaurant  
 Any other occupation, (i. e., any industry,  
 trade, or branch thereof) *except* telegraph,  
 needlecraft, and laundry which are covered  
 by the orders that follow.

<b>Class A: <sup>45</sup></b>		
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>46</sup> Less than 36 a week.
Inexperienced:		
First 3 months.....	\$12 a week..... 29 cents an hour..... 29 cents an hour..... \$13.50 a week..... 32 cents an hour..... 32 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>46</sup> Less than 36 a week. 36 to 48 a week. Over 48 a week. <sup>46</sup> Less than 36 a week.
Second 3 months.....	32 cents an hour..... 32 cents an hour.....	Over 48 a week. <sup>46</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>46</sup> Less than 36 a week.
<b>Class B: <sup>45</sup></b>		
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>46</sup> Less than 36 a week.
Inexperienced:		
First 3 months.....	\$10.80 a week..... 24 cents an hour..... 24 cents an hour..... \$12.15 a week..... 27 cents an hour..... 27 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>46</sup> Less than 36 a week. 36 to 48 a week. Over 48 a week. <sup>46</sup> Less than 36 a week.
Second 3 months.....	27 cents an hour..... 27 cents an hour.....	Over 48 a week. <sup>46</sup> Less than 36 a week.
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>46</sup> Less than 36 a week.
<b>Class C: <sup>45</sup></b>		
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>46</sup> Less than 36 a week.
Inexperienced:		
First 3 months.....	\$9.60 a week..... 22 cents an hour..... 22 cents an hour..... \$10.80 a week..... 24 cents an hour..... 24 cents an hour.....	36 to 48 a week. Over 48 a week. <sup>46</sup> Less than 36 a week. 36 to 48 a week. Over 48 a week. <sup>46</sup> Less than 36 a week.
Second 3 months.....	24 cents an hour..... 24 cents an hour.....	Over 48 a week. <sup>46</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>46</sup> Less than 36 a week.

See footnotes at end of table.



Inexperienced:		
First 3 months.....	\$10.80 a week.....	36 to 48 a week.
	24 cents an hour.....	Over 48 a week. <sup>46</sup>
	24 cents an hour.....	Less than 36 a week.
Second 3 months.....	\$12.15 a week.....	36 to 48 a week.
	27 cents an hour.....	Over 48 a week. <sup>46</sup>
	27 cents an hour.....	Less than 36 a week.
Female minors between 16 and 18....	\$10.80 a week.....	36 to 48 a week.
	24 cents an hour.....	Over 48 a week. <sup>46</sup>
	24 cents an hour.....	Less than 36 a week.
Class C: <sup>45</sup>		
Women and female minors 18 years and over:		
Experienced.....	\$12 a week.....	36 to 48 a week.
	27 cents an hour.....	Over 48 a week. <sup>46</sup>
	27 cents an hour.....	Less than 36 a week.
Inexperienced:		
First 3 months.....	\$0.60 a week.....	36 to 48 a week.
	22 cents an hour.....	Over 48 a week. <sup>46</sup>
	22 cents an hour.....	Less than 36 a week.
Second 3 months.....	\$10.80 a week.....	36 to 48 a week.
	24 cents an hour.....	Over 48 a week. <sup>46</sup>
	24 cents an hour.....	Less than 36 a week.
Female minors between 16 and 18....	\$0.60 a week.....	36 to 48 a week.
	22 cents an hour.....	Over 48 a week. <sup>46</sup>
	22 cents an hour.....	Less than 36 a week.
Class D: <sup>45</sup>		
Women and female minors 18 years and over:		
Experienced.....	\$11 a week.....	36 to 48 a week.
	24 cents an hour.....	Over 48 a week. <sup>46</sup>
	24 cents an hour.....	Less than 36 a week.
Inexperienced:		
First 3 months.....	\$8.80 a week.....	36 to 48 a week.
	19 cents an hour.....	Over 48 a week. <sup>46</sup>
	19 cents an hour.....	Less than 36 a week.
Second 3 months.....	\$9.90 a week.....	36 to 48 a week.
	22 cents an hour.....	Over 48 a week. <sup>46</sup>
	22 cents an hour.....	Less than 36 a week.
Female minors between 16 and 18....	\$8.80 a week.....	36 to 48 a week.
	19 cents an hour.....	Over 48 a week. <sup>46</sup>
	19 cents an hour.....	Less than 36 a week.
Entire State:		
Male messengers between 16 and 21..	25 cents an hour.....	44 a week or less.
	37½ cents an hour.....	Over 44 a week.
	(Deductions allowed for meals or lodging.)	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>-Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Minnesota—Continued.</b> 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.)	Women and minors: Experienced..... Inexperienced: First 3 months..... Second 3 months.....	35 cents an hour..... 23.33 cents an hour <sup>48</sup> ..... 26.25 cents an hour <sup>48</sup> .....	54 a week. <sup>46</sup> Do. <sup>46</sup> Do. <sup>46</sup>
No. 17, May 1, 1939...	Laundry.....	Women and minors: Class A: <sup>45</sup> Experienced..... Inexperienced: First 3 months..... Second 3 months..... Class B: <sup>45</sup> Experienced..... Inexperienced: First 3 months..... Second 3 months..... Class C: <sup>45</sup> Experienced..... Inexperienced: First 3 months..... Second 3 months..... Class D: <sup>45</sup> Experienced..... Inexperienced: First 3 months..... Second 3 months.....	32 cents an hour..... 25 cents an hour..... 28 cents an hour..... 28 cents an hour..... 22 cents an hour..... 25 cents an hour..... 25 cents an hour..... 20 cents an hour..... 22 cents an hour..... 23 cents an hour..... 18 cents an hour..... 21 cents an hour.....	54 a week. <sup>46</sup> Do. <sup>46</sup>
<b>Nevada:</b> May 28, 1937. (Wage fixed by law: Session laws 1937, ch. 207; 1939, ch. 78.)	Private employment. <i>Exceptions:</i> Domestic service; State, county, city, or town employees.	Females.....	\$3 a day; \$18 a week <sup>49</sup> ..... 1½ times regular rate.....	8 a day, 48 a week. <sup>16</sup> Over 8 to 12 a day; over 48 to 56 a week; 7 days a week. <sup>50</sup>
<b>New Hampshire:</b> No. 1a..... Directory, May 1, 1936. (Revision of Directory No. 1, Aug. 1, 1934.)	Laundry, i. e., any activity directly concerned with the washing, ironing, or processing of laundry wares; collection, distribution, or sale of laundry services; producing of laundry services on their own behalf or for others by busi-	Women and minors: Experienced..... Inexperienced (3 months).....	28 cents an hour..... 25 cents an hour..... (Deductions may be allowed for meals, lodging, uniforms.)	10¼ a day, 54 a week. <sup>51</sup> Do. <sup>51</sup>

No. 2..... Mandatory, July 1, 1938.	ness establishments, clubs, institutions, and overnight camps. Laundry establishment, i. e., any place in which any phase of laundry service is conducted.	Women and minors: Service..... Nonservice..... All (if meals are not furnished).....	\$7 a week..... \$9 a week..... 25 cents to be added for each meal not allowed while on duty.	54 a week. <sup>32</sup> Do. <sup>32</sup>
No. 2..... Directory, Apr. 1, 1936.	Restaurant occupation, i. e., any activity di- rectly concerned with the preparation and serving of food to the public for pay, in any establishment where at least 10 people are served per day, where lodging is not also pro- vided to the public for pay.			
No. 3..... Mandatory, Nov. 1, 1938.	Restaurant establishment, i. e., any establish- ment that prepares and offers for sale food for consumption either on any of its premises, or by catering and banquet service, box-lunch or curb service; the term "food" includes nutri- tive material intended for human consump- tion, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, exclud- ing, however, medicinal or quasi-medicinal preparations.		(Deduction allowed for lodging.)	
No. 3..... Directory, Dec. 1, 1936.	Clothing and accessories, i. e., men's clothing, women's clothing, winter outfits, gloves, handkerchiefs, aprons, and other similar accessories.	Women and minors: Experienced: Winter outfits and men's clothing. Handkerchiefs, aprons, gloves, women's house dresses, and other similar accessories.	25 cents an hour..... 20 cents an hour.....	10 a day, 48 a week. <sup>33</sup> Do. <sup>33</sup>
No. 1..... Mandatory, Oct. 1, 1937.		Inexperienced (6 months).....	15 cents an hour.....	Do. <sup>33</sup>
No. 4..... Directory, May 1, 1937.	Hosiery and knit goods, i. e., hosiery, underwear, berets, gloves, and other knitted articles; any activity directly concerned with the manufac- ture of knit goods. <i>Exceptions:</i> Occupations concerned with spinning and dyeing yarns; plant maintenance; office work.	Women and minors: Experienced..... Inexperienced (6 months).....	27½ cents an hour..... 15 cents an hour.....	Do. <sup>33</sup> Do. <sup>33</sup>
No. 6..... Directory, Feb. 15, 1939.	Retail, i. e., any retail establishment or in any retail activity, unless and until specific em- ployment is covered by another minimum- wage order.	Women and minors: Cities of 25,000 population or over: Experienced.....	\$13.20 a week..... 27½ cents an hour..... 27½ cents an hour.....	44 to 48 a week..... Over 48 a week. <sup>34</sup> Less than 44 a week. <sup>4</sup>
No. 5..... Mandatory, Jan. 6, 1941.		Inexperienced (6 months).....	\$10.56 a week..... 22 cents an hour..... 22 cents an hour.....	44 to 48 a week..... Over 48 a week. <sup>34</sup> Less than 44 a week. <sup>4</sup>
		Cities under 25,000 population: Experienced.....	\$12 a week..... 25 cents an hour..... 25 cents an hour.....	44 to 48 a week..... Over 48 a week. <sup>34</sup> Less than 44 a week. <sup>4</sup>
		Inexperienced (6 months).....	\$9.60 a week..... 20 cents an hour..... 20 cents an hour.....	44 to 48 a week. <sup>34</sup> Over 48 a week. <sup>34</sup> Less than 44 a week. <sup>4</sup>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS<sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
New Hampshire—Con. No. 7 Directory, May 20, 1940.	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. Dry-cleaning establishment, i. e., any place in which any phase of dry-cleaning service is conducted.	Women and minors:		
		Experienced.....	28 cents an hour.....	10¼ a day, 54 a week. <sup>53</sup>
No. 4-A Mandatory, Feb. 2, 1942. (Revision of Mandatory No. 4, Nov. 20, 1939; Directory No. 5, Mar. 15, 1938.)	Beautician occupation, i. e., any activity directly concerned with hairdressing, manicuring, or any other branch of cosmetology.	Inexperienced (3 months).....	25 cents an hour.....	Do. <sup>53</sup>
		Women and minors:		
		Licensed hairdressers.....	31¼ cents an hour.....	10¼ a day, 54 a week. <sup>54</sup>
		Licensed hairdressers (less than 1 year).	25 cents an hour.....	Do. <sup>54</sup>
		Manicurists (not licensed hairdressers).	25 cents an hour.....	Do. <sup>54</sup>
		Holders of temporary permits issued before examination.	25 cents an hour.....	Do. <sup>54</sup>
		Graduate students (2 months following date of temporary permit or hairdresser's license, whichever comes first).	\$9 a week.....	24 to 48 a week.
			25 cents an hour.....	Less than 24 a week.
		Apprentices:		
		3 to 6 months.....	\$3 a week.....	10¼ a day, 54 a week. <sup>55</sup>
6 to 9 months.....	\$6 a week.....	Do. <sup>55</sup>		
9 to 12 months.....	\$9 a week.....	Do. <sup>55</sup>		
Students working on customers.....	50 percent of service charge.....	Do. <sup>55</sup>		
		(Deductions may be allowed.)		
New Jersey: No. 1 Directory, Sept. 6, 1937. Mandatory, July 11, 1938.	Laundry, i. e., any activity in marking, sorting, washing, ironing, assembling, packaging, and any other operation in the laundering of articles of clothing, nappy, blankets, bed clothing, or fabrics of any kind, or their collection or delivery, irrespective of the nature of the business of the employer, and all occupations in establishments commonly known as laundries. <i>Exception:</i> Office workers.	Women and minors:		
		Zone A (Bergen, Essex, Hudson, Middlesex, Morris, Passaic, and Union Counties).	\$13.20 a week; 33 cents an hour. 36.3 cents an hour (10 percent added to basic rate), not over \$13.20 a week.	40 a week. <sup>57</sup> Less than 40 a week. <sup>58</sup>
		Zone B (Burlington, Camden, Gloucester, Mercer, Somerset; and from June 1 to Oct. 1, Atlantic, Monmouth, and Ocean Counties).	\$12 a week; 30 cents an hour..... 33 cents an hour (10 percent added to basic rate), not over \$12 a week.	40 a week. <sup>57</sup> Less than 40 a week. <sup>58</sup>
		Suburban zone (Cape May, Cumberland, Hunterdon, Salem, Sussex, Warren; and from Oct. 1 to	\$10.40 a week; 26 cents an hour.....	40 a week. <sup>57</sup>

No. 2  
 Directory, July 3, 1939.  
 Mandatory, July 15, 1940, amended Oct. 29, 1940.

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.

No. 3  
 Directory, July 3, 1939.  
 Mandatory, Aug. 27, 1940; modified to be effective Dec. 1, 1942.

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; manufacturing, processing, and all its branches, finishing, packing, shipping, or receiving materials; maintenance and clerical occupations.

No. 4  
 Directory, May 22, 1939.  
 Mandatory, May 6, 1940.

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.

June 1, Atlantic, Monmouth, and Ocean Counties).

