

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

FRIEDA S. MILLER, Director



STATE LABOR LAWS FOR WOMEN
WITH WARTIME MODIFICATIONS

DECEMBER 15, 1944

PART I—ANALYSIS OF HOUR LAWS



BULLETIN OF THE WOMEN'S BUREAU, No. 202-I

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, January 10, 1945.

MADAM: I have the honor to transmit a report summarizing in legal-chart form, State by State, the hour laws for women as of December 15, 1944. The laws covered are those dealing with daily and weekly hours of work, day of rest, requirements as to meal and rest periods, and the employment of women at night.

The lapse of seven years since the last preceding report, coupled with the numerous changes due to war-emergency or other amendments, makes the publication of such a handbook a necessity for historic as well as present purposes.

This bulletin is part of a series now in the final stages of preparation that summarizes, in addition to hour legislation, the laws requiring such plant accommodations as sanitary facilities and rest and lunch rooms; laws prohibiting or regulating the employment of women in certain occupations; maternity laws; and laws controlling industrial home work.

The charts have been submitted to the various States for approval. For the courtesy of their examination and comment I extend to the State authorities my grateful thanks.

The research and compilation of the hour charts are the work of Mary Loretta Sullivan of the Division of Labor Legislation and Administration.

Respectfully submitted.

FRIEDA S. MILLER, *Director.*

Hon. FRANCES PERKINS,
Secretary of Labor.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK

[NOTE.—Entries preceded by an asterisk are applicable to both sexes]

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
ALABAMA: 1. Maximum Hours. No law. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Night Work. No law.								
ALASKA: 1. Maximum Hours. Session laws 1939, ch. 80, sec. 4. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Night Work. No law.		60						Household or domestic employment. (Females.)
ARIZONA: 1. Maximum Hours. Code annotated 1939, sec. 56-320.	8	48	6			Hours provisions not applicable to women engaged in harvesting, curing, canning, or drying of perishable fruits or vegetables during period necessary to save product from spoiling. Adult women may be employed 7 days a week if daily hours do not exceed 6.		Any labor. (Females 18 and over.) <i>Exemptions:</i> Domestic work; nurses; telephone or telegraph office or exchange or railroad-yard office employing 3 or fewer women.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
ARIZONA—Continued. 1. Maximum hours—Continued. *Ibid., sec. 56-117.	8	48	(For women, 6. See preceding entry.)			Daily overtime permitted when necessary: (1) To make one shorter workday in week; (2) to make up time lost on previous day of same week due to stoppage of machinery on which worker is dependent; (3) to make repairs to prevent interruption of ordinary running of machinery.		Laundry department in any laundry establishment. (Men and women.) See preceding entry.
	2. Day of Rest. (See Maximum Hours.) 3. Meal and Rest Periods. No law. 4. Night Work. *Code annotated 1939, sec. 56-311.					10 p. m. to 5 a. m.		
ARKANSAS: 1. Maximum Hours. Digest (Pope) 1937, secs. 9087-9090, 9100; session laws 1943, Act 70.	9		6			Time and a half must be paid for hours over 8 a day and for work on seventh consecutive day. For work on seventh day or for employment of a permanent nature in excess of 9 hours on other days,	For duration of present war and 1 year thereafter, commissioner of labor may modify or suspend certain requirements of the law, on application of either individual plant or whole industry. Before issuing	Manufacturing, mechanical or mercantile establishment, laundry, express or transportation company, hotel, restaurant, eating place, bank, building and loan association, insurance company, finance or credit busi-

<p>2. Day of Rest. (See Maximum Hours.)</p> <p>3. Meal and Rest Periods. Digest (Pope) 1937, sec. 9100; session laws 1943, Act 274.</p>				<p>permit must be obtained from commissioner of labor. Permit for employment on seventh day is limited by the statute to 90 days. Women executives or managers whose weekly salaries are \$35 or more may be exempted from day and hour provisions of the statute by labor commissioner following a hearing of all parties interested.</p>	<p>order permitting suspension or modification, commissioner must be satisfied that a real necessity exists to attain better efficiency and greater production for the war effort. He may prescribe reasonable conditions pertaining to conditions of work and payment of overtime. (Session laws 1943, Act 284.)</p>	<p>ness, or work in any capacity other than occupations expressly exempted by law. (Females 16 and over.) <i>Exemptions:</i> Domestic, agricultural or horticultural employment; cotton factory; gathering of fruits or farm products; switchboard operators in public telephone exchanges having less than 500 stations who are exempt under sec. 13 (a), par. 11 of the Federal Fair Labor Standards Act.</p>
<p>Digest (Pope) 1937, sec. 9102.</p>		<p>Not less than ¾ hour for lunch. Interval of at least ½ hour required if employment covers a period of 6 consecutive hours.</p>		<p>Work period of 6½ consecutive hours permitted if employment ends not later than 1:30 p. m. and worker is dismissed for the day. Labor commissioner may grant exemption on such terms and conditions as he in his discretion may prescribe.</p>	<p>(See entry in Maximum Hours.)</p>	<p>For coverage see Maximum Hours. (Females.) Applicable only where 3 or more females employed.</p>
<p>4. Night Work. No law.</p>		<p>If lunchroom is not provided on premises at least 1 hour must be allowed for meals. During this period women must be free to leave building if they so desire.</p>				<p>Factory, manufacturing establishment, workshop or other place of employment. (Women.) <i>Exemption:</i> Establishments employing fewer than 6 men and women.</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
CALIFORNIA: 1. Maximum Hours.¹ Labor code (Deering) 1937, sec. 1352; session laws 1939, ch. 1072. ²	8	48	(See Day of Rest law.)	-----	-----	Hour provisions not applicable to women engaged in harvesting, curing, canning, or drying of any variety of perishable fruit, fish, or vegetable during period necessary to save product from spoiling.	Until the cessation of hostilities in present war or the ninety-first day after adjournment of the 1945 legislature, whichever occurs first, the governor may issue a war production permit permitting employment of females "at or for such hours, and at such type of work, and under such conditions, as may be helpful in increasing production and furthering the war effort without unreasonably increasing the risk or impairing the health or safety of said female employees." Employer must apply for permit within 24 hours after he employs females for hours, at types of work, or under conditions not permitted by law without a permit. Governor has authority to issue or deny permit and may or may not follow the recommendation of the State department responsible for enforcement of the particular	Manufacturing, mechanical, or mercantile establishment or industry; laundry, cleaning, dyeing, or 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; express or transportation company; operation of elevators in office buildings. (Women 18 and over.) <i>Exemption:</i> Graduate nurses in hospitals. ³

Industrial welfare commission order No. 3 NS—Canning and preserving (1943).	8	6	In periods when it is necessary to prevent deterioration or spoilage of the product handled, 7 days a week may be worked or as much as 72 hours if employer grants a 24-hour rest period thereafter. The overtime rates specified in the order must be paid.	law involved. Upon proper cause shown, governor may at any time revoke, modify, or suspend existing permit. (Session laws 1943, ch. 14.)	Any industry or business operated for the purpose of cooking, canning, or packing fish or other sea food; smoking, salting, or curing fish; canning or bottling fruits, vegetables, soups, or juices; preserving, canning, or bottling jams, jellies, or fruit butters; pickling fruits or vegetables; canning, packing, or bottling vegetable relishes, sauces, or seasonings; quick-freezing fruits, vegetables, and other products. (Women 18 and over.)
Ibid., No. 8 NS—Handling farm products after harvest (1943).	8	48	do	do	Industries, trades, and occupations concerned with the handling after harvest of agricultural and horticultural commodities; preparation of eggs, poultry, and dairy products. (Women 18 and over.) <i>Exemption:</i> Women subject to the women's 8-hour law (see first entry for State).

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
CALIFORNIA—Con. 1. Maximum Hours¹— Continued.								
Ibid., No. 4 NS— Professional, technical, clerical, and similar occupations (1943).	8	48	6	-----		In emergencies, more than 8 hours a day or 48 hours a week permitted if time and a half is paid for such overtime.	(See entry in Maximum Hours.)	Any general, business, professional, or technical office; laboratory, library, school, telephone or telegraph establishment; messenger or radio broadcasting service or any service of a technical or clerical character. (Women 18 and over.) <i>Exemption:</i> Women subject to the women's 8-hour law (see first entry for State).
Ibid., No. 16-A— Motion pictures (1931).	8	-----	(See Day of Rest law.)	-----		In emergencies, employment may be up to 16 hours a day, including meal periods, and on the seventh day if the overtime rates specified in the order are paid.	-----do-----	Extras who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week. (Women and minors.)
Ibid., No. 17— Motion pictures (1931).	8	48	6	-----		In emergencies, overtime allowed if overtime rates specified in order are paid.	-----do-----	Women employed at not more than \$40 a week, who do not act, sing, dance, or otherwise perform. (Women 18 and over.)
2. Day of Rest. *Labor code (Deering) 1937, secs. 550-553; session laws 1941, chs. 1184, 1264, and 1267.	-----	-----	6	-----		Work on seventh day allowed in emergencies and in employment which does not exceed 6 hours a day or 30 hours a week. If nature of work requires that employee work 7 or more con-	(See entry in Maximum Hours.)	Any occupation of labor. (Men and women.) <i>Exemptions:</i> Work performed in care of animals, crops, or lands; protection of life or property; common carrier engaged in or connected with

movement of trains; employees working under collective bargaining agreements.

secutive days, days of rest may be accumulated and equivalent time off allowed during calendar month.

Labor commissioner has authority to exempt any employer or employee if in his judgment hardship will result.

Any occupation, trade, or industry. (Women; minors.)

(See entry in **Maximum Hours.**)

Commission may grant exemption if satisfied after investigation that enforcement of rule works undue hardship on employer and does not increase comfort, health, or safety of employees.

At least 1/2 hour for meals. Commission may require a 10-minute relief period every 2 hours if nature of work requires continuous standing.