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.<sup>4</sup>

Inexperienced (6 weeks)  
 Overtime

30 cents an hour<sup>59</sup>  
 1½ times regular rate

Do.<sup>4</sup>  
 Over 44, 42, or 40 a week during periods as shown above.<sup>57</sup>

Women and minors<sup>60</sup>

40 cents an hour in 114, 36 cents and 37½ cents in 2 scheduled branches of the industry; 35 cents in all others.  
 1½ times regular rate

44 a week, July 3 to Oct. 24, 1939; 42 a week, Oct. 25, 1939, to Oct. 24, 1940; 40 a week, thereafter.<sup>4</sup>  
 Over 44, 42, or 40 a week during periods as shown above.<sup>57</sup>

Women and minors:  
 Clerks

\$14 a week (or the basic hourly rate for other workers).<sup>61</sup>

54 or less a week.<sup>57</sup>

All other:  
 Zone A (Bergen, Essex, Hudson, Middlesex, Morris, Passaic, and Union Counties).

33 cents an hour  
 1½ times basic minimum  
 36.3 cents an hour (10 percent added to basic rate), not over \$13.20 a week.

40 to 54 a week.  
 Over 10 a day, 54 a week.  
 Less than 40 a week.<sup>58</sup>

Zone B (Burlington, Camden, Gloucester, Mercer, Somerset, and from June 1 to Oct. 1, Atlantic, Monmouth, and Ocean Counties).

30 cents an hour  
 1½ times basic minimum  
 33 cents an hour (10 percent added to basic rate), not over \$12 a week.

40 to 54 a week.  
 Over 10 a day, 54 a week.  
 Less than 40 a week.<sup>58</sup>

Suburban zone (Cape May, Cumberland, Hunterdon, Salem, Sussex, Warren, and from Oct. 1 to June 1, Atlantic, Monmouth, and Ocean Counties).

26 cents an hour  
 1½ times basic minimum

40 to 54 a week.  
 Over 10 a day, 54 a week.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS<sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>New Jersey—Con.</b> No. 5..... To be effective Jan. 11, 1943.	Beauty culture, i. e., services, operations, or processes used or useful in care, cleansing, or beautification of skin, nails, or hair, or in enhancement of personal appearance, and all services incidental thereto, including work of demonstrators, maids, cashiers, reception or appointment clerks. Beauty culture establishment includes any shop, store, place, room or part thereof, in which services are rendered in the beauty-culture occupation, or any branch thereof and a charge is made to the public. Employee, i. e., any person working under instruction or direction of employer or his agent, including part owners, stockholders, booth owners or renters, and instructors. <i>Exceptions:</i> Students in public vocational school or private trade school operated, licensed, or approved by State Board of Education, for whose services no charge other than actual cost of materials shall be made for work done as part of training.	Women and minors: Other than maids..... Maids..... All.....	\$18 a week..... \$15 a week..... 1½ times minimum hourly rate 40 cents an hour; not under \$1.40 on any day called to work.	48 a week. Do. Over 48 a week. Less than 48 a week.
<b>New York:</b> No. 1..... Directory, Mar. 14, 1938. Mandatory, Aug. 22, 1938; revised June 15, 1940.	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 Chataqua, 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..... 35 cents an hour..... 1½ times hourly minimum.....  30 cents an hour..... 30 cents an hour..... 1½ times hourly minimum..... (Deductions may be allowed.)	40 a week or less. Over 40 to 45 a week. Over 45 a week. <sup>62</sup>  40 a week or less. Over 40 to 45 a week. Over 45 a week. <sup>62</sup>

No. 2.....  
 Directory, Aug. 1,  
 1938.  
 Mandatory <sup>63</sup> Mar.  
 27, 1939.

Beauty shop, i. e., any place or establishment where women or minors are employed for the purpose of rendering beauty service.  
 Beauty service, i. e., all service or operations used or useful in the care, cleansing, or beautification of the skin, nails, or hair, or in the enhancement of personal appearance; services or operations incidental to such care, cleansing, beautification, or enhancement, including the service of maids, cashiers, receptionists, or appointment clerks.

No. 3.....  
 Directory, Nov. 14,  
 1938.

Confectionery, i. e., preparation, processing, manufacture, wrapping, packaging, or packing of confections and candies of all kinds, including inspissated honeys, sugars and syrups used as sweetmeats, chewing gum, sweetened cough drops, and chocolate and cocoa products. *Exceptions:* Preserved and candied fruits.

No. 4.....  
 Directory, May 8,  
 1939.

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) incidental or related to the above processes. *Exceptions:* 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.

Women and minors:  
 Full-time:  
 All (except maids).....  
 Maids.....  
 All.....  
 Part-time (3 days a week or less).....

\$16.50 a week.....  
 \$15 a week.....  
 Time and one-half.....  
 Double time.....  
 \$4 a day.....  
 Time and one-half.....

45 a week or less.  
 Do.  
 Over 45 to 48.<sup>64</sup>  
 Over 48.<sup>64</sup>  
 8 a day or less.  
 Over 8 a day.<sup>64</sup>

Women and minors.....  
 52½ cents an hour.....  
 Sept. 1 to Apr. 1:  
 \$10 a week.....  
 \$11.20 a week.....  
 35 cents an hour.....  
 Apr. 1 to Sept. 1:  
 \$7 a week.....  
 \$8.40 a week.....  
 35 cents an hour.....

35 cents an hour; \$14 a week.....  
 52½ cents an hour.....  
 Sept. 1 to Apr. 1:  
 \$10 a week.....  
 \$11.20 a week.....  
 35 cents an hour.....  
 Apr. 1 to Sept. 1:  
 \$7 a week.....  
 \$8.40 a week.....  
 35 cents an hour.....

8 a day, 40 a week.<sup>4</sup>  
 Over 8 a day or 40 a week.<sup>62 65</sup>  
 3 days a week or less.  
 4 days a week.<sup>66</sup>  
 Over 4 days a week up to 40 hours, inclusive.<sup>66</sup>  
 2 days a week or less.  
 3 days a week.<sup>67</sup>  
 Over 3 days a week up to 40 hours, inclusive.<sup>67</sup>

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).  
 Zone C (remainder of State).....

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.....  
 33 cents an hour.....  
 Time and one-quarter.....

40 a week.<sup>4</sup>  
 Over 40 a week <sup>62</sup> and for split shifts.  
 40 a week.<sup>4</sup>  
 Over 40 a week <sup>62</sup> and for split shifts.  
 40 a week.<sup>4</sup>  
 Over 40 a week <sup>62</sup> and for split shifts.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS 1—Continued

State, order, and effective date 2.	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>New York—Continued.</b>                      No. 5.....                      Directory, June 3,                      1940.</p>	<p>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.</p>	<p><b>Women and minors:</b>  <i>Service, i. e., employees whose duties relate solely to serving food at tables and work incidental thereto and who customarily receive gratuities from patrons.</i>                      New York City (5 boroughs).....                      Outside New York City.....</p> <p><i>Nonservice, i. e., all except service employees, including counter waitresses. 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.....</p> <p><b>All service and nonservice:</b>  <i>Part-time.....</i>  <i>Overtime.....</i>                      If meals not furnished.....</p>	<p>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.</p> <p>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.</p> <p>3 cents an hour more than basic                      minimum.                      1½ times basic minimum.....                      6 cents to be added for each hour                      worked.</p>	<p>Over 24 to 45 a week.                      Do.</p> <p>Over 24 to 45 a week.                      Do.</p> <p>24 or less a week.<sup>20</sup>                      Over 45 a week.<sup>20</sup></p>
<p>No. 6.....                      Directory, Nov. 25,                      1940.</p>	<p>Hotel, 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; camp counselors in children's camps; employees in chil-</p>	<p><b>Women and minors:</b>                      All-year hotels—  <i>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).</i></p>		

dren's camps who receive supervision 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.....	21 cents an hour to Mar. 2, 1941; 22 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 23 cents an hour thereafter.....	Do.
2 or more meals furnished daily.....	18 cents an hour to Mar. 2, 1941; 19 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 20 cents an hour thereafter.....	Do.
Chambermaids and bathmaids (nonresidential)—		
New York City (5 boroughs)—		
No meals furnished.....	33 cents an hour.....	Do.
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.....	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.
2 or more meals furnished daily.....	25 cents an hour to Mar. 2, 1941; 26 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 27 cents an hour thereafter.....	Do.
All other (nonresidential):		
New York City (5 boroughs)—		
No meals furnished.....	35 cents an hour to Mar. 2, 1941; 36 cents an hour thereafter.....	Do.
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.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS<sup>1</sup>—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS: 1942

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
New York—Continued. No. 6..... Directory, Nov. 25, 1940—Continued.	Hotel—Continued.	Women and minors—Continued. All-year hotels—all other (nonresidential)—Outside New York City—Continued.  1 meal furnished daily.....  2 or more meals furnished daily.  All nonresidential (entire State): Part-time.....  Overtime..... Residential: New York City (5 boroughs)—Lodging but no meals furnished. Lodging and meals furnished. Outside New York City—Lodging but no meals furnished  Lodging and meals furnished..  Entire State— Overtime..... 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.....	31 cents an hour to Mar. 2, 1941; 32 cents an hour, Mar. 3, 1941, to Mar. 2, 1942; 33 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. 1½ times basic minimum.....  \$13 a week..... \$10 a week.....  \$12.10 a week to Mar. 2, 1941; \$12.55 a week, Mar. 3, 1941, to Mar. 2, 1942; \$13 a week thereafter.  \$9.10 a week to Mar. 2, 1941; \$9.55 a week, Mar. 3, 1941, to Mar. 2, 1942; \$10 a week thereafter.  1½ times minimum.....  \$6 a week..... \$8 a week..... \$9 a week..... \$11 a week.....  20 cents an hour..... 26 cents an hour.....	Over 24 to 45 a week.  Do.  24 or less a week. <sup>20</sup> Over 45 a week. <sup>58</sup>  45 a week or less. Do. Do.  Do.  Over 45 a week. <sup>58</sup>  Over 3 to 6 days. Do. Do. Do.  3 days or less. <sup>20</sup> Do. <sup>20</sup>

		Overtime .....	\$1.50 a day, or 2 calendar days of rest in week immediately following 14 consecutive work-days.	7th day.
North Dakota: No. 1, Dec. 16, 1932	Public housekeeping, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses, and all attendants employed at ice cream and light lunch stands and steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served and the work of chambermaids in hotels and lodging houses and boarding houses, and hospitals and the work of janitresses and car cleaners and of kitchen workers in hotels and restaurants and hospitals and elevator operators.	Women:		
		Waitresses or counter girls .....	\$13.41 a week .....	9 a day, 58 a week in towns under 500 population; 8½ a day, 48 a week elsewhere in hotels and restaurants. <sup>7</sup>
		Board furnished (21 meals) .....	\$8.16 a week; \$35.36 a month .....	Do. <sup>7</sup>
		Board and lodging furnished .....	\$6.16 a week; \$26.69 a month .....	Do. <sup>7</sup>
		Lodging furnished .....	\$11.41 a week; \$49.44 a month .....	Do. <sup>7</sup>
		Chambermaids and kitchen help .....	\$12.78 a week .....	Do. <sup>7</sup>
		Board furnished (21 meals) .....	\$7.53 a week; \$32.63 a month .....	Do. <sup>7</sup>
		Board and lodging furnished .....	\$5.53 a week; \$23.96 a month .....	Do. <sup>7</sup>
		Lodging furnished .....	\$10.78 a week; \$46.71 a month .....	Do. <sup>7</sup>
		Part-time .....	¼s of weekly wage for each hour worked.	
No. 2, Apr. 4, 1922	Manufacturing, 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; employees of creameries and produce houses, and the candy-making departments of retail candy stores and of restaurants; in bakery and biscuit-manufacturing establishments, in candy manufacturing and in bookbinding and job-press-feeding establishments.	Women:		
		Biscuit and candy:		
		Experienced .....	\$14 a week; \$60.67 a month .....	40 to 48 a week. <sup>69</sup>
		Inexperienced (3 periods, 3 months each) .....	\$9, \$10.50, \$12 a week; \$39, \$45.50, \$52 a month.	Do. <sup>69</sup>
		Bookbinding and job-press feeding:		
		Experienced .....	\$14 a week; \$60.67 a month .....	Do. <sup>69</sup>
		Inexperienced (4 periods, 3 months each) .....	\$9, \$10.50, \$12, \$13 a week; \$39, \$45.50, \$52, \$56.33 a month.	Do. <sup>69</sup>
		All other manufacturing:		
		Experienced .....	\$14 a week; \$60.67 a month .....	Do. <sup>69</sup>
		Inexperienced .....	Rates and periods to be determined by department of agriculture and labor in conference with employer and employee.	
Part-time .....	¼s of weekly minimum an hour .....	35 to 40 a week.		
		¼s of weekly minimum an hour .....	34 or less a week.	
No. 3, Dec. 16, 1932	Mercantile, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping force, auditing or checking force, the shippers in the mail-order department, the receiving, marking, and stock-room employees and all other women, except those performing office duties solely.	Women:		
		Experienced .....	\$13 a week; \$56.33 a month .....	9 a day, 54 a week in towns under 500 population; 8½ a day, 48 a week elsewhere; <sup>7</sup>
		Inexperienced (1 year) .....	\$10.80 a week; \$46.80 a month .....	Do. <sup>7</sup>
		Part-time .....	¼s of weekly minimum for each hour worked.	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS<sup>1</sup>—Continued

State, order, and effective date <sup>1</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours	
North Dakota—Con. No. 4, Dec. 16, 1932....	Laundry, i. e., any place where clothes are washed or cleaned by any process, by any person, firm, institution, corporation, or association; all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work performed in laundry departments of hotels, hospitals, and factories.	Women:			
		Experienced.....	\$12.60 a week; \$54.60 a month.....	38 to 48 a week. <sup>69</sup>	
		If laundry privileges allowed.....	\$12.10 a week.....	Do. <sup>69</sup>	
		Inexperienced:			
		First 3 months.....	\$9.90 a week; \$42.90 a month.....	Do. <sup>69</sup>	
		Next 2 months.....	\$11.25 a week; \$48.75 a month.....	Do. <sup>69</sup>	
		Part-time.....		Less than 32 a week.	
			1/8s of weekly minimum an hour.....	32 to 38 a week.	
No. 5, Apr. 4, 1922.....		Telephone.....	Women in towns of 1,800 or more population:		
			Experienced.....	\$14 a week; \$60.67 a month.....	Over 40 a week. <sup>69</sup>
		Inexperienced:			
		First month.....	\$10 a week; \$44.43 a month.....	Do. <sup>69</sup>	
		Next 4 months.....	\$11.50 a week; \$48.17 a month.....	Do. <sup>69</sup>	
		Next 4 months.....	\$12.50 a week; \$54.16 a month.....	Do. <sup>69</sup>	
		Part-time:			
		Experienced.....	29 cents an hour.....	40 or less a week.	
		Inexperienced (3 periods as above).....	25, 26, 28 cents an hour.....	Do.	
		Women in towns under 1,800 population:			
		Experienced.....	\$12 a week; \$52 a month.....	Over 40 a week. <sup>69</sup>	
		Inexperienced:			
		First month.....	\$9 a week; \$39 a month.....	Do. <sup>69</sup>	
		Next 4 months.....	\$10 a week; \$43.43 a month.....	Do. <sup>69</sup>	
		Next 4 months.....	\$11 a week; \$47.67 a month.....	Do. <sup>69</sup>	
		Part-time:			
		Towns of 500 but under 1,800 population:			
		Experienced.....	25 cents an hour.....	40 or less a week.	
		Inexperienced (3 periods as above).....	22, 23, 24 cents an hour.....	Do.	
		Towns under 500 population:			
		Experienced.....	20 cents an hour.....	<sup>(69)</sup>	
		Inexperienced (3 periods as above).....	17, 18, 19 cents an hour.....	<sup>(69)</sup>	
No. 6, May 28, 1936....	Any occupation (i. e., occupations covered by Orders Nos. 1-5 for women).	Minors under 18:			
		Experienced.....	Same as rates for women in Orders Nos. 1-5.	8 a day, 48 a week. <sup>7</sup>	
		Inexperienced.....	do.....	Do. <sup>7</sup>	

<p><b>Ohio:</b> No. 1..... Directory, Mar. 26, 1934. Mandatory, July 26, 1934.</p>	<p>Laundry, i. e., washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind whatsoever; collecting, sale, resale, or distribution at retail or wholesale of laundry service; the producing of laundry service for their own use by business establishments, clubs, or institutions; all processes directly concerned with the cleansing, collection, and distribution of laundry wares. <i>Exceptions:</i> Plant maintenance; office work.</p>	<p>Women and minors.....</p>	<p>27½ cents an hour; \$11 a week 29 cents an hour..... 30¼ cents an hour (10 percent added to 27½ cents). 27½ cents an hour..... 37 cents an hour (1½ times basic 27½ cents).</p>	<p>40 a week. 19 a week. Less than 19 a week. Over 40 to 45 a week. Over 45.<sup>70</sup></p>
<p>No. 2..... Directory, Sept. 10, 1934. Mandatory, Jan. 7, 1935.</p>	<p>Cleaning and dyeing, i. e., cleaning, dyeing, pressing, or processing incidental thereto, for compensation, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind whatsoever; collecting, sale, resale, or distribution at retail or wholesale of cleaning, dyeing, and pressing service by cleaning, dyeing, pressing establishments, laundries, department stores, hotels, or by any other type of establishment or institution; all processes directly concerned with the cleaning, dyeing, pressing, soliciting, collection, and distribution of dry-cleaning wares. <i>Exceptions:</i> Plant maintenance; office work.</p>	<p>Women and minors: Store clerks.....</p>	<p>35 cents an hour; \$16.80 a week 52½ cents an hour (1½ times minimum). 35 cents an hour; \$14 a week 52½ cents an hour (1½ times minimum).</p>	<p>48 a week. Over 48 a week.<sup>70</sup> 40 a week. Over 40 a week.<sup>70</sup></p>
		<p>All other.....</p>		

See footnotes at end of table.



No. 4  
 Directory, Dec. 5,  
 1940.  
 Mandatory, Apr.  
 4, 1941.

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.

Oregon:  
 No. 1, July 22, 1941,  
 and Supplement,  
 Aug. 6, 1941.

Beauty parlor and barber shop.....

Women and minors:  
 Class A<sup>72</sup>—

Experienced (except maids).....	\$16 a week.....	44 or less; over 3 days a week.
	55 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	44 cents an hour.....	3 days or less a week. <sup>73</sup>
Beginners and learners <sup>74</sup> .....	\$14.50 a week.....	44 or less; over 3 days a week.
	50 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	40 cents an hour.....	3 days or less a week. <sup>73</sup>
Maids.....	\$14 a week.....	33 to 44 a week.
	48 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	38 cents an hour.....	32 or less a week.

Class B<sup>72</sup>—

Experienced (except maids).....	\$14.50 a week.....	44 or less; over 3 days a week.
	50 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	40 cents an hour.....	3 days or less a week. <sup>73</sup>
Beginners and learners <sup>74</sup> .....	\$13 a week.....	44 or less; over 3 days a week.
	45 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	36 cents an hour.....	3 days or less a week. <sup>73</sup>
Maids.....	\$12.50 a week.....	33 to 44 a week.
	43 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	34 cents an hour.....	32 or less a week.

Class C<sup>72</sup>—

Experienced (except maids).....	\$13 a week.....	44 or less; over 3 days a week.
	45 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	36 cents an hour.....	3 days or less a week. <sup>73</sup>
Beginners and learners <sup>74</sup> .....	\$11.50 a week.....	44 or less; over 3 days a week.
	40 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	32 cents an hour.....	3 days or less a week. <sup>73</sup>
Maids.....	\$11 a week.....	33 to 44 a week.
	38 cents an hour.....	Over 44 to 48 a week. <sup>70</sup>
	75 cents an hour.....	Over 48 a week. <sup>70</sup>
	30 cents an hour.....	32 or less a week.

Women and minors:

Experienced.....	35 cents an hour.....	10 a day, 44 a week. <sup>75</sup>
Inexperienced—		
Without training:		
First 800 hours.....	20 cents an hour.....	Do, <sup>75</sup>
Second 800 hours.....	25 cents an hour.....	Do, <sup>75</sup>
Third 800 hours.....	27½ cents an hour.....	Do, <sup>75</sup>
Fourth 800 hours.....	30 cents an hour.....	Do, <sup>75</sup>
With training in beauty school but failed State examination: 800 hours.....	30 cents an hour.....	Do, <sup>75</sup>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS<sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Oregon</b> —Continued. Unnumbered, April 1, 1942.	Canning fresh fruits and vegetables and bottling or preserving fruits.	Women and girls.....	52½ cents an hour..... Time and a half..... Double time..... Time and a quarter..... Time and a half..... Double time.....	10 a day. Over 10 to 12 a day. Over 12 a day. 7th day—First 8 hours. 7th day—Over 8 to 12 hours. 7th day—Over 12 hours.
No. 3, July 22, 1941.....	Stemming and pitting brine cherries.....	Women and minors: Experienced..... Inexperienced (88 hours)— Time workers..... Piece workers.....	35 cents an hour..... 22½ cents an hour..... Same rate per pound as experienced workers. 40 cents an hour..... Time and a half..... 1½ times regular rate.....	8 a day, 44 a week. <sup>75</sup> Do. <sup>75</sup> Do. <sup>75</sup>
No. 4; May 1, 1942.....	Fruit and vegetable packing.....	Women (except office employees)	40 cents an hour..... Time and a half..... 1½ times regular rate.....	12 a day. Over 12 a day. On 7th day.
No. 5, July 22, 1941, as amended Nov. 26, 1941.	Sanitariums without surgery, convalescent and/or old peoples' homes (cooks, kitchen helpers, waitresses, janitors or general charwomen, and all other women and minors employed therein. <i>Exception:</i> Registered nurses).	Women and minors: Experienced.....	35 cents an hour <sup>76</sup> ; \$45 a month when board and room are furnished, or \$50 a month when board only is furnished. (Board means 3 meals a day, 7 days a week.)	9 a day, 44 a week followed by 36-hour rest period; or 7 a day, 44 a week if on duty 7 days a week. <sup>76</sup>
No. 5A, July 22, 1941, as amended Nov. 26, 1941.	Hospitals and sanitariums with surgery (cooks, kitchen helpers, waitresses, janitors or general charwomen, and all other women and minors employed therein. <i>Exceptions:</i> Registered nurses, dietitians, laboratorians, and student nurses if work is confined to rendering service to patients or to work in classroom).	Women and minors: Experienced <sup>76</sup> .....	do.....	Do. <sup>76</sup>
No. 6, July 22, 1941, and Supplement, Aug. 6, 1941.	Laundry, cleaning, and dyeing, i. e., work in all places where 2 or more persons are employed in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distributing clothing and materials.	Women and minors: Experienced..... Inexperienced— First 200 hours..... Second 200 hours.....	33 cents an hour..... 25 cents an hour..... 30 cents an hour.....	8 a day, 44 a week. <sup>75</sup> Do. <sup>75</sup> Do. <sup>75</sup>
No. 7, July 22, 1941, and Supplement, Aug. 6, 1941.	Manufacturing, i. e., preparation, manufacture, and production of commodities, including photography, creamery, bakery, candy, canning of meat, poultry, and fish, preparing meat and poultry for market, prune drying and packing, weaving and knitting, and all other processes in production of commodities not covered by other orders.	Women and minors: Experienced..... Inexperienced— First 200 hours..... Second 200 hours.....	35 cents an hour..... 25 cents an hour..... 30 cents an hour.....	8 a day, 44 a week. <sup>75</sup> (Preparation of poultry, 8 a day.) Do. <sup>75</sup> Do. <sup>75</sup>
No. 8, July 22, 1941, and Supplement, Aug. 6, 1941.	Mercantile, i. e., work in establishments engaged in purchase or sale of goods or merchandise, sales force, wrappers, auditing or check inspec-	Women and minors: Experienced..... Inexperienced (6 months).....	35 cents an hour..... 30 cents an hour.....	8 a day, 44 a week. <sup>75</sup> Do. <sup>75</sup> <sup>4</sup>

	tion force, mail-order shoppers, receiving and shipping department, marking and stock-room employees, sheet music sales force, altering and tailoring department, soda fountain and lunchroom, florist counter, cashiers, elevator operators and starters.	Regular employees-----	1½ times regular rate-----	Sundays or legal holidays (unless establishment regularly open such days.)
No. 9, July 22, 1941....	Occupations not covered by other orders. <i>Exceptions:</i> Farming, agricultural work.	Students working only after school or on Saturdays—	30 cents an hour-----	8 a day, 44 a week. <sup>75</sup>
No. 10, July 22, 1941..	Nut processing, bleaching, grading, packing, cracking, and shelling.	First 1,200 hours-----	20 cents an hour-----	8 a day, 44 a week. <sup>75</sup>
		Minors (persons under 18)-----		
No. 11, July 22, 1941, and Supplement, Aug. 6, 1941.	Office, i. e., work of stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, and all types of clerical work.	Women and minors:	30 cents an hour-----	10 a day, 60 a week.
		Processing, bleaching, grading, and packing.	1½ times regular rate-----	Over 10 a day, 60 a week.
		Cracking and shelling-----	30 cents an hour-----	8 a day, 44 a week.
		Women and minors:	1½ times regular rate-----	Over 8 a day, 44 a week.
		Experienced-----	35 cents an hour-----	8 a day, 44 a week. <sup>75</sup>
		Inexperienced—		
		First 600 hours-----	25 cents an hour-----	Do. <sup>75</sup>
		Second 600 hours-----	30 cents an hour-----	Do. <sup>75</sup>
No. 12, July 22, 1941, and Supplement, Aug. 6, 1941.	Personal service, i. e., masseuses; doctor, dental, and laboratory assistants; maids in mortuaries; cashiers, ushers, and checkroom attendants in theaters and other amusement places; assistants in radio broadcasting stations, and wired-music operators.	Women and minors:	35 cents an hour-----	8 a day, 44 a week. <sup>75</sup>
		Experienced-----		
		Inexperienced—		
		First 200 hours-----	25 cents an hour-----	Do. <sup>75</sup>
		Second 200 hours-----	30 cents an hour-----	Do. <sup>75</sup>
No. 13, July 22, 1941, and Supplement, Aug. 6, 1941.	Public housekeeping, i. e., work of waitresses, cooks, kitchen helpers, chambermaids, janitresses, checkroom attendants, elevator operators, and general attendants in hotels, restaurants, public boarding houses, dormitories at institutions of learning (private and public), cafeterias, light lunch stands, retail candy, ice cream and soft drink parlors, delicatessens, beer parlors and clubs (private and public), matrons, car cleaners, and work of like nature.	Women and minors:	35 cents an hour-----	8 a day, 44 a week. <sup>75</sup>
		Experienced-----		
		Inexperienced—		
		First 200 hours-----	25 cents an hour-----	Do. <sup>75</sup>
		Second 200 hours-----	30 cents an hour-----	Do. <sup>75</sup>
		Students working only after school, or on Saturdays, Sundays, or holidays:		
		First 1,200 hours-----	30 cents an hour-----	8 a day, 44 a week. <sup>75</sup>
			(Deductions allowed for meals.)	
No. 17, July 22, 1941....	Telephone or telegraph	Women and minors:	35 cents an hour <sup>77</sup> -----	8 a day, 44 a week. <sup>75</sup>
		Experienced <sup>77</sup> -----		
<b>Pennsylvania:</b>		Women and minors	27 cents an hour-----	8 a day, 44 a week. <sup>75</sup>
No. 2-----	Laundry, i. e., all occupations concerned with cleaning, finishing, collection, and distribution of laundry wares, including plant maintenance, office workers, and store clerks.		(Deductions may be allowed for meals, lodging, uniforms.)	Women: 10 a day, 44 a week; minors under 18, 8 a day, 44 a week. <sup>7</sup>
Directory, June 1, 1940.	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.			
Mandatory, Feb. 1, 1941.	Laundry establishments, i. e., any place in which an employee is engaged in any phase of the laundry trade.			
(Replaces No. 1, Mandatory, 1939.)				