On jobs that require continuous standing, a 10-minute rest period must be given after 2 1/2 consecutive hours of employment. Such periods must be paid for.

do.

For coverage of Canning and preserving and Handling farm products after harvest, see entries in **Maximum Hours.** (Women and minors.)

Public housekeeping, i. e., restaurant, lunch counter, cafeteria, catering, banquet, box-lunch, or curb service; boarding houses or any establishment where lunches, meals, or foods are prepared for and served to the public or consumed on the premises; hotel; apartment or rooming house; auto camp; club; hospital; private school; college; and any other establishment offering rooms for rent; management, care, and servicing of theaters, office buildings, retail stores, personal service establishments, etc. (Women and minors.)

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3. Meal and Rest Periods.³

Industrial welfare commission order No. 13—Sanitary order (1932).

Ibid., No. 3 NS—Canning and preserving; No. 8 NS—Handling farm products; No. 5 NS—Public housekeeping; No. 6 NS—Laundry; No. 7 NS—Mercantile. (1943)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK— 8
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
CALIFORNIA—Con. 3. Meal and Rest Periods³—Con.								Laundry, dry cleaning and dyeing, i. e., any business, trade, or occupation engaged in the washing, processing, cleaning, dyeing, ironing, pressing or repairing of any articles or fabrics; the collection, distribution, sale, or resale of these services; the producing of such services on its own behalf by any establishment, business, institution, hotel, club, or hospital. (Women and minors.) Mercantile, i. e., any industry or business operated for the purpose of selling, purchasing, or distributing merchandise and rendering services incidental to the sale of such goods; selling, purchasing, or distributing real estate, insurance, or securities. (Women and minors.)
Ibid., No. 10 NS— Amusement and recreation (1943).				(See preceding entry.)		Rest period not required if day's work completed in 3 hours.	(See entry in Maximum Hours.)	Theaters, cafes, restaurants, night clubs, dance halls, bowling alleys, billiard parlors, skating rinks, race tracks, athletic associations and contests, and all other similar

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<p>Ibid., No. 4 NS— Professional, technical, clerical, and similar occupations (1943).</p>	<p>On jobs that require continuous standing and for telephone, telegraph and tele- type operators, a 10-minute rest per- iod must be given after 2½ consecutive hours of employ- ment. Such periods must be paid for.</p>	<p>do.</p>	<p>activities. (Women and minors.) For coverage see entry in Maximum Hours. (Women and minors.) <i>Exemption:</i> Telephone, telegraph, or teletype operators in establish- ments operated as pub- lic utility companies under Federal or State regulation and having only 1 operator on duty at a time.</p>
<p>4. Night Work.⁴ Industrial welfare commission order No. 9 NS— Transportation (1943). Ibid., No. 1 NS— Manufacturing (1942).</p>	<p>8 p. m. to 6 a. m.</p>	<p>(See entry in Maximum Hours.) For duration of war emergency, employer actually engaged in war production may claim exemption. If commission is satis- fied that employment of women during these hours is "reasonably necessary to increase war production" per- mit may be issued.</p>	<p>Driving taxicabs or au- tomobiles for hire. (Women and minors.) Any industry or business operated for the pur- pose of preparing, pro- ducing, making, alter- ing, repairing, finish- ing, processing, in- specting, handling, or assembling any goods, articles, or commodi- ties, in whole or in part. (Women 18 and over.) <i>Exemptions:</i> Canning and preserv- ing; motion pictures; clerical, professional, and technical services within an industry; handling farm prod- ucts after harvest.</p>
<p>Ibid., No. 2 NS— Personal serv- ice (1942).</p>	<p>Employment between 10 p. m. and 6 a. m. only by permit from industrial commission. Such employment must be adjudged essen- tial to operation of establishment. At least 60 cents an hour must be paid.</p>	<p>(See entry in Maximum Hours.)</p>	<p>Barber and beauty shops, baths, massage parlors, physical- conditioning and weight-control salons; shops, stores, clubs, or schools, in which such services, opera- tions, or processes are performed or taught. (Women 18 and over.)</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
<p>CALIFORNIA—Con. 4. Night Work 4— Continued. Ibid., No. 3 NS— Canning and preserving (1943).</p>					Employment between 11 p. m. and 6 a. m. only by permit from industrial commission.		(See entry in Maximum Hours .)	For coverage see entry in Maximum Hours .
<p>COLORADO: 1. Maximum Hours.⁵ Statutes annotat- ed 1935, ch. 97, secs. 112, 246.</p>	8					In case of emergencies arising in the conduct of an industry or occu- pation, overtime may be permitted under conditions and rules, and for increased mini- mum wages, which the industrial com- mission, after investi- gation, shall deter- mine and prescribe by order, and which shall apply equally to all employers in such industry or occupation. ⁷		Manufacturing, ⁶ me- chanical, or mercantile (by interpretation in- cludes beauty parlor and filling station) es- tablishment, laundry, hotel, or restaurant. (Females 16 and over.)
<p>Industrial com- mission order No. 2—Retail trade (1939).</p>	8		6			For hours over 48, time and a half must be paid except in 7 peak weeks designated by employer in year—3 in first half and 4 in second half—when 56 hours may be worked at regular rate. In peak weeks, work may be on 7 days but		Selling of merchandise to the consumer, not for the purpose of resale, in any form within the State. (Women; minors under 18.)

<p>Ibid., No. 3— Beauty service (1939).</p>	<p>8</p>	<p>6</p>	<p>8-hour day is maximum. For hours over 44 a week, time and a half must be paid.</p>	<p>Services or operations used or useful in the care, cleansing, or beautification of the skin, nails, or hair, or in the enhancement of personal appearance, and services incidental thereto, including maids, cashiers, and reception or appointment clerks. (Women; minors under 18.)</p>
<p>Ibid., No. 4— Public house-keeping (1940).</p>	<p>8</p>	<p>6</p>	<p>If an unusual unexpected necessity for service to the public arises, over 8 hours a day allowed if time and a half is paid for excess hours. In emergencies, employee may work on seventh day, if she so desires. Time and a half must be paid for hours over 48 a week.</p>	<p>Establishments that prepare and offer for sale food or refreshment for consumption, either on the 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. (Women; minors under 18.) <i>Exemptions:</i> Religious orders, strictly charitable organizations, nurses in training, professional nurses, hospital employees under training agreements, student employees in sororities, fraternities, college clubs, or dormitories; employees covered by other orders.</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
<p>COLORADO—Con. 1. Maximum Hours ← Continued. Ibid., No. 5— Laundry (1941). (Revision of order No. 1 of 1938.)</p>	8	-----	6	-----	-----	<p>In emergencies arising in the conduct of the industry employee may work over 8 hours a day and over 6 days a week if time and a half is paid for hours over 8 a day, 4 1/2 a week.</p>	<p>Any trade, business, industry, club, institution or branch thereof of engaged in the 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 employees, office workers, curb-service employees; errand and delivery boys. (Women; minors under 18.) <i>Exemptions:</i> Charitable institutions that pay no wages to workers in their laundries in which only inmates are employed; dry-cleaning departments in laundries.</p>	

2. Day of Rest. ⁵ (See Orders in Maximum Hours).								
3. Meal and Rest Periods. Industrial commission order No. 5—Laundry (1941).				At least ½ hour must be allowed for lunch. Rest period (length not stated) required after 5 consecutive hours of employment.				For coverage see Maximum Hours.
Ibid., No. 2—Retail trade (1939).				Rest period of at least 10 minutes required for each 4 consecutive hours of employment or fraction thereof. Not to be deducted from employee's working time.				Do.
4. Night Work. No law.								
CONNECTICUT:								
1. Maximum Hours. 1943 supplement to general statutes, sec. 693g.	8	48	6		10 hours may be worked on 1 day in week in order to make 1 shorter workday during such week. Overtime permitted December 18 to 25 if employer grants at least 7 holidays annually. In cases of emergency and of seasonal or peak demand, commissioner of labor may allow 10 hours a day, 52 hours a week for not more than 4 weeks in any 12 months.	By the war powers act, governor is authorized to modify or suspend, in whole or in part, by order any statute, regulation, or requirement when in his opinion it conflicts with efficient and expeditious participation in the war effort. Statute limits to 6 months the period in which any such order may be in force. (Public acts 1944, sp. session, ch. 1.)	Mercantile establishment. (Females.) Exemptions: Permanent salaried employees in executive, managerial, or supervisory positions who receive not less than \$175 a month regularly.	

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
CONNECTICUT—Con. 1. Maximum Hours— Continued. General statutes 1930, sec. 2363; supplement 1939, sec. 1317e. 1935 supplement to general statutes, sec. 1605c. General statutes 1930, sec. 5197.		9	48	(See Day of Rest law.)				
		9	52	6		In cases of emergency and of seasonal or peak demand, commissioner of labor may allow 10 hours a day, 55 hours a week, for not more than 8 weeks in any 12 months. The minimum wage orders for laundry and cleaning and dyeing require that time and a half be paid for hours in excess of 48 a week.	(See preceding entry.) During war emergency and for 6 months after hostilities cease, governor on employer's application and for cause shown, may extend overtime period beyond 8 weeks if he deems extension necessary to war effort. (1943 supplement to general statutes, sec. 692g.)	Manufacturing (includes laundry) or mechanical establishment. (Females.)
						10 hours may be worked on 1 day in week in order to make 1 shorter workday during such week. The minimum wage order for beauty shops requires payment of an additional rate for hours in excess of 48 a week; to part-time employees, for hours in excess of 8 a day.	(See first entry in Maximum Hours.)	Public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establishment, or photograph gallery. (Females.) <i>Exemption:</i> Hotels.
			58				do	Bowling alley, shoe-shining establishment, billiard or pool room. (Women.)
2. Day of Rest. (See Maximum Hours.)								

*General statutes 1930, sec. 6297.			6			Work on 7th day per- mitted in cases of emergency.	(See first entry in Maxi- mum Hours.)	Any commercial occupa- tion or the work of any industrial process. (All employees.) <i>Ex- emptions:</i> Farm or personal service; drug- gists; watchmen, su- perintendents or man- agers; janitors; persons engaged solely in transportation; sale or delivery of milk, food, or newspapers; com- mercial occupations or industrial processes re- quired to be continu- ous; necessary work of inspection, repair or care of any manufac- turing or other plant or of any merchandise or stock.
3. Meal and Rest Pe- riods. No law. 4. Night Work. 1935 supplement to general stat- utes, sec. 1605c.					10 p. m. to 6 a. m.		(See first entry in Maxi- mum Hours.) ⁸	Public restaurant, cafe, dining room, barber shop, hairdressing or manicuring establish- ment, or photograph gallery. (Females.) <i>Exemption:</i> Hotels.
General statutes 1930, sec. 2363; supplement 1941, sec. 701f.					10 p. m. to 6 a. m.		do In event of war or other serious emergency, governor may sus- pend the limitations on evening or night work.	Manufacturing (includes laundry), mechanical, or mercantile estab- lishment. (Females.) <i>Exemptions:</i> Physi- cians, surgeons, nurses, pharmacists, attorneys, teachers, social service workers, and display workers engaged chiefly in arranging and displaying mer- chandise in accord- ance with their own designs and receiving at least \$150 a month.
General statutes 1930, sec. 5197.					After 10 p. m.		(See first entry in Maxi- mum Hours.)	Bowling alley, shoe- shining establishment, billiard or pool room. (Women.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
DELAWARE: 1. Maximum Hours. Revised code 1935, sec. 3592. 2. Day of Rest. (See Maximum Hours.) 3. Meal and Rest Periods. Revised code 1935, sec. 3594. 4. Night Work. Revised code 1935, sec. 3592; session laws 1943, ch. 160.	10	55	6			12 hours may be worked on 1 day a week provided weekly maximum is not exceeded.	Mercantile, mechanical (by interpretation includes beauty shops ⁹), or manufacturing establishment, laundry, baking or printing establishment, telephone and telegraph office or exchange, restaurant, hotel, place of amusement, dress-making establishment, or office. (Females 16 and over.) <i>Exemptions:</i> Canning or preserving perishable fruits and vegetables.	
				At least ½ hour for meals. An interval of at least ¾ hour must be allowed if work period is 6 consecutive hours.		Work period of 6½ hours permitted if employment ends not later than 1:30 p. m. and worker is dismissed for the day.		For coverage see entry in Maximum Hours.
					11 p. m. to 6 a. m.		For duration of present war and for 6 months thereafter or until governor proclaims termination of the present emergency, whichever occurs first, provisions prohibit-	Mechanical (by interpretation includes beauty shops ⁹) or manufacturing establishment, laundry, baking or printing establishment, office or dress-making establishment.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
DISTRICT OF COLUMBIA—Con. 2. Day of Rest. (See Maximum Hours.) 3. Meal and Rest Periods. Code 1940, sec. 36-303.				No female shall be employed or permitted to work more than 6 hours continuously without an interval of at least ¼ hour.		Work period of 6½ hours permitted if employment ends not later than 1:30 p. m. and worker is dismissed for the day.		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company. (All females.) <i>Exemption:</i> Establishments in which 2 or fewer females are employed.
					7 p. m. to 6 a. m.			
FLORIDA: 1. Maximum Hours. No law. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Night Work. No law.								
GEORGIA: 1. Maximum Hours. *Code 1933, sec. 54-201.	10	60				More than 10 hours a day permitted if weekly hours are not exceeded. Time lost because of		Cotton or woolen manufacturing establishment. (All employees.) <i>Exemptions:</i> Engineers, firemen,

- 2. **Day of Rest.** No law.
- 3. **Meal and Rest Periods.** No law.
- 4. **Night Work.** No law.

HAWAII:

- 1. **Maximum Hours.** No law.¹⁰
- 2. **Day of Rest.** No law.
- 3. **Meal and Rest Periods.** No law.
- 4. **Night Work.** No law.

IDAHO:

- 1. **Maximum Hours.** Code 1932, sec. 43-707.

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- 2. **Day of Rest.** No law.
- 3. **Meal and Rest Periods.** No law.
- 4. **Night Work.** No law.

For footnotes see end of chart.

accident or other unavoidable circumstance may be made up, not to exceed 10 days.

watchmen, mechanics, teamsters, yard employees, clerical force, cleaners, repairmen.

Mechanical or mercantile establishment, laundry, hotel, or restaurant, telegraph or telephone establishment, office, express or transportation company.¹¹ (Females 16 and over.)
Exemptions: Harvesting, packing, curing, canning, or drying perishable fruits or vegetables.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions					Provisions applicable only during war period	Coverage	
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated			Variations
ILLINOIS: 1. Maximum Hours. Revised statutes 1943, ch. 48, secs. 5, 5a; minimum wage order No. 2—Beauty culture occupations (1941).	8	48	(See Day of Rest law.)	-----	-----	The statute permits 9 hours a day, 54 hours a week, in mercantile establishments during 4 weeks in calendar year. For any such overtime the minimum-wage order for beauty shops requires payment of specified overtime rates to employees of beauty shops in mercantile establishments. In other than mercantile establishments 9 hours may be worked on 1 day a week if weekly hours do not exceed 48. 10 hours a day, 60 hours a week permitted in canneries between June 1 and October 15. In public emergencies, employments necessary to furnish essential public services such as communication, sewage disposal, water supply, light, gas and transportation are exempt from provisions of hour law for a period not to exceed 48 hours. Telegraph or telephone	During World War II, labor director on application showing wartime necessity may grant emergency permits authorizing employment of females in war work up to 10 hours a day, 54 a week, for as much as 10 weeks in year. (Revised statutes 1943, ch. 48, sec. 8.1.)	Mechanical, or mercantile establishment, factory, laundry, hotel, restaurant, barber shop, beauty parlor, telegraph or telephone establishment or office thereof, place of amusement, express or transportation or public utility business, common carrier, public or private institution or office thereof. (Females 16 and over.) <i>Exemptions:</i> Graduate nurses; operators for a telephone company in an agency in a private residence or place of business other than an exclusive telephone establishment.

2. Day of Rest.

*Revised statutes 1943, ch. 48, secs. 8a, 8c.

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operators may be employed not more than 10 hours between 7:30 p. m. and 8 a. m., if sleeping facilities are provided and operator is allowed at least 4 hours' sleep.

During World War II, labor director on application showing wartime necessity may grant emergency permits authorizing employment of persons in war work on 7 days a week for 2 consecutive weeks, but not more than 8 weeks in year. (Ibid., sec. 8h.)

Factory (including cannery, bottling plant, laundry, and cleaning plant), mercantile establishment, transportation or public service company, hotel, apartment hotel, restaurant, hospital, laundry, telephone or telegraph establishment, banking institution, brokerage business, theater, freight or passenger elevator, or any employer engaged as a contractor to furnish labor upon contract to any person, municipality, or county institution, or any office there of. (All employees.)
Exemptions: Janitors, watchmen, superintendents, or foremen; employees engaged for not more than 3 hours on Sunday setting sponges in bakeries, caring for live animals, maintaining fires or electrical current, or necessary repairs to boilers, machinery, equipment, or power.

3. Meal and Rest Periods.

Minimum wage order No. 2—Beauty culture occupations (1941).

Night Work. No law.

Meal period of at least ½ hour must be given after not more than 5 hours of employment.

Beauty culture occupations, including desk appointment girls. (Women and minors.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
INDIANA: 1. Maximum Hours. No law. 2. Day of Rest. No law. 3. Meal and Rest Periods. Statutes annotated (Baldwin) 1934, secs. 10065, 10068. 4. Night Work. Statutes annotated (Baldwin) 1934, sec. 10051.				Not less than 1 hour allowed for noonday meal.		In special cases and for good cause shown, chief labor inspector may permit shorter time.		Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office. (All employees.)
					10 p. m. to 6 a. m.	In establishments operating two shifts females may be employed up to 12 o'clock midnight, if such employment does not exceed 8 hours a day and 5 days a week.	For duration of present war (and made retroactive to Dec. 7, 1941) or of a war contract, whichever may be longer, but in no case later than Mar. 15, 1945, an establishment filing written notice with labor commissioner may employ women 18 years of age and over at night. (Session laws 1943, ch. 90.)	Manufacturing establishment. (Females 18 and over.)
IOWA: 1. Maximum Hours. No law. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Night Work. No law.								

KANSAS:

1. **Maximum Hours.**¹²
Industrial welfare
order No. 4—
Public house-
keeping (1939).

Ibid., No. 5—Tele-
phone exchange
or office (1939).

Ibid., No. 1—
Laundry (1939).