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Puerto Rico:</b> Sept. 7, 1919 (Wage fixed in law: Session laws 1919, Act 45.)	Industrial occupations, commercial or public-service undertakings. <i>Exception:</i> Agriculture and agricultural industries.	Females (after 3 weeks): 18 years and over.....	\$6 a week.....	8 a day (9 if double time is paid), 48 a week. <sup>78</sup>
		Under 18 years.....	\$4 a week.....	Do. <sup>78</sup>
<b>Rhode Island:</b> No. 1..... Directory, Mar. 1, 1937. Mandatory, Aug. 1, 1937.	Jewelry, i. e., jewelry of any material commonly or commercially so known and articles of ornament or adornment, except clothing, of any material intended to be worn on apparel or carried or worn on or about the person and shall include parts of these articles. All occupations that have any part in the making, processing, or production of jewelry, including tool making, hub and die cutting, carding, boxing, and other preparations for shipment or sale, including office workers and errand boys.	Women and minors.....	30 cents an hour.....	9 a day, 48 a week. <sup>79</sup>
No. 2..... Directory, Oct. 18, 1937. Mandatory, Apr. 25, 1938.	Wearing apparel and allied industries, i. e., garments or garment accessories to be worn on or about the person, including parts of such articles, their repair and alteration, and occupations allied through like processes of manufacture. Manufacture, repair, alteration of cotton, rayon, silk, woolen, elastic, and rubber garments, knit goods, men's coats and suits, raincoats, leather, rubber and fabric shoes, handkerchiefs, handbags, hats, and hat linings; upholstering; curtain, rug, pillow and mattress manufacture.	Women and minors: Experienced: Productive..... Nonproductive..... Inexperienced: First 240 hours..... Second 240 hours.....	35 cents an hour..... 30 cents an hour..... 20 cents an hour..... 25 cents an hour.....	Do. <sup>78</sup> Do. <sup>79</sup> Do. <sup>79</sup> Do. <sup>79</sup>
No. 3..... Directory, May 2, 1938. Mandatory, Sept. 12, 1938.	Laundry and dry cleansing occupations, including helpers, employees of contractors, office workers, errand boys or girls, and casual employees. Laundry, i. e., any activity concerned with the washing, ironing, or processing incidental thereto of any fabric or laundry wares; collection, distribution, or sale of laundry service; producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, overnight camps, clubs, business establishments, factories, bakeries, and other like establishments. <i>Exceptions:</i> Wards or charges of any charitable organization.	Women and minors.....	30 cents an hour.....	Do. <sup>79</sup>

<p>No. 4..... Directory, July 10, 1939. Mandatory, Mar. 18, 1940.</p>	<p>Dry cleansing, i. e., any activity concerned with the cleaning, refreshing or restoration of any fabric and/or of any article of wearing apparel, including pressing or other work incidental thereto or performed in connection therewith; collection, distribution, or sale of dry-cleaning service; producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, clubs, and like business establishments.</p> <p>Retail trade, i. e., all employment in establishments selling any type of merchandise to the consumer not to be resold.</p>	<p>Women and minors: Class A (cities and towns with population of over 20,000): Experienced..... Inexperienced (6 months).....</p> <p>Class B (cities and towns with population of 20,000 or under): Experienced..... Inexperienced (6 months).....</p>	<p>\$14 a week..... 30 cents an hour..... \$13 a week..... 27½ cents an hour.....</p> <p>\$13 a week..... 27½ cents an hour..... \$12 a week..... 25 cents an hour.....</p>	<p>42½ to 48 a week.<sup>79</sup> Less than 42½ a week.<sup>79</sup> 42½ to 48 a week.<sup>79</sup> Less than 42½ a week.<sup>79</sup></p> <p>42½ to 48 a week.<sup>79</sup> Less than 42½ a week.<sup>79</sup> 42½ to 48 a week.<sup>79</sup> Less than 42½ a week.<sup>79</sup></p>
<p>No. 5..... Directory, June 15, 1942.</p>	<p>Restaurant and hotel restaurant, i. e., any activity connected with the preparation or offering of food or beverage for remuneration, for human consumption either on employer's premises or elsewhere by such service as catering, banquet, box-lunch or curb service (whether the principal business of the employer or as a unit of another business), to the public, employees, members or guests of members, or paying guests.</p>	<p>Women and minors: Service, i. e., employees whose duties relate solely to serving food or beverage at tables or booths and to the performance of incidental duties, and who customarily receive gratuities. Nonservice, i. e., other than service, including counter girls, counter waitresses, bus boys or girls, cigarette girls, hostesses, cashiers, dishwashers, kitchen employees; and not excluding other occupations. Service and nonservice—If meals not furnished.</p>	<p>20 cents an hour, not less than \$5.52 a week.<sup>80</sup> 1½ times basic minimum..... 23 cents an hour.....</p> <p>30 cents an hour, not less than \$7.92 a week.<sup>80</sup> 1½ times basic minimum..... 33 cents an hour.....</p> <p>6 cents to be added for each hour worked. (Deduction allowed for lodging.)</p>	<p>Over 24 to 45 a week. Over 45 to 48 a week.<sup>79</sup> 24 or less a week.<sup>29</sup></p> <p>Over 24 to 45 a week. Over 45 to 48 a week.<sup>79</sup> 24 or less a week.<sup>29</sup></p>
<p>South Dakota: July 1, 1923. (Wage fixed in law: Session laws 1923, ch. 309.)</p>	<p>Factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.</p>	<p>Experienced women and girls over 14 years.</p>	<p>\$12 a week.....</p>	<p>10 a day, 54 a week.<sup>7</sup></p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Utah:</b> 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. All other towns having population of 2,500 or less.	\$14 a week..... \$13 a week..... \$12 a week..... \$11 a week..... \$10 a week.....	40 to 48 a week. <sup>81</sup> Do. <sup>81</sup> Do. <sup>81</sup> Do. <sup>81</sup> Do. <sup>81</sup>
No. 4..... Mandatory, Aug. 5, 1940; interpreta- tion (resolution No. 2040), Sept. 11, 1940.	Restaurant, i. e., any place selling food or beverages in solid or liquid form to be consumed on the premises.	Inexperienced— First 3 months..... Second 3 months..... Part-time..... Delivery boys under 18 years..... Women and minors: Experienced— Salt Lake City..... Ogden..... Logan, Provo..... Bingham, Brigham City, Eureka, Helper, Midvale, Murray, Park City, Price, and Tooele. All other towns having popula- tion of 5,000 or less.	\$2 a week less than minimum..... \$1 a week less than minimum..... (3) 20 cents an hour..... \$14 a week..... \$13 a week..... \$12 a week..... \$11 a week..... \$10 a week..... 40 cents an hour for first 2 hours, regular rate thereafter.	Do. <sup>81</sup> Do. <sup>81</sup> Less than 40 a week. <sup>81</sup> 8 a day, 44 a week. <sup>81</sup> 8 a day, 48 a week. <sup>82</sup> Do. <sup>82</sup> Do. <sup>82</sup> Do. <sup>82</sup> 48 a week. <sup>82</sup> 4 a day or less.
No. 5, June 16, 1941....	Laundry, i. e., any place where washing, ironing, cleaning, pressing, or processing incidental thereto, of any kind of washable fabric is conducted. Includes laundry departments in hotels, hospitals, factories, and other places.	Part-time (entire State)..... Inexperienced (3 months)..... Part-time..... Women and minors: Experienced..... Time and a half..... 30 cents an hour..... 29 cents an hour..... Inexperienced (1 month).....	\$1 a week less than established minimum. 30 cents an hour for first 2 hours, regular rate thereafter. (Deductions may be allowed for meals.) \$13.05 a week..... 30 cents an hour..... 29 cents an hour..... \$1 less a week than minimum for experienced workers.	8 a day, 48 a week. <sup>83</sup> Do. <sup>83</sup> Do. <sup>83</sup> Do. <sup>83</sup> 8 a day, 45 a week. Over 45 to 48 a week. <sup>83</sup> Less than 24 a week. <sup>83</sup> 24 and under 45 a week.

No. 6, July 14, 1941

Public housekeeping, i. e., hotels, boarding houses, rooming houses, auto camps, apartment houses, resort hotels, hospitals, and institutions employing linen-room girls, maids, cleaners, elevator operators, and other employes until their specific occupation is governed by another minimum-wage decree. *Exceptions:* Registered nurses, resident managers.

Women and minors:

Cities or towns of 100,000 population or over and contiguous territory within 2 miles—		
Experienced	\$14 a week \$1 a day 50 cents an hour, first 2 hours; 30 cents an hour thereafter. 80 cents an hour	8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day. Over 4 a day, under 48 a week.
Inexperienced (3 months)	\$13 a week 60 cents a day 30 cents an hour, first 2 hours; 28 cents an hour thereafter. 28 cents an hour	8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day. Over 4 a day, under 48 a week.
Cities or towns of 40,000 and under 100,000 population and contiguous territory within 2 miles—		
Experienced	\$13 a week \$1 a day 50 cents an hour, first 2 hours; 28 cents an hour thereafter. 28 cents an hour	8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day. Over 4 a day, under 48 a week.
Inexperienced (3 months)	\$12 a week 60 cents a day 30 cents an hour, first 2 hours; 26 cents an hour thereafter. 26 cents an hour	8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day. Over 4 a day, under 48 a week.
Cities or towns of 8,000 and under 40,000 population and contiguous territory within 2 miles—		
Experienced	\$12 a week \$1 a day 50 cents an hour, first 2 hours; 26 cents an hour thereafter. 26 cents an hour	8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day. Over 4 a day, under 48 a week.
Inexperienced (3 months)	\$11 a week 60 cents a day 30 cents an hour, first 2 hours; 23 cents an hour thereafter. 23 cents an hour	8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day. Over 4 a day, under 48 a week.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup> .	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Utah—Continued. No. 6, July 14, 1941—Continued.	Public housekeeping—Continued.	Women and minors—Continued. Cities or towns of 2,800 and under 8,000 population and contiguous territory within 2 miles—		
		Experienced -----	\$11 a week ----- \$1 a day ----- 50 cents an hour, first 2 hours; 23 cents an hour thereafter.	8 a day, 48 a week. <sup>83</sup> 2 or less a day. 4 or less a day.
		Inexperienced (3 months) -----	\$10 a week ----- 60 cents a day ----- 30 cents an hour, first 2 hours; 21 cents an hour thereafter.	Over 4 a day, under 48 a week. 8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day.
		All other localities— Experienced -----	\$10 a week ----- \$1 a day ----- 50 cents an hour, first 2 hours; 21 cents an hour thereafter.	Over 4 a day, under 48 a week. 8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day.
		Inexperienced (3 months) -----	\$9 a week ----- 60 cents a day ----- 30 cents an hour, first 2 hours; 19 cents an hour thereafter.	Over 4 a day, under 48 a week. 8 a day, 48 a week. <sup>82</sup> 2 or less a day. 4 or less a day.
			(Deductions may be allowed for meals or lodging.)	Over 4 a day, under 48 a week.
Washington: No. 23 (Women) and No. 24 (Minors). Oct. 4, 1921.	Public housekeeping, i. e., work of linen-room girls, chambermaids, cleaners, kitchen girls, dishwashers, pantry girls, pantry servers, waitresses, counter girls, bus girls, elevator operators, janitresses, laundry workers (except commercial laundry), and any other occupation properly classified under public housekeeping. Establishments include hotels, rooming houses, boarding houses, restaurants, cafes, cafeterias, lunch rooms, tea rooms, apartment houses, hospitals (not nurses), philan-	Women over 18 years -----	\$14.50 a week ----- \$2.50 a day -----	48 a week. <sup>84</sup> 8 a day, 1 or more days a week. <sup>84</sup>
		Minors under 18 years -----	35 cents an hour ----- \$12 a week -----	Less than 8 a day.
		Each 4 months -----	\$1 a week increase until adult minimum of \$14.50 is reached.	8 a day, 6 days a week. <sup>1</sup>
			(Deductions allowed for meals or lodging.)	

	thropic institutions, and any other properly classified under this industry.		
No. 25, Dec. 14, 1921	Laundry, dry-cleaning or dye works	Women over 18 years	\$13.20 a week
No. 27, Dec. 14, 1921	Telephone or telegraph or other public occupation other than public housekeeping; laundry, dry-cleaning and dye works; mercantile; and manufacturing.	Women over 18 years (other than apprentices).	\$13.20 a week
No. 28, Dec. 31, 1921	Mercantile	Women over 18 years	\$13.20 a week
No. 29, Jan. 22, 1922	Manufacturing	Women:	
		Experienced, i. e., having served an apprenticeship at plant where employed, or an apprenticeship and 3 months at particular work at which an apprentice.	\$13.20 a week
		Inexperienced:	
		Optional schedules:	
		(A) 4 periods, 3 months each	\$9, \$10, \$11, \$12 a week
		(B) 4 periods, 2 months each	
		(C) 4 periods, 6 weeks each	
		(D) 4 periods, 1 month each	
		(E) 4 periods, 1 week each	
		Piece workers, after 60 days at prevailing piece rates.	\$9
No. 31, Oct. 27, 1922	Mercantile, manufacturing, printing, laundering, or dye-works establishment, sign-painting, machine or repair shop, or parcel-delivery service or any industry other than public housekeeping; as stenographer, bookkeeper, typist, billing clerk, filing clerk, cashier, checker, invoicer, comptometer operator, or any clerical office work whatsoever, including assistants and helpers in doctors' and dentists' offices; any other occupation, trade, or industry. <i>Exception:</i> Telephone or telegraph messengers in rural communities and cities of less than 3,000 population who are not continuously employed and who are paid piece rates.	Minors under 18 years	\$9 a week
		Each 6 months	\$1 a week increase until adult minimum of \$13.20 is reached.
No. 32, Oct. 1, 1934	Fresh-fruit packing, vegetable packing, and dried-fruit industries.	Women and minors:	
		Experienced	27½ cents an hour
		Inexperienced:	
		First 2 weeks	22½ cents an hour
		Second 2 weeks	25 cents an hour
		Overtime	Time and a half
			Double time
			Time and one-quarter
			Time and one-half
			Double time
No. 34, May 6, 1937	Cannery (fruit, vegetable, fish, shell fish, dog foods, or any other products preserved for food purposes).	Women and minors	37½ cents an hour.