8	48				Public housekeeping occupations, i. e., the work of waitresses in restaurants, hotel dining rooms, and boarding houses; attendants in ice cream parlors, soda fountains, light-lunch stands; steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served; confectionery stores where lunches are served; chambermaids in hotels, lodging and boarding houses, and hospitals; janitresses; car cleaners; kitchen workers in hotels, restaurants, and hospitals; women elevator operators and cigar stand and cashier girls connected with such establishments. (Women; minors.) Operators. (Women; minors.)
8 (basic)		6 (basic)			
8	48			Longer hours permitted in emergencies if and when restrictions would result in interruption or impairment of service to the public.	Employees other than operators. (Women; minors.) <i>Exemptions:</i> Small exchanges requiring not more than two operators on duty at one time; exchanges in residences operated by members of household.
9	49½			Overtime of 2½ hours a week allowed but daily hours may not be exceeded.	Laundry occupations, i. e., work in laundry, dyeing, dry-cleaning, and pressing establishments. (Women; minors.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
KANSAS—Continued 1. Maximum Hours ¹² Continued. Industrial welfare order No. 2— Manufacturing (1939).	9	49½	6			Overtime of 4½ hours a week allowed in cases of emergency. In seasonal industries handling perishable food products, such as canneries, creameries, condenseries, and poultry houses, the full amount of overtime is allowed for 6 weeks during their peak season or for 2 periods a year not to exceed 3 weeks each. Cream testers may work 6½ days a week between May 1 and September 1, if weekly hours do not exceed 54. In a poultry dressing and packing business, during the season from October 15 to December 24, 11 hours a day and 58 hours a week are permitted for 4 of the 6 weeks' peak season and 11 hours a day and 60 hours a week for the remaining 2 weeks, provided 1 of these latter weeks falls between November 1 and Thanksgiving	(12)	Manufacturing occupations, i. e., all processes in the production of commodities including work in florists' shops, and candy-making departments of confectionery stores and bakeries. (Women; minors.)

Mercantile occupations, i. e., work in establishments operated for the purpose of trade in the purchase or sale of goods or merchandise, including the sales force, wrapping employees, auditing and checking force, shippers in the mail-order department, receiving, marking, and stockroom employees, sheet-music saleswomen and demonstrators, and all employees in such establishments in any way directly connected with the sale, purchase, and disposition of goods, wares, and merchandise. (Women; minors.) *Exemption:* Regularly registered pharmacists.

Day and the other between Thanksgiving Day and Christmas. Millinery workrooms, dressmaking establishments, hemstitching and button shops, and the alteration, drapery, and upholstery departments of mercantile establishments may obtain permission from the women's division of the labor department to operate under the mercantile order. 10-hour working day allowed once a week, but maximum weekly hours may not be exceeded.

Ibid., No. 3—Mercantile (1939).

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2. Day of Rest.
(See Maximum Hours).

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
KANSAS—Continued. 3. Meal and Rest Periods.								
Industrial welfare order No. 1—Laundry (1939).	-----	-----	-----	Relief for lunch 1 hour. Not more than 6 consecutive hours may be worked without relief for meals.	-----	On application of both employer and employees, women's division of department of labor may reduce the 1-hour lunch period to ½ hour.	-----	For coverage see entry in Maximum Hours.
Ibid., No. 2—Manufacturing (1939).	-----	-----	-----	Relief for meals shall be not less than ¾ hour. Not more than 5 consecutive hours may be worked without relief for meals.	-----	Shorter lunch period may be granted by department of labor. If particular industry is operated on an 8-hour basis, lunch period may be ½ hour.	-----	Do.
Ibid., No. 3—Mercantile (1939).	-----	-----	-----	Relief for meals to be 1 hour. No woman or minor may be employed for more than 5 consecutive hours without relief for meals.	-----	Women's division of the department of labor, on application of both employer and employees, may reduce the 1-hour meal period to ¾ hour.	-----	Do.
Ibid., No. 4—Public housekeeping (1939).	-----	-----	-----	Relief for each meal to be not less than ¾ hour. Not more than 5 consecutive hours may be worked without relief for meals.	-----		-----	Do.
Ibid., No. 5—Telephone exchange or office (1939).	-----	-----	-----	Day operators shall perform in two shifts or "tours"—one of which shall not exceed 5 hours.	-----		-----	Operators. (Women; minors.)

<p>4. Night Work. Industrial welfare order No. 1—Laundry (1939). Ibid., No. 2—Manufacturing (1939). Ibid., No. 3—Mercantile (1939).</p>				<p>9 p. m. to 6 a. m.</p>				<p>For coverage see entry in Maximum Hours. Do. Do.</p>
<p>Ibid., No. 4—Public housekeeping (1939). Ibid., No. 5—Telephone exchange or office (1939).</p>				<p>12 midnight to 5 a. m.</p>	<p>Total hours—work time plus rest and sleep time—shall not exceed 12 for all operators regularly employed after 11 p. m.</p>	<p>The women's division of department of labor may permit mercantile establishments in agricultural communities to remain open until 10 p. m. on one day a week during a specified number of weeks between June 1 and September 15.</p>		<p>For coverage see entry in Maximum Hours. (Women under 21.) Operators. (Women; minors.)</p>
<p>KENTUCKY: 1. Maximum Hours. Revised statutes 1944, sec. 337.380.</p>	<p>10</p>	<p>60</p>	<p>(13)</p>					<p>Laundry, bakery, factory, workshop (including beauty parlor), store, mercantile, manufacturing, or mechanical establishment, hotel, restaurant, telephone exchange, or telegraph office. (Females 21 and over.)</p>
<p>Ibid., sec. 337.370.</p>	<p>10</p>	<p>60</p>						<p>Any occupation. (Females 16 and under 21.) <i>Exemptions:</i> Domestic service; nursing.</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
KENTUCKY—Con. 1. Maximum Hours— Continued. Minimum wage order—All industries and occupations (1939).		(See first 2 entries)				Order provides that time and a half be paid for hours worked in excess of: 48 in zone 1—Cities of 20,000 or more and contiguous territory. 50 in zone 2—Cities of 4,000 to 20,000 and contiguous territory. 52 in zone 3— All other places.		All industries and occupations. (Women; minors 16 and over.) <i>Exemptions:</i> Farm labor; domestic service; establishments regulated by Kentucky Public Service Commission; employment under any special State wage order.
Ibid., Laundry, dry cleaning and dyeing (1942).		do				Order provides that time and a half be paid for hours worked in excess of: 44 in zones 1 and 2— Same as zone 1 in preceding entry. 45 in zones 3 and 4— All other places.		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; minors 16 and over.)

Ibid., Hotel and restaurant (1943).	do.			Order provides that time and a half be paid for hours worked in excess of: 48 in zones 1 and 2— Cities of 15,000 or more and contiguous territory. 50 in zone 3—Cities of 4,000 to 15,000 and contiguous territory. 52 in zone 4—All other incorporated cities and territory.	Hotel and restaurant industry. Hotel, i. e., establishment having more than 10 guest rooms which offers lodging accommodations for hire to the general public and has transient guests. Restaurant, i. e., establishment which prepares and offers for sale food for consumption. (Women; minors 16 and over.)
2. Day of Rest. ¹³ 3. Meal and Rest Periods. Minimum wage order—All industries and occupations (1939).			A rest period of at least ½ hour must be allowed after 6 consecutive hours of work.		For coverage see entry in Maximum Hours.
Ibid., Laundry, dry cleaning and dyeing (1942).			A rest period of at least ½ hour must be allowed after 5 consecutive hours of work.		Do.
Ibid., Hotel and restaurant (1943).			A rest period of at least ½ hour must be allowed after 6 consecutive hours of work.	If rest periods of 5 or 10 minutes each, provided and paid for by employer, amount to ½ hour for each shift, this is deemed to be compliance with the rest period requirement.	Do.
4. Night Work. *Revised statutes 1944, sec. 339.170.				9 p. m. to 6 a. m.	Messenger for telegraph, telephone, or messenger company in cities of first, second, or third class. (Persons under 21.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
LOUISIANA: 1. Maximum Hours. Session Laws 1942, Act 183.	8	48	6	-----	-----	-----	For duration of present war and 60 days thereafter, 10 hours a day permitted if time and a half is paid for hours over 8. Weekly maximum (48 hours, 6 days) may not be exceeded. Notwithstanding any provision of law to the contrary, labor commissioner is authorized under the State's war emergency dispensation act to grant dispensations to employers in war work, when and if investigation shows that peacetime provisions of the labor laws interfere with maximum possible operation in war work. Employment of women on the seventh day or for hours longer than the maximum fixed by statute must be paid for at time and a half.	Manufacturing, mechanical (by interpretation includes beauty shops ¹⁴), or mercantile establishment, laundry, hotel, theater, restaurant, telegraph or telephone establishment, transportation company, or operator of a freight or passenger elevator. (Females 18 and over.) <i>Exemptions:</i> Agricultural pursuits; domestic service; processing, packing, and canning of fish, sea food, fruits, and vegetables; fishing industry; processing of sugar cane or sorghum into sugar, molasses, or syrup; office and clerical work except when such work is performed for laundries, hotels, or restaurants; towns or villages of less than 6,000 population.

Session laws 1942,
Act 341.

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10 hours daily, 60 hours weekly permitted in emergencies in packing plants, canning plants, and factories handling fruits, sea foods, vegetables, and perishable foods.

Certain conditions must be met before application is approved. Women's health and welfare must be safeguarded.
"War work" is defined as (1) work in producing articles or materials on or for contracts for the Army, Navy, or other agency of the United States or of an associated power of the United States; (2) work in performing other services related to and necessary for successful waging of the present war. (Session laws 1942, Act 41; 1944, Act 246.)

(See paragraphs 2, 3, and 4 of above entry. Those provisions apply here also.)

Mine, packing house, place of amusement where intoxicating liquors are made or sold, bowling alley, bootblack establishment, distribution of merchandise, or any other occupation not covered by the 1942 hours legislation for women. (See preceding entry.) (Females 13 and over.) *Exemptions:* Processing of sugar cane or sorghum into sugar, molasses, or syrup.