6 days a week.<sup>54 55</sup>  
Do.<sup>54</sup>

Do.<sup>54</sup>

8 a day, 6 days a week.<sup>7</sup>

Do.<sup>7</sup>

Do.<sup>7</sup>

Do.<sup>7</sup>

Do.<sup>7</sup>

10 a day.

Do.

Do.

Over 10 to 12 a day.

Over 12 a day.

7th day—first 8 hours.

7th day—over 8 to 12.

7th day—over 12.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS 1—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Washington—Con.</b> No. 35—A, Dec. 1, 1940	Beauty culture, i. e., hair dressing, hair coloring and bleaching, manicuring, hair manufacturing, massage, marcel waving, permanent waving, cosmetology, hair cutting, body massage and weight reducing, selling and demonstrating or applying beauty preparations, cosmetics and supplies either to the demonstrator or other persons, instructing students in any of the foregoing occupations and all services or operations incidental to such occupations, including the services of instructors in beauty schools, appointment desk clerks, cashiers, bookkeepers, maids, cleaning women, and janitresses.	Women:		
		Other than instructors.....	\$15 a week .....	8 a day, 6 days a week. <sup>7</sup>
		Instructors in a beauty school.....	35 cents an hour .....	Less than 8 a day. <sup>4</sup>
			\$18.50 a week .....	8 a day, 6 days a week. <sup>7</sup>
			40 cents an hour .....	Less than 8 a day. <sup>4</sup>
No. 36, Dec. 7, 1937...	Apartment house.....	Women and minors.....	\$16 a week .....	Full week.
			37½ cents an hour.....	Less than 48 a week.
No. 37, Jan. 1, 1942....	Office workers, i. e., stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, P. B. X. operators, receptionists, office telephone operators, and all types of clerical work	Women over 18 years:		
		Experienced.....	\$18 a week (37½ cents an hour) ..	8 a day, 48 a week. <sup>7</sup>
		Inexperienced—		
		First 13 weeks.....	\$13.20 a week (27½ cents an hour).	Do. <sup>7</sup>
		Second 13 weeks.....	\$15.60 a week (32½ cents an hour).	Do. <sup>7</sup>
<b>Wisconsin:</b> No. 1, June 10, 1932....	Any occupation, trade, or industry.....	Women and minors:		
		17 years and over:		
		Experienced:		
		Cities of 5,000 or more.....	22½ cents an hour.....	Women: In general, 9 a day, 50 a week; hotels, 10 a day, 55 a week. Minors under 18, 8 a day, 40 a week. <sup>56</sup>
		Cities under 5,000.....	20 cents an hour.....	Do. <sup>56</sup>
		Inexperienced (2 periods, 3 months each).	16, 18 cents an hour.....	Do. <sup>56</sup>
		16 and under 17 years: <sup>57</sup>		
		Experienced.....	18 cents an hour.....	8 a day, 40 a week.
		Inexperienced (6 months or part of season).	16 cents an hour.....	Do.
		14 to 15 years: <sup>57</sup>		
Experienced.....	18 cents an hour.....	8 a day, 40 a week.		
Inexperienced (1 year or season).....	16 cents an hour.....	Do.		
			(Deductions allowed for meals or lodging.)	

Special order, season 1942.	Canning or first processing of perishable fresh fruits and vegetables	Domestic servants: Board furnished ..... Board and lodging furnished ..... Women 18 years and over; boys 16 to 18	\$6 a week ..... \$4.25 a week ..... Hourly rates ..... 1½ times regular rate <sup>88</sup> .....	50 a week or more. Do. Less than 50 a week. Over 9 to 11 a day; not over 60 a week, on 12 emergency days during season. <sup>89</sup>
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## NEW ORDERS ISSUED SINCE WOMEN'S BUREAU BULLETIN WENT TO PRESS

<b>California:</b> No. 2 (new series) Nov. 23, 1942.	Personal service, i. e., any industry, business, or voluntary association operated to render, directly or indirectly, any service, operation, or process used or useful, in the care, cleansing, or beautification of the body, skin, nails, or hair, or in the enhancement of personal appearance or health; including, but not by way of limitation, barber and beauty shops, baths, massage parlors, physical-conditioning and weight-control salons; shops, stores, clubs, schools, or any part thereof in which such services, operations, or processes are performed or taught. <i>Exceptions:</i> (1) Clerical employees covered by the order for professional, technical, clerical, and similar occupations, not yet issued; (2) janitors and maids covered by the order for the public-housekeeping occupation, not yet issued.	Women and minors: Experienced .....  Inexperienced: Junior operator or electrologist— Licensed ..... Unlicensed (first 640 hours) ..... Students on completion of 1,250 hours' attendance at registered cosmetology school.	\$18 a week ..... 45 cents an hour ..... 60 cents an hour but need not exceed \$18 a week. ....  40 cents an hour ..... do ..... 50 percent of amount received for their services. ....	40 a week. Over 40 a week. <sup>10</sup> Less than 40 a week. <sup>4</sup>  8 a day, 48 a week. <sup>7</sup> Do. <sup>7</sup> Do. <sup>7</sup>
<b>Kentucky:</b> Directory, Oct. 1, 1942.	Hotels and restaurants ..... Hotels, i. e., establishments having more than 10 guest rooms which offer lodging accommodations for hire to the general public and have transient guests. Restaurants, i. e., establishments preparing and offering for sale food for consumption.	Women and minors: Zone 1: <sup>80</sup> Service employee, i. e., one engaged solely in taking of orders and serving of food or beverages to guests or customers seated at tables; one delivering messages or articles as a bell boy. Nonservice employee, i. e., one not in a service occupation. Zone 2: <sup>80</sup> Service (see above) ..... Nonservice (see above) .....  Zone 3: <sup>80</sup> Service (see above) ..... Nonservice (see above) .....	25 cents an hour ..... 37½ cents an hour .....  30 cents an hour ..... 45 cents an hour .....  23 cents an hour ..... 34½ cents an hour ..... 28 cents an hour ..... 42 cents an hour .....  21 cents an hour ..... 31½ cents an hour ..... 25 cents an hour ..... 37½ cents an hour .....	48 hours. Over 48 hours. <sup>88</sup>  48 hours. Over 48 hours. <sup>88</sup>  48 hours. Over 48 hours. <sup>88</sup> 48 hours. Over 48 hours. <sup>88</sup>  50 hours. Over 50 hours. <sup>88</sup> 50 hours. Over 50 hours. <sup>88</sup>

NEW ORDERS ISSUED SINCE WOMEN'S BUREAU BULLETIN WENT TO PRESS—Continued

Kentucky—Cont'd. Directory, Oct. 1, 1942—Cont'd.	Hotels and Restaurants—Continued.	Women and minors—Continued. Zone 4: <sup>20</sup> Service (see above)..... Nonservice (see above).....	20 cents an hour..... 30 cents an hour..... 22 cents an hour..... 33 cents an hour.....	52 hours. Over 52 hours. <sup>28</sup> 52 hours. Over 52 hours. <sup>28</sup>
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<sup>1</sup> Provisions of flat-rate laws also included.

<sup>2</sup> Where only one date is shown the order became mandatory on that date. A "directory" order is nonmandatory for a period during which publicity is the only penalty for failure to pay the minimum wage.

<sup>3</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>4</sup> Employee must be paid at least 4 hours' wages on any day called to work.

<sup>5</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 cents is required for 32 to 48 hours.

<sup>6</sup> Maximum hours for women and girls 8 a day, 48 a week.

<sup>7</sup> Maximum hours.

<sup>8</sup> May be permitted by Industrial Welfare Commission for 90 days a year only in industries such as canning and candy factories where it is shown that observance of the law would work irreparable injury.

<sup>9</sup> Except in war industries women employed between 12 midnight and 6 a. m. must be paid at least 60 cents an hour. (In all cases a permit is necessary to employ women during these hours.)

<sup>10</sup> Maximum hours 8 a day, 48 a week.

<sup>11</sup> As defined by U. S. Employment Service, Dictionary of Occupational Titles, 1939.

<sup>12</sup> Maximum hours 8 a day, 48 a week. Standard week means regularly established number of hours of work in the place of employment.

<sup>13</sup> Maximum hours for minors under 18 and for women 18 and over in any manufacturing, mechanical, or mercantile establishment, laundry, cleaning and dyeing establishment, hotel, public lodging house, apartment house, hospital, beauty shop, barber shop, place of amusement, restaurant, cafeteria, telegraph or telephone establishment or office; the operation of elevators in office buildings; or by any express or transportation company. *Exceptions:* Graduate nurses in hospitals; harvesting, curing, canning, or drying of any perishable fruit, fish, or vegetable during period necessary to save product from spoiling.

<sup>14</sup> The order says that women over 18 not subject to the hour law and who receive \$30 or more a week may be employed over 48 hours in cases of emergency.

<sup>15</sup> The order provides a basic 48-hour week and, except during emergency peak periods, 1 day's rest in 7.

<sup>16</sup> Employee must be paid at least half-day's wage on any day called to work.

<sup>17</sup> Maximum hours for women and girls 8 a day, 6 days a week.

<sup>18</sup> Maximum hours 8 a day unless unexpected necessity for service to the public arises, when over 8 may be permitted if time and a half regular rate is paid. Employees shall be given at least 1 day of rest in 7 but in emergencies may work on the 7th day, if they so desire.

<sup>19</sup> Part-time workers called for less than half a day must be paid for at least 2 hours—otherwise for hours actually worked—at regular rates.

<sup>20</sup> Maximum hours for women and girls 8 a day, 6 days a week, except in emergencies.

<sup>21</sup> Maximum hours for women and girls 9 a day (10 allowed 1 day a week), 52 a week.

<sup>22</sup> Maximum hours for women and minors under 18, 9 a day, 48 a week. In cases of emergency or seasonal or peak demand Commissioner of Labor may allow 10 hours a day, 55 a week, for 8 weeks in 12 consecutive months; the governor may extend number of weeks beyond 8 in the interest of National defense.

<sup>23</sup> Employees must be paid at least 4 hours' wages on any day called to work unless suspension of work due to break-down.

<sup>24</sup> Standard week means regularly established number of hours in the place of employment. For women and girls, maximum hours are 48 a week, 8 a day (10 on 1 day a week to make one shorter workday). Employee must be paid at least 4 hours' wages on any day called to work.

<sup>25</sup> Not mandatory in case of executives receiving at least \$35 a week.

<sup>26</sup> Maximum hours 8 a day, 48 a week. Standard week means regular workweek fixed in any establishment.

<sup>27</sup> For a girl who has reached her 18th birthday after 12 months' experience, the minimum is \$17; after 6 months' experience, \$15.

<sup>28</sup> Maximum hours 8 a day, 48 a week, for women in most occupations and for minors under 18. Standard week means regular workweek fixed in any establishment. Workers whose hours are not limited by law must be paid an additional 5 cents an hour for hours over 54 a week.

<sup>29</sup> Employee must be paid at least 3 hours' wages on any day called to work.

<sup>30</sup> Maximum hours 8 a day, 48 a week. The 44 hours a week may be averaged over 2 consecutive weeks, and the overtime rate shall apply only when more than 88 hours are worked in 2 consecutive weeks.

<sup>31</sup> Maximum hours 8 a day, 48 a week, for minors under 18; the same for women if shop can be classified as a mercantile establishment, i. e., if it sells other than service. Standard week means regular workweek fixed in any establishment.

<sup>32</sup> Maximum hours 8 a day, 48 a week, for minors under 18; also for women employed in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company. Women's hour law does not apply to general and professional offices.

<sup>33</sup> A girl who has reached her 18th birthday and has had 12 months' experience must be paid \$17 a week; on reaching her 18th birthday, after 4 months' experience, she must be paid \$17 after 2 additional months.

<sup>34</sup> Maximum hours for women and girls 48 a week, 8 a day (9 allowed 1 day a week in other than mercantile establishments); in mercantile, 9 a day, 54 a week, allowed during 4 weeks in calendar year.

<sup>35</sup> Peak period means 1 continuous period of not over 14 weeks annually, or 2 periods aggregating not over 14 weeks.

<sup>36</sup> Rates for hours over 40 not yet mandatory.

<sup>37</sup> *Zone 1.*—Same as Zones 1 and 2 in footnote 40. *Zone 2.*—Same as Zone 3 in footnote 40. *Zone 3.*—Territory not included in Zones 1 and 2.

<sup>38</sup> 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, telephone exchange or telegraph office, and for girls 16 and under 21 in any occupation except domestic service and nursing.

<sup>39</sup> Learners allowed only by special permit from Commissioner of Industrial Relations, who must fix rate for each learner. Maximum learning period 250 hours.

<sup>40</sup> *Zone 1.*—Louisville, Shively (St. Helens), St. Matthews, Covington, Newport, Dayton, Bellevue, Park Hill, Ludlow, Bromley, Ft. Thomas, Southgate, and 1 mile beyond the city limits thereof. *Zone 2.*—Paducah, Owensboro, Ashland, Catlettsburg, Lexington, and 1 mile beyond the city limits thereof. *Zone 3.*—Bowling Green, Central City, Corbin, Cumberland, Cynthiana, Danville, Frankfort, Georgetown, Glasgow, Harlan, Harrodsburg, Hazard, Henderson, Hopkinsville, Jenkins, Madisonville, Mayfield, Maysville, Middlesboro, Mt. Sterling, Paris, Pikeville, Princeton, Providence, Richmond, Shelbyville, Somerset, Winchester, and 1 mile beyond the city limits thereof. *Zone 4.*—Territory not included in Zones 1, 2, 3.

<sup>41</sup> Minimum piece rates per case: 22 cents for 100— $\frac{1}{4}$  cans in oil, mustard, or tomato sauce; 19 cents for 100— $\frac{1}{4}$  cans, machine cut; 17 cents for 100— $\frac{1}{4}$  cans, machine cut and sauce filled; 15 cents for 48— $\frac{3}{4}$  cans in mustard or tomato sauce; 13 cents for 48— $\frac{3}{4}$  cans machine cut; 11 cents for 48— $\frac{3}{4}$  cans machine cut and sauce filled; 7 cents for cartoning, 100— $\frac{1}{4}$  cans; 5 cents for cartoning, 48— $\frac{3}{4}$  cans.

<sup>42</sup> Maximum hours 9 a day, 48 a week, for women and minors 16 and under 18. Overtime allowed only in extraordinary emergencies in businesses requiring shifts. In factories and hotels, if Department of Labor determines work to be seasonal, 52 hours a week may be allowed provided yearly average not over 48. Supervisors exempt from law.

<sup>43</sup> Full time means number of hours a week required by employer and permitted by law.  
<sup>44</sup> A registered operator who has held a license for 1 year must be paid at the rate of \$16.50 a week.

<sup>45</sup> Maximum hours 48 a week for women and minors 16 and under 18; 9 a day unless by special permit. Personal secretaries exempt from hour law.

<sup>46</sup> *Class A.*—Cities, towns, villages, boroughs, or townships of 50,000 or more population. *Class B.*—The same of more than 5,000 and under 50,000 population. *Class C.*—The same of 3,000 to 5,000 population. *Class D.*—The same of under 3,000 population.

<sup>47</sup> Maximum hours 54 a week for women and girls in public housekeeping, manufacturing, mechanical, or laundry occupations; telephone operators in towns of 1,500 population and over. In emergencies not exceeding aggregate of 4 weeks in calendar year, Industrial Commission may permit longer hours. Preserving perishable fruits, grains, or vegetables exempt for 75 days a year. Industrial Commission also has authority, upon showing of cause, to exempt any employer from the 54-hour limitation.

<sup>48</sup> Provisions for hour limits and overtime rates do not apply to telephone operators in exchanges in towns of 1,500 population or less where shifts are divided between 2 or more operators and night operator has opportunity for at least 4 hours' sleep.

<sup>49</sup> Learners employed on piece-work basis must be paid piece-work earnings when such average hourly earnings during week exceed this rate.

<sup>50</sup> By mutual agreement \$2 a day, \$12 a week, may be paid during a single probationary period not exceeding 3 months.

<sup>51</sup> Over 8 hours a day, 48 a week, allowed only if additional help is not available in an emergency.

<sup>52</sup> Maximum hours for women and minors under 18. After hearing, Labor Commissioner may grant license for 60 hours a week, for 3 months a year.

<sup>53</sup> Maximum hours 10 $\frac{1}{2}$  a day, 54 a week, except in restaurants operated in connection with or incidental to hotel and cabin service. Employee must be paid at least 3 hours' wages on any day called to work.

<sup>54</sup> Maximum hours for women and minors under 18. After hearing, Labor Commissioner may grant license for 10 $\frac{1}{2}$  hours a day, 54 a week, during 8 weeks in any 6-month period. In clothing industries employees must be paid at least 3 hours' wages on any day called to work.

<sup>55</sup> Maximum hours 10 $\frac{1}{2}$  a day, 54 a week. Exemption for regular employees for 7 days before Christmas if weekly average for year does not exceed 54 hours.

<sup>56</sup> Maximum hours for women and minors under 18.

<sup>57</sup> Maximum hours for women and minors under 18. Employee must be paid at least 3 hours' wages on any day called to work.

<sup>58</sup> Maximum hours 10 a day, 54 a week, for women and girls 16 and over.

<sup>59</sup> Employee must be paid at least 4 hours' wages on any day called to work. *Exceptions:* Saturdays; employees who have worked over 36 hours in the week.

<sup>60</sup> Employer not in violation if paying less than State minimum in accordance with learner certificate from Wage and Hour Division, U. S. Department of Labor.

<sup>61</sup> No separate rate for learners permitted, but employer not in violation of this order if paying less than the State minimum in accordance with learner certificate from Wage and Hour Division, U. S. Department of Labor.

<sup>62</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>63</sup> Maximum hours 8 a day, 48 a week, for women and minors between 16 and 18. To make 1 short day a week of not over 4 $\frac{1}{2}$  hours, 10 hours allowed on 1 day, not over 9 on 4 days, but weekly hours must not exceed 48.

<sup>64</sup> Not mandatory for manicurists in barber shops.

<sup>65</sup> Maximum hours 8 a day, 48 a week, for boys between 16 and 18, and for women and girls in towns of 15,000 population and over. Over 8 a day (not over 48 a week) allowed only to make 1 short day a week of not over 4 $\frac{1}{2}$  hours. (Hour law exempts mercantile establishments Dec. 18-24.)

<sup>66</sup> During 14-week peak period each year (or 2 periods aggregating not over 14 weeks) the rates are 38 $\frac{1}{2}$  cents an hour for hours over 40 to 44, 52 $\frac{1}{2}$  cents for hours over 44 to 48.

<sup>67</sup> If called to work on fourth day, whether or not working, employee must be paid for 4 days.

<sup>68</sup> If called to work on third day, whether or not working, employee must be paid for 3 days.

<sup>69</sup> Maximum hours 8 a day, 48 a week, for women and minors between 16 and 18. To make 1 short day a week of not over 4 $\frac{1}{2}$  hours, 10 hours allowed on 1 day, not over 9 on 4 days, but weekly hours must not exceed 48. Law does not apply to women and girls in "resort" or "seasonal" hotels or restaurants in rural communities and in places of under 15,000 population.

<sup>70</sup> Maximum hours 8 $\frac{1}{2}$  a day, 48 a week, in towns of 500 population and over. In telephone exchanges, elsewhere, maximum hours a day and days a month to be fixed by agreement between employer and employee.

<sup>70</sup> Maximum hours for women and girls and boys under 18, 8 a day, 48 a week. For women and girls in laundry and dry-cleaning plants, 9 hours a day, 50 a week, allowed during weeks that include certain holidays. In mercantile establishments 10 hours may be worked on Saturdays and on days preceding certain holidays and 10 hours a day, 50 a week, during 1 week in the first half of the year and 2 weeks in the second half; women over 21 in stores located in towns under 5,000 population are exempt from the law.

<sup>71</sup> Employer shall stipulate at time of hiring or at beginning of workweek in case of change of status, whether worker is full-time or part-time, i. e., employed on basis of 48 hours or of less than 48 hours a week.

<sup>72</sup> 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.

<sup>73</sup> Part-time workers must be paid at least 4 hours' wages and a fraction of a day must consist of consecutive hours.

<sup>74</sup> Employees who have had a cosmetology license for less than 6 months are beginners; those with no license are learners.

<sup>75</sup> In emergency State Wage and Hour Commission may permit overtime if time and a half is paid.

<sup>76</sup> In emergency over 44 hours may be worked if time and a half is paid. To employ an inexperienced worker at less than 35 cents, an employer covered by Order No. 5A must secure permit. Operators of hospitals and sanitariums without surgery or of convalescent or old people's homes (see Order No. 5) may apply for modification of wage and hour regulations; after investigation the Commission may permit hourly minimum of 30 cents and a maximum 56-hour week.

<sup>77</sup> To employ an inexperienced worker at less than 35 cents, employer must secure permit. Commission may allow different wages and hours in rural telephone exchanges.

<sup>78</sup> Maximum hours, except for telephone and telegraph operators, artists, nurses, and domestics.

<sup>79</sup> Maximum hours 9 a day, 48 a week, for women and for minors 16 and under 18. If 5-day week, 9¾ hours a day. Employee must be paid at least 4 hours' wages on any day called to work (except students in retail trade; Saturdays in laundries).

<sup>80</sup> If spread of hours exceeds 10, or there is more than one interval off duty (other than meal period of one hour or less), employee must be paid 50 cents in addition to day's wage. Employee must be paid at least 3 hours' wages on any day called to work.

<sup>81</sup> Maximum hours for women 8 a day, 48 a week; for minors under 18, 8 a day, 44 a week. Part-time workers must be paid at least 4 hours' wages a day.

<sup>82</sup> A 30-minute meal period, for which the minimum wage must be paid, is included in the 8-hour day. Actual working time, therefore, is 7½ hours a day, 45 a week. Employment of girls under 18 in public housekeeping prohibited.

<sup>83</sup> Maximum hours 8 a day, 48 a week, unless by special permission from Industrial Commission. Part-time workers must be paid at least 4 hours' wages a day.

<sup>84</sup> Hour law sets maximum day at 8 hours for women in mechanical or mercantile establishments, laundries, hotels, or restaurants.

<sup>85</sup> Regular employees must be paid at least half-day's wage on any day reporting for work.

<sup>86</sup> Maximum hours; however, under the 9-50-hour law women may be employed 10 hours a day during emergency periods not exceeding 4 weeks a year, if time and a half is paid and weekly hours do not exceed 55.

<sup>87</sup> Minors producing the same output as employees in a higher wage classification must be paid the minimum rate for that class.

<sup>88</sup> Prior to 1942 the required overtime rate was 1½ times the basic hourly rates established by the general minimum-wage order.

<sup>89</sup> During the canning season, maximum hours are 9 a day, 54 a week, except on 12 emergency days when women 18 and over and boys 16 to 18 may be employed 11 hours a day, 60 hours a week. Because of the war emergency and scarcity of labor the emergency days have been increased from 8 to 12, the hours on those days from 10 to 11; and under specified conditions the Industrial Commission may waive hour limits and overtime pay for boys between 17 and 18. Before and after the canning season maximum hours are 9 a day, 51 a week for women, 8 a day, 40 a week for all minors 16 to 18.

<sup>90</sup> Zones 2, 3, and 4 are the same respectively as given for the laundry order (see footnote 40, p. 50, of this chart; Zone 1 adds Fort Mitchell and Woodlawn to the cities listed in that footnote as Zone 1 and extends the area covered to a 5-mile radius instead of the 1 mile covered in the laundry order.