2. Day of Rest.
(See **Maximum Hours.**)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
LOUISIANA—Con. 3. Meal and Rest Periods. Session laws: 1942, Act 183.				Interval of at least ½ hour must be allowed after 6 consecutive hours of work.		6½ consecutive hours may be worked if employment ends immediately thereafter and worker is dismissed for the day.	During continuance of present war, labor commissioner may grant dispensation to employers engaged in war work if peacetime provisions of labor laws interfere with maximum possible operation. Certain conditions must be met before application may be approved. Women's health and safety must be safeguarded. (Session laws: 1942, Act 41; 1944, Act 246.)	Industries covered by the 8-48 hour law. For coverage and exemptions see 1st entry for State. Add to exemptions—establishments employing fewer than 3 females.
General statutes (Dart) 1932, sec. 4354.				Not less than ½ hour between 10 a. m. and 3 p. m. must be allowed each day for lunch or recreation.			do	Retail business employing female labor or female clerks.
*Ibid., sec. 4382.				Not less than 1 hour between 10 a. m. and 3 p. m. must be allowed for midday meal, lunch, or recreation.			do	Retail business in cities of more than 50,000 inhabitants. ¹⁵ (All clerks.)
Session laws 1942, Act 341.				At least ½ hour must be allowed for dinner.			do	Mine, packing house, place of amusement where intoxicating liquors are made or sold, bowling alley, bootblack establishment, distribution of merchandise, or any

4. Night Work. No law.

MAINE:

1. Maximum Hours.

Revised statutes
1930, ch. 54, sec.
27; session laws:
1931, ch. 144;
1941, ch. 294;
1943, ch. 285.

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In order to make one shorter workday in week, overtime is permitted but maximum hours may not exceed 10 a day or 54 a week. In cases of emergency or extraordinary public requirement, public-service employers are exempted.

During the war emergency and ending on the declaration of peace, 10 hours permitted on any one day. More than 10 hours may be worked if agreed to by employee or her authorized representative and employer and reported to the commissioner of labor and industry within 48 hours. In no case may the work week exceed 54 hours.

other occupation not covered by the 1942 hours legislation for women. (Females 18 and over.) *Exemptions:* Processing of sugar cane or sorghum into sugar, molasses, or syrup.

Workshop, factory, manufacturing or mechanical establishment. (Females 16 and over.) *Exemptions:* Manufacturing establishment or business the materials and products of which are perishable. Executives, administrators, professionals, or supervisors, or office assistants to such persons who are on a salary basis of \$1,200 or more a year.

Session laws: 1931, ch. 144; 1941, ch. 294.

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Overtime permitted from December 17 to 24 inclusive, and in millinery shops or stores on the 8 days prior to Easter Sunday. In cases of emergency or extraordinary public requirement, public-service employers are exempted.

Telephone exchange employing more than 3 operators; mercantile establishment, store, restaurant, laundry, telegraph office, or express or transportation company. (Females.) *Exemptions:* Executives, administrators, professionals, or supervisors, or office assistants to such persons who are on a salary basis of \$1,200 or more a year.

2. Day of Rest. No law.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions					Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated		
MAINE—Continued. 3. Meal and Rest Periods. Revised statutes 1930, ch. 54, secs. 24 and 27; session laws: 1931, ch. 144; 1941, chs. 294 and special session 324; 1943, ch. 285.				Not more than 6 consecutive hours may be worked without an interval of at least 1 hour.			Workshop, factory, manufacturing or mechanical establishment; telephone exchange, mercantile establishment, store, restaurant, laundry, telegraph office, or express or transportation company. (Females.) <i>Exemptions:</i> Manufacturing establishment or business the materials or products of which are perishable; telephone exchange where the operator at night is not required to operate the switchboard continuously but is able to sleep the major part of the night; executives, administrators, professionals, or supervisors, or office assistants to such persons who are on a salary basis of \$1,200 or more a year; establishments employing fewer than 3 females.
4. Night Work. No law.							
MARYLAND: 1. Maximum Hours. Annotated code (Flack) 1939, art. 100, sec. 53.14	10	60					Manufacturing, mechanical, mercantile, printing, baking, or laundering establish-
					In retail mercantile establishments outside of Baltimore City, up to 12 hours		

2. **Day of Rest.** No law.
3. **Meal and Rest Periods.**

Annotated code (Flack) 1939, art. 100, sec. 53.

4. **Night Work.**

Annotated code (Flack) 1939, art. 100, sec. 53.

Not more than 6 consecutive hours may be worked without an interval of at least ½ hour.

If any part of work is performed between 10 p. m. and 6 a. m., not more than 8 hours in any one day permitted.

may be worked on Saturdays, Christmas Eve, and the 5 working days before Christmas Eve, if two rest periods of not less than 1 hour each are granted on each day overtime is worked and if the working day during remainder of the year does not exceed 9 hours.

6½ hours permitted if employee is not permitted to work in said employment during remainder of the day. See entry in this column under **Maximum Hours.**

ment. (Females 16 and over.) *Exemptions:* Canning, preserving, or preparing for canning or preserving of perishable fruits or vegetables. (By interpretation, statute does not apply to office work in the establishments covered.¹⁷)

Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (Females.) *Exemptions:* Establishments employing fewer than 3 females; canning, preserving, or preparing for canning or preserving of perishable fruits and vegetables. (By interpretation, statute does not apply to office work in the establishments covered.¹⁷)

Manufacturing, mechanical, mercantile, printing, baking, or laundering establishment. (Females 16 and over.) *Exemptions:* Canning, preserving, or preparing for canning or preserving of perishable fruits or vegetables. (By interpretation, statute does not apply to office work in the establishments covered.¹⁷)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
MASSACHUSETTS: 1. Maximum Hours. General laws 1932, ch. 149, sec. 58; session laws: 1935, ch. 200; 1936, ch. 78; 1939, ch. 377; 1941, chs. 574 and 610.	9	48	(See Day of Rest law.)	-----	-----	In manufacturing establishments and hotels where employment is determined by department of labor and industries to be seasonal, 52 hours a week allowed if average for year does not exceed 48 a week. In extraordinary emergencies overtime allowed in public service or other businesses requiring shifts. Department of labor must be notified. Overtime permitted to make up time lost on a previous day of the same week due to stoppage of machinery on which worker is dependent, provided stoppage is not less than 30 consecutive minutes. Department must be notified within 48 hours. Office workers may be permitted by commissioner to exceed 9 but not 48 hours. Hospital employees in emergencies may work overtime if commissioner authorizes such overtime.	During continuance of present war with any foreign country, commissioner of labor and industries is authorized to suspend application or operation of provisions of the labor law or of any rule or regulation regulating, limiting, or prohibiting the employment of women or minors, in such instances and for such periods of time as he deems necessary to supply any deficiency in manpower. ¹³ (Session laws 1943, ch. 382.)	Factory or workshop, or any manufacturing, mechanical, or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel), hospital (other than professional personnel), telegraph office or telephone exchange (including switchboard operator in a private exchange), express or transportation company, private club, office, letter shop, financial institution, laundry, hotel, manicuring or hairdressing establishment, motion picture or other place of amusement, garage, or as an elevator operator. (Women and minors.) <i>Exemptions:</i> Persons declared by commissioner to be employed in a supervisory capacity or persons serving ex-

2. Day of Rest.

*General laws
1932, ch. 149, sec.
58; session laws:
1935, ch. 423;
1936, ch. 78;
1938, ch. 295;
1939, ch. 235.

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Work on the seventh day is permitted if called for by an emergency that could not reasonably have been anticipated.

(See entry in Maximum Hours.)¹⁸

clusively as personal secretaries.

Workshop, or manufacturing, mechanical, or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel); watchmen (including guards in banks); employees maintaining fires; and elevator operators in the establishments covered by this law. (All employees.) Exemptions: Manufacture or distribution of gas, electricity, milk, or water; hotels, drug stores, livery stables or garages; the transportation of food, or the sale, or delivery of food by establishments other than restaurants; janitors; employees whose duties include no work on Sunday other than (1) setting sponges in bakeries, (2) caring for live animals, (3) caring for machinery; the preparation, printing, publication, sale, or delivery of newspapers; farm or personal service.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
MASSACHUSETTS— Continued. 3. Meal and Rest Periods. General laws 1932, ch. 149, sec. 58; session laws: 1936, ch. 78; 1938, ch. 335; 1939, ch. 280.				An interval of at least $\frac{3}{4}$ hour must be allowed for a meal if employment period is 6 consecutive hours.		Work period may be $6\frac{1}{2}$ hours if employment ends not later than 1 p. m. and worker is dismissed for the day. Period of $7\frac{1}{2}$ hours may be worked if sufficient opportunity is given for worker to eat lunch on duty and such employment ends not later than 2 p. m. and worker is then dismissed for the day. Commissioner of labor and industries may exempt a factory or workshop from statute's meal-period provisions if he determines that continuous nature of plant's processes or special circumstances affecting a plant warrant such dispensation. He must be satisfied that employees' health will not suffer.	(See entry in Maximum Hours.) ¹⁸	Factory, workshop, mechanical or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals, and premises used in connection with cleaning, dyeing, laundering, or pressing fabrics or wearing apparel); elevator operators in such establishments. (Women; minors under 18.) <i>Exemptions:</i> Iron works, glass works, paper mills, letterpress establishments, print works, bleaching works, dyeing works.
4. Night Work. General laws 1932, ch. 149, sec. 58; session laws: 1936, ch. 170; 1943, ch. 306.					10 p. m. to 6 a. m.	Employment of females 16 and over in the manufacture of textile goods or leather is prohibited after 6	do	Manufacturing or mechanical establishments (including elevator operators in such establishments).

(Females 16 and over.)

Factory, workshop, man-
ufacturing, mechanical,
or mercantile estab-
lishment, barber shop,
bootblack stand or
establishment, pool or
billard room, stable
elsewhere than on a
farm, garage, brick or
lumber yard, tele-
phone exchange, tele-
graph or messenger
office, place of amuse-
ment, or in the con-
struction or repair of
buildings, or in any
contract or wage-earn-
ing industry carried
on in tenement or
other houses, or in any
radio-broadcasting
station except as
talent. (Girls be-
tween 16 and 21.)
Exemption: Manufact-
ure of textile goods or
leather.
Messenger for telegraph,
telephone, or messen-
ger company. (Mi-
nors.) *Exemption:*
Delivery of messages
directly connected
with conducting or
publishing of a news-
paper to a newspaper
office or directly be-
tween newspaper
offices.

do.¹⁸

p. m. However,
since 1933, successive
acts of the legisla-
ture have authorized
the commissioner of
labor to suspend the
6 p. m. closing time
insofar as it applies
to the employment of
women over 21 years
of age in textile man-
ufacturing.¹⁹

Operators in regular
service telephone ex-
changes may work
until 11 p. m.

10 p. m. to 6 a. m.

10 p. m. to 5 a. m.

Session laws 1939,
chs. 255 and 461
(sec. 5).

*General laws 1932,
ch. 149, sec. 68.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
MICHIGAN: 1. Maximum Hours. Compiled laws 1929, sec. 8324.	9 (average)	54				10 hours a day permitted if weekly hours are not exceeded.		Factory, mill, warehouse, workshop, quarry; clothing, dress-making, or millinery establishment; any place where the manufacture of goods is carried on, or where goods are prepared for manufacturing; laundry, store, shop (by interpretation includes beauty shop ²⁰), or other mercantile establishment, office (by interpretation includes telephone office ²¹), restaurant, theater, concert hall, music hall, hotel, hospital, street or electric railway; elevator operator. (Females.) <i>Exemptions:</i> Fruit and vegetable canning or fruit packing establishments engaged in preserving and shipping perishable goods; student and graduate nurses in hospitals or nurses in fraternal or charitable homes. (Exempted employments must be approved by labor department as not being injurious to worker's health.)

<p>Department of labor and industry—Regulations affecting employment of females and minors. (Season of 1944).²³</p> <p>2. Day of Rest. No law.</p> <p>3. Meal and Rest Periods. No law.²⁴</p> <p>4. Night Work. No law.</p>	<p>22 12</p>	<p>70</p>		<p>In emergencies, if relaxation of rule is desired, approval of department must be obtained.</p>		<p>Canning industry. (Females 18 and over.)</p>
<p>MINNESOTA:</p> <p>1. Maximum Hours. Statutes 1941, sec. 181.18.</p> <p>2. Day of Rest. No law.</p> <p>3. Meal and Rest Periods. No law.</p> <p>4. Night Work. No law.</p>		<p>54</p>		<p>Overtime permitted in cases of emergency which may affect the safety, health, morals, or welfare of the public.</p> <p>On application of employer, industrial commission may for cause shown exempt employer or class of employers from provisions of the act.</p> <p>In emergency periods not exceeding 4 weeks in aggregate in calendar year, industrial commission may allow overtime and prescribe rules therefor.</p>		<p>Public housekeeping, manufacturing, mechanical, mercantile, or laundry occupation, or telephone operator. (Females 16 and over.)</p> <p><i>Exemptions:</i> Employees engaged in the seasonal occupation of preserving perishable fruits, grains, or vegetables if such employment does not continue for more than 75 days in year; telephone operators in towns under 1,500 population; night employees who are at their place of employment for not more than 12 hours and have opportunity for at least 4 hours of sleep.</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
MISSISSIPPI: 1. Maximum Hours. Code 1942, sec. 6993. *Ibid., secs. 6986, 6992. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Night work. No law.	10	60				Overtime permitted in cases of emergency or of public necessity.	Laundry, millinery, dressmaking store, office, mercantile establishment, theater, telegraph or telephone office, or any other occupation. (Females 16 and over.) <i>Exemption:</i> Domestic service. Mill, cannery (except fruit or vegetable cannery), workshop, factory, or manufacturing establishment. (Employees over 16.) <i>Exemptions:</i> Railroads or other public service; firms handling or converting perishable agricultural products in season which use adult male labor only.	
	10	60				do An additional ½ hour a day may be worked on the first 5 days of the week, such additional time to be deducted from the last day of the week. Persons employed at night only may work 11¼ hours on the first 5 nights of the week and 3¾ hours on Saturday night; weekly hours may not be exceeded.		
MISSOURI: 1. Maximum Hours. Session laws 1913, p. 400. ²⁴	9	54				Overtime permitted for 90 days of year in establishments canning or packing perishable farm products and lo-	Manufacturing, mechanical, or mercantile establishment, factory, workshop, laundry, bakery, restaurant,	

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
<p>MONTANA—Con. 1. Maximum Hours²⁶— Continued. *1939 supplement to revised codes, sec. 3063.6.</p> <p>2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Night Work. No law.</p> <p>NEBRASKA: 1. Maximum Hours. Revised Statutes 1943, sec. 48-203.</p> <p>2. Day of Rest. No law.</p>	8	48		Employee must have 12 consecutive hours off duty following 8 hours of work.		Overtime permitted for the purpose of relieving another employee in case of sickness; or if health of public is imperiled, or life and property endangered; or for any other unforeseen cause. (However, the overtime proviso applies only to hours beyond 48 a week—in no case may the employee work in excess of 8 hours a day.)		Restaurant, cafe, lunch counter, or other commercial eating establishment. (All persons.)
	9	54				Plants processing seasonal agricultural products may employ women 11 hours a day in emergency periods not to exceed 20 days at any one time. Permit must be obtained from labor commissioner.		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or office, ²⁹ in metropolitan cities and cities of the first class. (Females 16 and over.) Exemption: Public service corporation.

3. Meal and Rest Periods. *Revised Statutes 1943, sec. 48-212.				Not less than ½ hour must be allowed for lunch. Employees must be free to leave work premises during such time.		Assembling plant, workshop, or mechanical establishment. (All employees.)	
4. Night Work. Revised Statutes 1943, sec. 48-203.				1 a. m. to 6 a. m.		Office ²⁰ in metropolitan cities or cities of the first class. (Females 16 and over.) <i>Exemption:</i> Public service corporation.	
Idem				Employment between 1 a. m. and 6 a. m. permitted only if employer obtains permit from labor commissioner.		Manufacturing, mechanical, or mercantile establishment, laundry, hotel, or restaurant in metropolitan cities or cities of the first class. (Females 16 and over.) <i>Exemption:</i> Public service corporation.	
NEVADA:							
1. Maximum Hours. 1941 supplement to compiled laws, sec. 2825.46; session laws 1943, ch. 88.	8	48	6		12 hours a day, 56 hours 7 days a week allowed in event of illness of employer or other employees or if an unforeseen temporary increase in employer's business requires overtime. Time and a half must be paid for hours over 8 a day or 48 a week.	During present war, hour limitations are not applicable to employees of the communication industry or of a common carrier for hire. (Session laws 1943, ch. 75.)	Private employment. (Females 18 and over.) <i>Exemption:</i> Domestic service.
2. Day of Rest. (See Maximum Hours.)							
3. Meal and Rest Periods. 1941 supplement to compiled laws, sec. 2825.47.				At least ½ hour for meals.			
4. Night Work. No law.							Do. (All females.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
NEW HAMPSHIRE: I. Maximum Hours. Revised laws 1942, ch. 212, secs. 4-7; session laws 1943, ch. 31.	10	48	(See Day of Rest law.)			10¼ hours a day, 54 hours a week may be worked during 8 weeks in any 6-month period if labor commissioner grants special license after hearing. License must be posted in workrooms where the women or girls are employed.	When country is at war with any other nation, hours law does not apply to labor performed entirely in the manufacture of munitions or supplies for the United States or the State. (Session laws 1917, ch. 196.) By an act of 1943, the governor is given broad emergency powers for duration of the war to suspend the operation of any statute or order that might hinder the war effort. With the advice and consent of the council, he may promulgate orders to suspend or modify in whole or in part enforcement of any statute that conflicts or interferes with conduct of the war. ³⁰ (Session laws 1943, ch. 71.)	Manual or mechanical labor in any manufacturing establishment. (Females.)
Idem	10¼	54	(See Day of Rest law.)			For the 7-day period immediately preceding Christmas Day, regular employees in mercantile establishments may be employed overtime, but weekly average for year may not exceed 54 hours. For 3 months of the	Manual or mechanical labor in any employment other than manufacturing. (Females.) <i>Exemptions:</i> Household labor; nursing; domestic, hotel, and cabin labor, including dining and restaurant service operated in connection therewith	

2. Day of Rest.

*Revised laws
1942, ch. 212,
secs. 36-39.

6

year, workers in laundries may be employed up to 60 hours a week if, following a hearing, special license is granted by labor commissioner. Daily hours may not be exceeded. Copy of license must be posted in rooms where females are employed.

(See first entry in Maximum Hours.)

and incidental thereto; boarding-house labor; operators in telegraph and telephone offices; farm labor; canning of perishable fruits and vegetables.

Manufacturing or mercantile establishment, commercial occupation, industrial process, or work of transportation or communication. (All employees.)
Exemptions: Manufacture or distribution of gas, electricity, milk, or water, hotels, restaurants, drug stores, livery stables, garages; transportation, sale or delivery of food; janitors, watchmen, firemen employed at stationary plants, or caretakers; employees whose duties on Sunday include only setting sponges in bakeries, caring for live animals, or caring for machinery and plant equipment; preparation, printing, publication, sale, or delivery of newspapers or periodicals with definite on-sale newsstand dates; farm or personal service; labor due to an emergency that could not reasonably have been anticipated; work connected with theaters or motion-picture houses; canning of perishable goods; telegraph and telephone offices.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
<p>NEW HAMPSHIRE— Continued. 3. Meal and Rest Periods. No law. 4. Night Work. Revised laws 1942, ch. 212, secs. 3, 4, 7; session laws 1943, ch. 31.</p>					When females are employed or permitted to work for any time between 8 p. m. and 6 a. m. on more than 2 nights a week, it is considered night work, and such work may not exceed 8 hours in any 24 nor 48 hours in any week.	For the 7 days immediately preceding Christmas Day, regular employees in mercantile establishments are exempted by the statute, but weekly average for year may not exceed 54 hours.	(See first entry in Maximum Hours.)	Manual or mechanical labor in any employment. (Females.) <i>Exemptions:</i> Household labor; nursing; domestic, hotel, and cabin labor, including dining and restaurant service operated in connection therewith and incidental thereto; boarding-house labor; operators in telegraph and telephone offices; farm labor; canning of perishable fruits and vegetables.
<p>NEW JERSEY: 1. Maximum Hours. Revised statutes 1937, sec. 34:2-24.</p>	10	54	6			In hotels or other establishments the business of which is in its nature continuous, if women's hours of work do not exceed 8 a day, hour provisions do not apply. (Interpreted by State attorney general as allowing a 56-hour 7-day week for these workers.)		Manufacturing or mercantile establishment, bakery, laundry, or restaurant. (Females 18 and over.) <i>Exemption:</i> Canneries engaged in packing perishable products such as fruit or vegetables.