ANALYSIS OF STATE MINIMUM-WAGE LAWS

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
Alaska: Session laws 1939, ch. 80.	Department of labor.		Minimum wage fixed by law.	Noncompliance subject to fine or imprisonment.		All occupations.	Women over 18 years.	
Arizona: Code 1939, secs. 56-401 to 56-413, 56-901.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the advice of the senate, for terms of 6 years.)	Investigation at discretion of commission, or on petition of 20 or more residents of the State engaged in any particular occupation, to ascertain whether substantial number of women or minors in that occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in its possession, commission shall appoint a wage board without special investigation.	Commission appoints wage board of 3 representatives each of employers and employees and 1 industrial commissioner to be designated chairman. After studying evidence and testimony of witnesses board must, within 10 days after its organization, submit a report recommending minimum fair wage standards. Within 10 days, commission must accept or reject this report. If accepted, commission issues a directory order. After 60 days, if no appeal has been taken, the order becomes mandatory.	Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage sufficient to meet cost of living necessary for health and fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, the commission or wage board shall consider the minimum cost of living, and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any class of work in any industry, trade, business, or branch thereof. <i>Exceptions:</i> Domestic service in the home of the employer; agricultural labor.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
Arkansas: Digest of the statutes 1937, secs. 9084, 9094 to 9100; session laws 1935, ch. 150.	Industrial welfare commission. (Commission is composed of the commissioner of labor and statistics as chairman and 2 men and 2 women; 1 man and 1 woman appointed by the governor, the others by the commissioner of labor, and 1 man and 1 woman to represent employers, the other man and woman to represent employees. All members appointed for terms of 2 years.)	Investigation at discretion of commission to determine necessity of raising or lowering the minimum wage set by law.	Minimum wage set by law but commission has power to raise or lower such wage in any occupation, trade, or industry after investigating and holding public hearings. Commission has power, after public hearing, to establish regulations for hotels and restaurants provided the wage rate is not lower than will supply the cost of proper living and safeguard health and welfare, and provided also that it shall not exceed the rate established by law.	Noncompliance punishable by fine.	Wage adequate to supply necessary cost of proper living and to maintain health and welfare.	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 electricity or water; work in elevators. <i>Exceptions:</i> Cotton factories; gathering of fruits or farm products; railroad companies whose hours are regulated by Federal laws.	Females.	
California: Deering's Labor Code 1937, secs. 61, 70-73, 1171-1203.	Industrial welfare commission through division of industrial welfare in department of industrial relations. (Industrial welfare commission is composed of 5 persons, at least 1 of whom shall be a woman, appointed by the governor for terms of 4 years.)	Investigation at discretion of commission to ascertain whether wages paid are inadequate to supply the cost of proper living. Investigation conducted by examining books, papers, pay rolls, records, and witnesses and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need commission shall call a wage board.	Commission calls wage board composed of an equal number of representatives of employers and employees in an industry with a representative of the commission as chairman. After studying the evidence, the board recommends minimum-wage rates to the commission, which, after a public hearing, fixes the minimum rates for the industry and issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and costs.	do.	Any occupation, trade, or industry.	Women; minors (girls under 21, boys under 18 years of age).	Any woman physically defective by age or otherwise may be granted license fixing a lower wage. License must be renewed every 6 months. Apprentice or learner: Special wage for fixed period.
Colorado: Statutes 1935, ch. 97, sec. 5, 236-256; session laws 1937, ch. 189.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the consent of the senate, for terms of 6 years. Not more than 1 member may represent employees, nor more than 1 employer.)	Investigation at request of not less than 25 persons engaged in occupation or at discretion of commission if there is reason to believe that substantial number of employees are paid wages inadequate to supply necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, papers, other records, and witnesses, and by public hearings at which employers, employees, or other interested persons may testify. If convinced of need commission either fixes minimum-wage rates or appoints a wage board.	Commission sets minimum wage for occupation and issues mandatory order; or commission establishes a wage board composed of not more than 3 representatives of employers, an equal number of representatives of employees and of the public, and, if it so desires, a representative of the commission. The representatives of the employers and the employees to be elected by their respective groups; at least 1 member of every group to be a woman. The wage board investigates the occupation and reports to the commission a minimum wage, which the commission may accept or reject. After acceptance and a public hearing, commission issues mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and costs.	Wage sufficient for living wage. Wage fair and reasonable, and consistent with maintenance of health and morals. Suitable wage for minors.	Any occupation, i. e., any and every vocation, trade, pursuit, or industry.	Women; minors (persons of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman physically defective or crippled by age or otherwise or less efficient than a woman worker of ordinary ability may be granted license authorizing a wage less than the minimum. Number so licensed must not exceed 1/10 of the total number of workers in an establishment.
Connecticut: 1939 supplement to general statutes, secs. 840e to 853e.	Commissioner of labor and factory inspection or director of minimum-wage division which may be set up in the department of labor.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need commissioner shall appoint a wage board.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report, recommending minimum fair wage standards. Commissioner, within 10 days, must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a mandatory order.	Noncompliance punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage commissioner and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any sweatshop occupation, i. e., an industry, trade, business, or occupation paying an unfair and oppressive wage. <i>Exception:</i> Domestic service in the home of the employer; labor on a farm.	All persons.	Any person, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
District of Columbia: U. S. Statutes at Large 1917-19, vol. 40, pt. 1, pp. 960-964; 1938, vol. 52, p. 758.	Minimum-wage board. (Board is composed of 3 members appointed by the District commissioners for terms of 3 years, 1 member each to represent employers, employees, and the public.)	Investigation at discretion of board to ascertain whether substantial number of women in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health and morals. Investigation conducted by examining books, registers, pay rolls, and other records of employers and witnesses and by public hearings at which any interested person may testify. If convinced of need board may convene a conference.	Board appoints wage conference composed of an equal number of representatives, but not more than 3, of employers and employees, not more than 3 of the public, and 1 or more members of the board. After investigation the conference submits a report, recommending minimum-wage standards, which the board may approve or disapprove. If approved, report must be published and public hearing held. After final approval of conference report, minimum-wage board issues mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and attorney's fees.	Wage adequate to supply necessary cost of living to women and to maintain them in health and protect their morals. Wage not unreasonably low for minors.	Any occupation, i. e., any business, industry, trade, or branch thereof. <i>Exception:</i> Domestic service.	Women; minors (persons of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman whose earning capacity has been impaired by age or otherwise may be granted license authorizing a wage less than the minimum. Learner or apprentice for fixed period.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
Hawaii: Session laws 1941, Act 66.	Director of labor and industrial relations.		Minimum-wage rates fixed by law.	Noncompliance subject to fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wages adequate to health, efficiency, and general well-being.	All employment. <i>Exceptions:</i> Public employment; agricultural or domestic service; employment by son, daughter, or spouse, or if under 20, by father or mother; executive, administrative, supervisory, or professional work; outside salesmen or collectors; catching, taking, cultivating, or farming of fish, shellfish, crustacea, sponges, seaweeds, or other aquatic forms of animal and vegetable life, including loading, unloading, or packing of such products for shipment, or propagating, processing, marketing, freezing, canning, curing, storing, or distributing the above products or byproducts thereof; employment by a street, suburban, or interurban electric railway, local trolley, or motor bus carrier; seamen; employees guaranteed monthly salary of \$150; employees affected by the Federal Fair Labor Standards Act.	Men, women, minors.	Director may provide by special certificate for employment of learners, apprentices, or persons whose earning capacity is impaired by age or physical or mental deficiency or injury, at a wage less than minimum for a fixed period.
Illinois: Revised statutes (Cahill) 1935, ch. 48, secs. 238-256.	Department of labor.	Investigation at discretion of department, or on petition of 50 or more residents of any county, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in possession of department, director shall appoint a wage board without special investigation.	Director appoints wage board composed of an equal number of representatives, but not more than 2, of employers and employees, and 1 representative of the public to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, department must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, department issues a directory order. After 9 months, and following a public hearing, department may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, department and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (females under 18 and males under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
Kansas: General statutes 1935, secs. 44-637, 44-639 to 44-650; supplement 1939, secs. 75-3401 to 75-3405.	Department of labor.	Investigation at discretion of commission to ascertain whether substantial number of women and minors in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health. If convinced of need commission shall publish notice of public hearing.	Commission holds a public hearing and issues a mandatory order.	Noncompliance a misdemeanor punishable by fine. Employee may recover back wages, costs, and attorney's fees.	Wages reasonable and not detrimental to health and welfare.	Any occupation.	Women; minors (females under 18 and males under 21 years of age). <sup>1</sup>	
Kentucky: Session laws 1938, ch. 105.	Commissioner of industrial relations.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, other records of employers, and witnesses. If convinced of need on basis of information in his possession, commissioner shall request the governor to appoint a wage board without special investigation.	Governor, at request of commissioner, appoints wage board composed of 9 members, 3 representatives each of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 3 months, and following a public hearing, the commissioner may make the order mandatory.	Publication of names of employers not complying with either directory or mandatory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wages fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board shall consider cost of living and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; person, firm, or corporation subject to regulation by the State public service commission.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical deficiency or injury, may be granted license authorizing a wage less than the minimum for a fixed period.
Louisiana: Session laws 1938, Act 362.	Commissioner of labor and director of minimum wage division which shall be set up in the department of labor.	Investigation at discretion of commissioner to ascertain whether wages paid to female employees in an occupation are inadequate to supply the necessary cost of living and maintain health. Investigation conducted by calling for statements and examining books, pay rolls, other records of employers, and witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need commissioner is empowered to call a conference.	Commissioner calls conference composed of an equal number of representatives of employers and employees in the occupation or industry in question and 1 or more representatives of the public, 1 of the public group to be designated chairman, but public representatives must not exceed the number in either of the other groups. After studying evidence and testimony of witnesses, the conference, on request of the commissioner, must within 60 days of its organization submit a report recommending minimum-wage standards. The commissioner may accept or reject this report. If accepted, public hearing must be held. After final approval of conference report, commissioner issues a mandatory order.	Noncompliance a misdemeanor punishable by fine. Employee may recover back wages, costs, and attorney's fees.	Wage adequate to supply necessary cost of living and maintain health.	Any occupation, trade or industry. <i>Exceptions:</i> Labor on a farm; domestic service; municipalities having population of 10,000 or less.	Women and girls.	Any woman or girl physically defective or crippled by age or otherwise, or any apprentice, may be granted license authorizing a wage less than the minimum.

<sup>1</sup> Decision of State attorney general, Aug. 13, 1938.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<b>Maine:</b> Session laws 1939, ch. 289.	Commissioner of labor and industry.	Investigation at discretion of commissioner or on petition of 50 or more residents of State to ascertain whether substantial number of women or minors in the industry are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls and other records of employers. If convinced of need commissioner shall appoint a wage board.	Wage board shall be composed of an equal number of representatives but not more than 3 each of employers and employees to be appointed by commissioner; and not more than 3 representatives of the public (1 to be chairman), to be appointed at request of the commissioner, by the chief justice of the State supreme judicial court. Within 60 days board must hold public hearing and submit report recommending minimum fair wage standards. Report and determinations of wage board must be filed with commissioner, who, within 10 days, shall send certified copy to each employer. Within 5 days commissioner must file report, findings, and determinations of wage board as a public record after which the minimum-wage rate becomes effective.	Publication of names of employers not complying; or court action if employer has failed for period of 2 months to pay minimum rates. Penalty: Fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board shall take into account wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Packing fish or fish products in oil, mustard, or tomato sauce.	Women; minors (persons of either sex under 21 years of age).	Rates below those for experienced workers may be set for learners and apprentices.
<b>Massachusetts:</b> Session laws 1937, ch. 401; 1938, ch. 237; 1939, ch. 275.	Minimum-wage commission established in the department of labor and industries under control of commissioner of labor and industries and consisting of associate commissioners of labor and industries.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the Commonwealth, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need, on basis of information in its possession, commission shall appoint a wage board without special investigation.	Commission appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, the commission must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 3 months and following a public hearing commissioner may make the order mandatory.	Publication of names of employers not complying with directory or mandatory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board may consider cost of living and wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Minnesota:</b> General statutes 1927, secs. 4033, 4210-4213, 4215-4217, 4219-4232; supplement 1938, sec. 4214; session laws 1939, ch. 186.	Industrial commission. (Commission is composed of 3 members appointed by governor, by and with the advice and consent of the senate, for terms of 6 years.)	Investigation at discretion of commission, or on request of at least 100 persons engaged in occupation, to ascertain whether one-sixth or more women or minors are paid less than living wage. Investigation conducted by examining papers, books, witnesses, and by holding public hearings at which employers, employees, or other interested persons may testify. If convinced of need, commission either fixes minimum-wage rates or appoints an advisory board.	Commission sets a minimum wage and issues a mandatory order; or commission establishes an advisory board of not less than 3 or more than 10 representatives of employers, an equal number of representatives of employees, and 1 or more of the public, the representatives of the public not to exceed the number in either of the other groups. At least one-fifth of the members of the board must be women and the public group must include at least 1 woman. After investigation the board recommends minimum-wage rates which the commission may accept or reject. After acceptance, or after commission determines the minimum wage without appointing an advisory board, it issues a mandatory order.	Refusal to comply with law a misdemeanor punishable by fine or imprisonment. Employee may recover back wages, costs, and attorney's fees.	Wage sufficient to maintain health and supply necessary comforts and conditions of life.	Any occupation, i. e., any business, industry, trade, or branch of trade.	Women; minors (persons of either sex under 21 years of age).	In an occupation in which only time rates are established, a woman physically defective may be granted license authorizing a wage less than the minimum. Number so licensed must not exceed one-tenth of the total number of workers in an establishment.
<b>Nevada:</b> Session laws 1937, ch. 207; 1939, ch. 78.	Labor commissioner	-----	Minimum wage fixed by law	Noncompliance a misdemeanor, punishable by fine or imprisonment or both.	Wage sufficient to maintain health and welfare.	Private employment. <i>Exceptions:</i> Domestic service; State, county, city, or town employees.	Any female.	
<b>New Hampshire:</b> Session laws 1933, ch. 87.	Labor commissioner	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, commissioner shall appoint a wage board without special investigation.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 5 months and following a public hearing the commissioner may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade, or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<b>New Jersey:</b> Revised statutes 1937, vol. 2, secs. 34:1-1, 34:11-35 to 46, 34:11-48, 34:11-53 to 66; session laws 1941, ch. 321.	Commissioner of labor or the director of the minimum-wage division which shall be set up in the department of labor.	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet the minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information acquired by special investigation or otherwise, commissioner shall appoint a wage board.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employees may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, commissioner and wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm; employment in a hotel.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>New York:</b> Cahill's Consolidated Laws, Supplement 1937, ch. 32, secs. 550-566; session laws 1939, chs. 244, 499; 1942, ch. 693.	Industrial commissioner	Investigation at discretion of commissioner, or on petition of 50 or more residents of the State engaged in or affected by an occupation, to ascertain whether substantial number of women or minors in the occupation are paid wages insufficient to provide adequate maintenance and to protect health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, commissioner shall appoint a wage board without special investigation.	Commissioner appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum-wage standards. Within 10 days commissioner must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, commissioner issues a directory order. After 3 months and following a public hearing, the commissioner may make the order mandatory.	Publication of names of employers not complying with either directory or mandatory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	In determining minimum wage for any service or class of service, commissioner and wage board may consider: (1) The amount sufficient to provide adequate maintenance and to protect health; (2) the value of the service or class of service rendered; and (3) wages paid in the State for like or comparable work.	Any occupation, i. e., any industry, trade, business or class of work. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	do	Do.
<b>North Dakota:</b> Supplement to compiled laws 1912-25, secs. 396b3, 396b4-396b9, 396b11-396b16; session laws 1935, ch. 162.	Commissioner of agriculture and labor.	Investigation at discretion of commissioner to ascertain whether substantial number of women in an occupation are paid wages inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, other records, and witnesses, and by holding public hearings at which any interested persons may testify. If convinced of need commissioner may convene a conference.	Commissioner appoints conference composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, and the commissioner. After studying evidence and testimony of witnesses, the conference submits a report recommending minimum-wage standards. Commissioner must accept or reject this report. If accepted, notice must be published and public hearing held. After final approval commissioner issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and attorney's fees.	Wage adequate to supply necessary cost of living to women workers and to maintain health. Wage not unreasonably low for minors.	Any occupation, i. e., any business, industry, trade, or branch thereof. <i>Exceptions:</i> Agriculture; domestic service.	Women; minors (persons of either sex under 18 years of age).	Any female physically defective by age or otherwise, or any apprentice or learner, may be granted license authorizing a wage less than the minimum.
<b>Ohio:</b> Throckmorton's Code 1940, secs. 154-45d to 154-45t.	Director of industrial relations or the superintendent of the minimum-wage division which shall be set up in the department of industrial relations.	Investigation at discretion of director, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of services rendered and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in his possession, director shall appoint a wage board without special investigation.	Director appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 representatives of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report, director issues a directory order. After 3 months and following a public hearing the director may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining minimum fair wage, director, superintendent, or wage board may consider wages paid in State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Oklahoma:</b> Session laws 1937, ch. 52.	Industrial welfare commission. (Commission composed of governor, commissioner of labor, and chairman of State industrial commission.)	Investigation at discretion of commission to determine whether wages paid employees in an occupation are inadequate to supply necessary cost of living and maintain health. Investigation conducted by calling for statements, examining books, pay rolls, or other records of employers, and by holding public hearings at which any interested persons may testify. If convinced of need commission is empowered to call a conference.	Commission appoints conference composed of an equal number of representatives of employers and employees, and 1 or more representatives of the public (but public representatives must not exceed the number in either of the other groups), and a member of the commission who shall act as chairman. Conference recommends minimum wage which the commission may accept or reject. If accepted, the commission issues a mandatory order.	Failure to pay minimum wage a misdemeanor, punishable by fine. Employee may recover back wages, costs, and attorney's fees.	Wage adequate to supply necessary cost of living and to maintain health. Suitable wage for minors.	Any industry or occupation. <i>Exceptions:</i> Agriculture, horticulture, dairy or stock raising.	Men and women; minors (persons of either sex under 18 years of age). <sup>1</sup>	Any employee physically defective or crippled by age or otherwise or any apprentice may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Oregon:</b> Compiled laws 1940, vol. 7, secs. 102-302, 102-304 to 320; session laws 1941, ch. 90.	Wage and hour commission. (Commission is composed of 3 unsalaried members appointed by the governor for terms of 4 years. The commissioner of labor is to serve as secretary and executive officer.)	Investigation at discretion of commission to ascertain whether substantial number of women are paid wages inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining witnesses, books, pay rolls, and other records of employers and by holding public hearings at which interested persons may testify. If convinced of need commission may convene a conference.	Commission appoints conference composed of an equal number of representatives, but not more than 3, of employers and employees, not more than 3 representatives of the public, and 1 or more commissioners. Commission shall designate the chairman. After studying evidence and testimony of witnesses, conference must submit a report recommending minimum-wage standards. The commission must accept or reject this report. If accepted notice must be published and public hearing held. After final approval commission issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and attorney's fees.	Wage adequate to supply necessary cost of living to women workers and to maintain health. Wage not unreasonably low for minors.	Any occupation, i. e., any and every vocation, pursuit, trade, or industry.	Women; minors (persons of either sex under 18 years of age).	In an occupation in which only time rates are established, a woman physically defective or crippled by age or otherwise may be granted license authorizing a wage less than the minimum.

<sup>1</sup> Law held invalid for men and minors because of technical defect in title of act.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<b>Pennsylvania:</b> Session laws 1937, Act 248.	Department of labor and industry.	Investigation at discretion of department, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors are paid wages less than sufficient to maintain health or efficiency. Investigation conducted by examining books, registers, pay rolls, and other records of employers. If convinced of need on basis of information in possession of department, secretary of labor and industry shall appoint a wage board without a special investigation.	Secretary appoints wage board composed of an equal number of representatives, but not more than 3, of employers, employees, and the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses, board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days, the department must accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report department issues a directory order. After 3 months, and following a public hearing, department may make the order mandatory.	Publication of names of employers not complying with directory or mandatory order. Noncompliance with mandatory order a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered. In determining a minimum fair wage, secretary and wage board may consider cost of living and wages paid in the State for like or comparable work by employers voluntarily maintaining minimum fair wage standards.	Any occupation, i. e., any industry, trade, business, or class of work. <i>Exceptions:</i> Domestic service in the home of the employer; service in a religious community or charitable institution; labor on a farm; boys lawfully employed in sale and delivery of newspapers and magazines; persons subject to provisions of Federal Railway Labor Act.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury, may be granted license authorizing a wage less than the minimum for a fixed period.
<b>Puerto Rico:</b> Session laws 1919, Act 45; 1931, Act 15, sec. 10.  Session laws 1941, Act 8.	Commissioner of labor  Minimum wage board. (Board is composed of 4 members representing employers, 4 members representing employees, all to be appointed by the governor with advice and consent of senate; and 1 member representing the public, to be freely appointed by the governor and to be chairman and salaried executive.)	Investigation by board to find whether wages paid in an occupation, business, or industry are insufficient for normal needs and detrimental to maintenance of minimum standard of living for health, efficiency, and general well-being. Investigation made by examining pay rolls, pay lists, books, and other documents of employers. If convinced of need board appoints a minimum wage committee.	Minimum wage fixed by law  Board appoints minimum wage committee composed of 2 representatives each of employers and employees, and 1 representative of the public who shall be chairman. Committee must report findings to board within 3 months, or longer period if allowed. If committee is unable to agree, board appoints a second committee. If second committee disagrees board may appoint another or may assume the duties of a committee. Public hearing must be held after which board fixes the minimum-wage rate and issues a mandatory order.	Noncompliance a misdemeanor, punishable by fine.  Noncompliance subject to fine or imprisonment or both. Employee may recover back wages plus 50 percent of amount due, costs, and attorney's fees.	Wage sufficient to satisfy normal needs and not detrimental to maintenance of minimum standard of living necessary for health, efficiency, and general well-being. In determining minimum wage, board shall take into consideration cost of production, financial and economic conditions of industry or branch affected, market fluctuations, and special conditions in area in question. Rate must be uniform for every occupation, business, or industry of the same class, category, or importance.	Industrial occupations; commercial or public-service undertakings. <i>Exceptions:</i> Agriculture and agricultural industries.  Any occupation, business, or industry. <i>Exception:</i> Domestic service.	Women and girls  Men, women, minors.	Apprenticeship period of 3 weeks.  Any worker whose earning capacity is impaired by age, physical disability or injury, or any other reason may be granted permit authorizing wage below but not less than 50 percent of minimum. Same with time limit on permit applies to apprentices and learners. Board to fix minimum rates for persons between 14 and 18 years.
<b>Rhode Island:</b> General laws 1938, ch. 289; session laws 1941, ch. 1065.	Director of labor and commissioner appointed as chief of division of women and children.	Investigation at discretion of director or commissioner, or on petition of 50 or more residents of the State, to ascertain whether substantial number of women or minors in an occupation are paid oppressive and unreasonable wages, i. e., less than fair and reasonable value of service rendered, less than the industry can afford to pay, and less than sufficient to meet minimum cost of living necessary for health. Investigation conducted by examining registers, pay rolls, other records of employers, and witnesses. If convinced of need on basis of information in his possession, director shall appoint a wage board without special investigation.	Director appoints wage board composed of an equal number of representatives, but not more than 3, of employers and employees, and not more than 3 of the public, 1 of the public group to be designated chairman. After studying evidence and testimony of witnesses board must, within 60 days of its organization, submit a report recommending minimum fair wage standards. Within 10 days director shall accept or reject this report. If accepted, report must be published and public hearing held. After final approval of wage-board report director issues a directory order. After 3 months and following a public hearing the director may make the order mandatory.	Publication of names of employers not complying with directory order. Noncompliance with mandatory order a misdemeanor punishable by fine or imprisonment or both. Employee may recover back wages, costs, and attorney's fees.	Wage fairly and reasonably commensurate with value of service or class of service rendered and not greater than the industry can afford to pay. In determining a minimum fair wage, the commissioner and the wage board may consider (1) wages paid in this and other States for like or comparable work by employers voluntarily maintaining minimum fair wage standards and (2) what wages the industry can afford to pay.	Any industry, trade or business, or branch thereof or class of work therein. <i>Exceptions:</i> Domestic service in the home of the employer; labor on a farm.	Women; minors (persons of either sex under 21 years of age).	Any woman or minor, including a learner or apprentice, whose earning capacity is impaired by age or physical or mental deficiency or injury may be granted license authorizing a wage less than the minimum for a fixed period.
<b>South Dakota:</b> Code 1939, secs. 17.0607 to 17.0608, 17.9901.	Secretary of agriculture		Minimum wage fixed by law	Noncompliance a misdemeanor, punishable by fine or imprisonment or both. Employee may recover back wages and costs.		Any factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.	Any woman or girl over the age of 14 years.	Any woman mentally or physically deficient or disabled may be granted a permit authorizing a wage lower than the minimum. Apprentice or learner if employer obtains permission to employ.
<b>Utah:</b> Revised statutes 1933, secs. 42-1-1, 103-1-16; session laws 1933, ch. 38.	Industrial commission. (Commission is composed of 3 members appointed by the governor, with the consent of the senate, for terms of 6 years.)	Investigation at discretion of commission to determine whether wages paid to women and minors in an occupation are inadequate to supply the cost of proper living. Investigation conducted by examining books, papers, pay rolls, or records, and witnesses and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need commission shall call a wage board.	Commission calls wage board composed of an equal number of representatives of employers and employees with a representative of the commission as chairman. After studying the evidence the board recommends minimum-wage rates to the commission, which, after a public hearing, fixes the minimum rates for the industry and issues a mandatory order.	do	Wage adequate to supply necessary cost of proper living and to maintain health and welfare.	Any occupation, trade, or industry.	Women; minors (females under 21, males under 18 years of age).	Any woman physically defective by age or otherwise may be granted license authorizing a wage lower than minimum. License must be renewed every 6 months. Apprentice or learner: Special wage may be set by commission for specified period.

ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State	Authority empowered to administer law	Procedure preliminary to setting wage rates	Procedure for setting wage rates	Means provided for securing enforcement	Basis of wage rates	Occupations or industries covered by law	Employees covered by law	Exceptions
<p><b>Washington:</b> Remington's Revised Statutes 1931, secs. 7623-7641, 10833, 10835, 10840, 10893; session laws 1935, ch. 176.</p>	<p>Industrial welfare committee. (Committee is composed of the director of labor and industries, appointed by the governor with the consent of the senate and holding office at his pleasure; the supervisor of industrial insurance and the supervisor of industrial relations appointed by the director of labor and industries; the supervisor of women in industry and the industrial statistician appointed by the supervisor of industrial relations with the approval of the director of labor and industries.)</p>	<p>Investigation at discretion of the committee to ascertain whether wages paid to female employees in an occupation are inadequate to supply the necessary cost of living and maintain health. Investigation conducted by examining books, pay rolls, other records of employers, and witnesses, and by holding public hearings at which employers, employees, and other interested persons may testify. If convinced of need committee is empowered to call a conference.</p>	<p>Committee calls conference composed of an equal number of representatives of employers and employees in an occupation or industry, 1 or more representatives of the public, the number not to exceed that in either of the other groups, and a member of the committee to act as chairman. The conference recommends a minimum wage, which the committee may accept or reject. If accepted the committee issues a mandatory order. Committee may at any time after inquiry determine suitable wages for minors and issue mandatory order.</p>	<p>Noncompliance a misdemeanor, punishable by fine. Employee may recover back wages, costs, and attorney's fees.</p>	<p>Wage adequate to supply necessary cost of living and maintain health. Suitable wage for minors.</p>	<p>Any occupation, trade, or industry.</p>	<p>Women; minors (persons of either sex under 18 years of age).</p>	<p>Any woman physically defective or crippled by age or otherwise, or any apprentice, may be granted license authorizing a lower wage.</p>
<p><b>Wisconsin:</b> Statutes 1941, secs. 101.01 to 101.28, 104.01 to 104.12, 319.01.</p>	<p>Industrial commission. (Commission is composed of 3 members appointed by the governor, with the advice and consent of the senate, for terms of 6 years.)</p>	<p>Investigation at discretion of commission, or on the filing of a verified complaint of any person, to ascertain whether wage paid to any woman or minor is not a living wage.</p>	<p>Commission appoints an advisory wage board selected to represent fairly employers, employees, and the public. The living wage determined by the commission and this advisory board shall be the minimum wage.</p>	<p>Employer not complying shall forfeit and pay into State treasury.</p>	<p>Living wage, i. e., sufficient to maintain worker under conditions consistent with welfare, welfare to mean and include reasonable comfort, reasonable physical well-being, decency, and moral well-being.</p>	<p>Every person in receipt of, or entitled to, any compensation for labor performed for any employer.</p>	<p>Women; minors (persons of either sex under 21 years of age).</p>	<p>Any woman or minor unable to earn the living wage may obtain license fixing a lower wage.</p>