<p>2. Day of Rest. (See Maximum Hours.)</p> <p>3. Meal and Rest Periods. *1941-43 cumulative supplement to revised statutes, sec. 34:6-63.</p>				<p>At least ½ hour must be allowed for the mid-day meal after 6 consecutive hours of employment on any workday except Saturday. Meal period must be fixed with regard to health and physical welfare of employees.</p>		<p>If any such place is operated at night or in 8-hour shifts, the meal period shall be fixed with regard to mutual interests of employer and employee.</p>	<p>During present war, governor on his own order or on application to him, may suspend provisions of the statute regarding meal period for a particular period of time and for a particular mining or manufacturing plant. Before order is granted, governor must have ascertained that suspension will not impair or endanger health or productive effectiveness of employees. In no case may more than 8 hours be worked without a meal period. Governor may make rules and regulations to effectuate the purposes of this act.³¹</p>	<p>Factory, workshop, mill, mine, or place where goods are manufactured. (All employees.)</p>
<p>4. Night Work. 1941-43 cumulative supplement to revised statutes, sec. 34:2-23.³²</p>					<p>12 midnight to 7 a. m.</p>		<p>In time of war or other serious national emergency, governor may suspend restrictions of the night-work law for women. Governor's suspension order must be limited to a particular manufacturing plant and to a particular period of time.³²</p>	<p>Manufacturing establishment, bakery, or laundry. (Females 18 and over.) <i>Exemptions:</i> Cannery engaged in packing perishable products, such as fruits or vegetables; glass manufacturing establishment.</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
NEW MEXICO: 1. Maximum Hours. Statutes 1941, secs. 57-401, 57-404, 57-405, 57-407.	8	48	7			In emergencies, 2 hours of overtime a week may be worked if time and a half is paid for such hours.		Industrial or mercantile establishment, hotel, restaurant, cafe or eating house, laundry, office (as stenographer, bookkeeper, clerk, or in other clerical work), place of amusement, public utility business. ³³ (Females 16 and over.) <i>Exemptions:</i> Interstate commerce where working hours are regulated by Act of the Congress of the United States; hospitals or sanitariums, registered or practical nurses, midwives, domestic servants.
Ibid., secs. 57-401, 57-404, 57-406.	8	48	7			Overtime allowed in emergencies resulting from fire, flood, storm, epidemic of sickness, or other like cause.		Telephone or telegraph office where hours of work are between 7 a. m. and 10 p. m. (Females 16 and over.) <i>Exemptions:</i> Establishments employing 5 or fewer females; interstate commerce where working hours are regulated by Act of the Congress of the United States.

Idem.....	8	54	7	do.....	Telephone or telegraph office where hours of work are between 10 p. m. and 7 a. m. (Females 16 and over.) <i>Exemptions:</i> Establishments employing 5 or fewer females; interstate commerce where working hours are regulated by Act of the Congress of the United States.
<p>2. Day of Rest. No law.</p> <p>3. Meal and Rest Periods. Statutes 1941, secs. 57-401, 57-404.</p>			<p>Not less than ½ hour shall be allowed for meal time.</p>		<p>Industrial or mercantile establishment, hotel, restaurant, cafe or eating house, laundry, office (as stenographer, bookkeeper, clerk, or in other clerical work), place of amusement, telegraph or telephone office. (All females.) <i>Exemptions:</i> Interstate commerce where working hours are regulated by Act of the Congress of the United States; hospitals or sanitariums, registered or practical nurses, midwives, domestic servants.</p>
<p>4. Night Work. (See Maximum Hours — Telephone or telegraph offices 2nd entry.)</p>					

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
NEW YORK: 1. Maximum Hours. Consolidated laws (Cahill) 1930, ch. 32, sec. 173; cumulative supplement 1931-35, ch. 32, sec. 172; session laws: 1937, ch. 660; 1941, ch. 33; 1942, ch. 778.	8	48	6	-----		In order to make 1 short day of not more than 4½ hours, 10 hours may be worked on 1 day in the week, and 9 hours on any of the remaining 4 days, provided the weekly hours do not exceed 48. Between June 15 and Oct. 15, establishments canning or preserving perishable products may employ females over 18 for 10 hours a day, 60 hours 6 days a week. Board of standards and appeals may adopt rules permitting these employees to work 12 hours a day, 66 hours 6 days a week between June 25 and Aug. 5, if it finds that needs of the industry require such overtime and that the health of the women so employed will not be seriously injured. Between Sept. 1 and Dec. 1, sauerkraut canneries may employ females over 18 for 10	On application of employer engaged in war work, industrial commissioner (and on appeal, board of standards and appeals) may (1) authorize employment on a 7-day basis; (2) authorize employment on a multiple-shift basis; (3) waive such other provisions of law as may restrict operation or hours of employment. Both the commissioner and the board are authorized to take such steps and do such things as in their opinion are necessary to prevent peacetime restrictions of the law from interfering with war work. In granting dispensation to employer in war work, commissioner must consider health and welfare of workers as well as the need of adjusting State policy to wartime requirements. (Session laws: 1942,	Factory, i. e., mill, workshop, or other manufacturing establishment. (Manufacturing to include making, altering, repairing, finishing, bottling, canning, cleaning, or laundering any article or thing but not (1) Dry dock plants repairing ships; (2) power houses, generating plants, or other structures owned or operated by a public service corporation other than construction or repair shops, subject to the jurisdiction of the public service commission.) (Females over 16.) <i>Exemption:</i> Stenographers and other office workers. ³⁴

Session laws: 1938,
ch. 651; 1939, ch.
499; 1940, ch.
216.

8

48

6

hours a day, 60 hours
6 days a week.

ch. 554, art. 8; 1943,
chs. 171 and 315; 1944,
ch. 412.)

10 hours may be worked
on 1 day of the week
in order to make 1 or
more shorter work-
days in that week.
Employer must
choose either of the
following schedules,
and notify commis-
sioner of labor an-
nually of his choice,
but may not change
his election more than
twice in any year:

(a) 8 hours a day, 48
hours 6 days
a week.

(b) 10 hours on
1 day, 9 hours
on any of 4
other days,
provided the
sixth day does
not exceed 4½
hours nor the
week 48 hours.

Mercantile establish-
ments may employ
women overtime,
from Dec. 18 to Dec.
24 inclusive and for
two periods a year for
inventory. No period
may exceed 1 week's
duration, nor may the
additional hours in a
period exceed 6 under
schedule (a) or 5
under schedule (b).

6-day-week provision
does not apply to em-
ployees of duly recog-
nized florists on
Easter Sunday morn-
ing, the day before
Easter, or Dec. 23 of
each year.

do

Mercantile establish-
ment; beauty parlor.
(Females over 16.)
Exemptions: Beauty
parlors in cities and
villages under 15,000
population; (by inter-
pretation) stenog-
raphers and other
office workers.³⁴
Writers or reporters in
newspaper offices and
duly licensed pharma-
cists may be employed
7 days a week.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
NEW YORK—Con. 1. Maximum Hours— Continued. Session laws 1937, ch. 282.	8	48	6	-----		10 hours may be worked on 1 day of the week, and 9 hours on any of 4 other days, provided that the 6th day does not exceed 4½ hours nor the week 48 hours.	(See entry in Maximum Hours.)	Hotel or restaurant (including employees over 18 having the care, custody, or operation of an elevator in these industries). (Females over 18.) <i>Exemptions:</i> Females employed solely as singers and performers; resort or seasonal hotels or restaurants in rural communities and in cities and villages of less than 15,000 population. ("Resort" and "seasonal" defined in statute.)
Session laws 1937, chs. 281, 282.	8	48	6	-----			do	Care, custody, or operation of a freight or passenger elevator. (Females over 18.) <i>Exemption:</i> Elevator employees in hotels or restaurants (see preceding entry).
Ibid., ch. 283.....	8	48	6	-----			do	Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21. Under 21, employment prohibited.)
Idem.....		48	6	-----			do	Messenger for a telegraph or messenger company in the distribution, transmission or deliv-

2. Day of Rest.

*Session laws 1941,
ch. 281.

33 6

If practical difficulties or unnecessary hardship would ensue, board of standards and appeals may make a variation from law's provisions if the spirit of the act be observed and substantial justice done. Board of standards and appeals may exempt employees engaged in an industrial or manufacturing process which is necessarily continuous, but the 8-hour calendar day may not be exceeded.

(See entry in **Maximum Hours.**)

ery of goods or messages. (Females over 21. Under 21, employment prohibited.)

Factory (for definition see **Maximum Hours**), mercantile establishment, hotel, restaurant, freight or passenger elevator in any building or place; projectionist or operator of motion-picture machine, engineer and fireman in place where motion pictures are shown; place in which legitimate theater productions, such as dramatic and musical productions, are shown or exhibited, including performers, engineers, and firemen; building watchmen, janitors, superintendents, supervisors, managers. (All employees.) *Exemptions:* Resort and seasonal hotels and restaurants in rural communities and in cities and villages of less than 15,000 inhabitants; place where in motion pictures, vaudeville, or incidental stage presentations or a combination thereof are regularly given throughout the week as the established policy of such place (except engineers and firemen in such places who must be given weekly day of rest); foremen in charge; employees in dairies,

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
NEW YORK—Con. 2. Day of Rest—Con.								creameries, milk condenseries, milk powder factories, milk sugar factories, milk shipping stations, butter and cheese factories, ice cream manufacturing plants, and milk bottling plants, where not more than 7 persons are employed. Employees setting sponges in bakeries, caring for live animals, maintaining fires, or making necessary repairs to boilers or machinery, if duties include not more than 3 hours' work on Sunday.
3. Meal and Rest Periods. *Session laws 1937, ch. 84.				At least 1 hour shall be allowed for the noon-day meal or midway during a shift of more than 6 hours starting between 1 p. m. and 6 a. m.		Commissioner may grant permit for a shorter meal period.	(See entry in Maximum Hours.)	Factory (for definition see entry under Maximum Hours.) (All employees.)
*Idem				At least $\frac{3}{4}$ hour shall be allowed for the noon-day meal or midway during a shift of more than 6 hours starting between 1 p. m. and 6 a. m.		do	do	Mercantile or other establishment or occupation covered by the labor law. (All employees.)

*Idem.....			An additional meal period of at least 1/8 hour shall be allowed between 5 p. m. and 7 p. m., if shift starts before noon and continues after 7 p. m.do.....do.....	Factory (for definition see entry under Maximum Hours), mercantile or other establishment or occupation covered by the labor law. (All employees.)
Session laws 1937, ch. 283.			Not less than 1 hour shall be allowed for meals.do.....do.....	Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21. Under 21, employment prohibited.)
Cumulative supplement 1931-35, ch. 32, sec. 203-a.			Unless seats are provided for their use operators must be allowed a 14-hour recess period every 3 hours in addition to a 3/4-hour lunch period.			Passenger elevator operated and maintained for use of public. (All employees.) <i>Exemption:</i> Factory building or any other building having only one passenger elevator.
4. Night Work. Consolidated laws (Cahill) 1930, ch. 32, sec. 172 (2); session laws 1942, ch. 778.				10 p. m. to 6 a. m.....	(See entry in Maximum Hours .)	Factory (for definition see Maximum Hours). (Females over 21.) <i>Exemptions:</i> Proofreaders, linotypists, monotypists, or bindery workers in newspaper publishing or commercial printing establishments, book binderies, or pamphlet binderies; (by interpretation) stenographers and other office workers. ²⁴
*Idem.....				9 p. m. to 6 a. m.....do.....	Do. (Females 16 and under 21.) <i>Exemption:</i> Stenographers and other office workers. ²⁴

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions					Provisions applicable only during war period	Coverage	
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated			Variations
NEW YORK—Con. 4. Night Work—Con. Session laws: 1938, ch. 651; 1939, ch. 499; 1940, ch. 216.					10 p. m. to 7 a. m.	Prohibition does not apply to female employees of duly recognized florists on the day before Easter Sunday and Easter Sunday morning and on Dec. 23 of each year.	(See entry in Maximum Hours.)	Mercantile establishment, beauty parlor. (Females over 16.) <i>Exemptions:</i> Writers or reporters in newspaper offices; duly licensed pharmacists; stenographers and other office workers. ³⁴
Ibid., 1937, ch. 282.					12 midnight to 6 a. m.		do	Restaurant (including elevator operators over 18 in this industry). (Females over 16.) <i>Exemptions:</i> Females employed solely as singers and performers attendants in ladies' cloak rooms and parlors; employees in or in connection with dining rooms and kitchens of hotels; hat check, cigarette, or flower girls; resort or seasonal hotels and restaurants in rural communities and in cities of less than 15,000 population.
Idem					10 p. m. to 6 a. m.		do	Hotel or restaurant (including elevator operators over 18 in these industries). (Females under 21.)

Session laws 1937, ch. 281.				10 p. m. to 7 a. m.	If elevator is used in connection with a business or industry in which women may be employed before 7 a. m., woman may begin work at 6 a. m.	do	<p><i>Exemptions:</i> Females employed solely as singers and performers; resort or seasonal hotels and restaurants in rural communities and in cities of less than 15,000 population.</p> <p>Care, custody or operation of freight or passenger elevator. (Females over 18.)</p> <p><i>Exemption:</i> Elevator operators in hotels and restaurants are covered by the statutory provisions applicable to those industries. (See preceding entries.)</p>
Ibid., ch. 283.				10 p. m. to 6 a. m.		do	<p>Conductor or guard on any street surface, electric, subway, or elevated railroad. (Females over 21. Under 21, employment prohibited.)</p>
Idem				10 p. m. to 7 a. m.		do	<p>Messenger for a telegraph or messenger company in the distribution, transmission or delivery of goods or messages. (Females over 21. Under 21, employment prohibited.)</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
NORTH CAROLINA: 1. Maximum Hours. General statutes 1943, sec. 95-17. ³⁸	9	48	6	-----		In mercantile establishments 10 hours a day may be worked from Dec. 18 to 24, inclusive, and during two 1-week inventory periods annually. Longer hours may be worked by florists and employees of florists one week prior to and including (1) Christmas Day; (2) Easter; and (3) Mother's Day.	In accordance with the authority conferred by the North Carolina emergency war powers act, the governor, with approval of the council of State, has issued proclamations, two of which modify for the war period that provision of the statute which limits the number of hours women and minors may be employed. Proclamation No. I (effective May 6, 1943) delegates to the commissioner of labor authority to grant permission for the employment of females "in an emergency situation" for a period of hours or of days longer than the maximum stipulated in the statute. Such permission must be requested by the War or Navy department or an official of the Army or Navy and is to be limited in each case to the specific emergency in question. Proclamation No. III (effective August 3,	Any occupation. (Females 18 and over.) <i>Exemptions:</i> Employers of 8 persons or fewer in each place of business; laundries and dry-cleaning establishments; seasonal industries in the process of conditioning and preserving perishable or semiperishable commodities; agricultural occupations; ice plants; cotton gins and cottonseed oil mills; domestic service in private homes and boarding houses; work of persons over 18 in bona fide office, foremanship, clerical or supervisory positions; learned professions; commercial travelers; motion-picture theaters; seasonal hotels and club houses; commercial fishing or tobacco re-drying plants; tobacco warehouses; charitable institutions; hospitals; railroads, common carriers and public utilities subject to jurisdiction of Interstate Commerce Commission or North Carolina utilities

Ibid., secs. 95-17 and 95-27.	10	55	1943) modifies the women's hour law by permitting the employment of women over 18 years of age for 10 hours a day. The 48-hour weekly maximum, however, may not be exceeded. Both proclamations require that time and a half the usual hourly compensation be paid for such work. (Session laws 1943, ch. 706, and war proclamations of the governor.)	commission and utilities operated by municipalities or transportation agencies regulated by the Federal Government; State or municipal employees; hotels. ³⁶
Ibid., sec. 95-26.	11	55	Longer hours may be worked by florists and employees of florists one week prior to and including (1) Christmas Day; (2) Easter; and (3) Mother's Day.	Seasonal industries in the process of conditioning and preserving perishable and semiperishable commodities. (Females.) Retail or wholesale mercantile establishment or other business employing females as clerks, salesladies, or waitresses, and other employees of public eating places. ³⁷ (Females 18 and over.) <i>Exemptions:</i> Bookkeepers, cashiers, office assistants; establishments employing fewer than 3 persons at any one time. Laundry, dry-cleaning establishment, pressing club; workshop, factory, manufacturing establishment, or mill. ³⁷ (Women 18 and over.) <i>Exemptions:</i> Seasonal industries in the process of conditioning and preserving perishable or semiperishable commodities; agricultural work.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions					Provisions applicable only during war period	Coverage	
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated			Variations
NORTH CAROLINA— Continued. 2. Day of Rest. (See Maximum Hours.) 3. Meal and Rest Periods. General statutes 1943, sec. 95-27. 4. Night Work. No law.				An interval of at least ½ hour must be allowed after 6 consecutive hours of work.		Period of 6½ hours may be worked if terms of employment do not call for a day longer than this.	Retail or wholesale mercantile establishment or other business employing females as clerks, salesladies, or waitresses, and other employees of public eating places. (Females.) <i>Exemptions:</i> Bookkeepers, cashiers, office assistants; establishments employing fewer than 3 persons at any one time.	
NORTH DAKOTA: 1. Maximum Hours. Session laws 1939, ch. 153.	8½	48	6			10 hours a day, 7 days a week, permitted in emergencies provided weekly hour limit is not exceeded. Emergency is defined to exist in the case of sickness of more than 1 female employee; for the protection of human life; in the case of holding of banquets, conventions, celebrations; sessions of the State legislature; or where a female is employed as reporter in any of the	For duration of present war, all female employees (other than those exempted by the War Exemption Act itself) may be employed 10 hours a day, 54 hours a week, if time and a half is paid for hours over 48 a week. ³⁸ <i>Exemptions:</i> Women employed in executive, administrative, supervisory, or professional capacity; and also the 3 exemptions in the prewar statute (see Cover-	Manufacturing, mechanical, or mercantile establishment, laundry, hotel or restaurant, telephone, or telegraph establishment or office, or express or transportation company. (Women 18 and over.) <i>Exemptions:</i> Villages or towns of less than 500 population; rural telephone exchanges; small telephone exchanges and telegraph offices if commissioner after a hearing determines that work is too

Minimum wage department order No. 3—Mercantile (1932).

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courts of the State.

age column). In emergencies as defined in both statutes (see Variations column), a 10-hour day 7-day week may be worked but hours may not exceed 48 a week. (Session laws 1943, ch. 222.)

light to justify application of the act.

In cases of emergency, temporary suspension or modification may be permitted by department of agriculture and labor.

Mercantile occupations in towns of less than 500 population, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, including the sales force, wrapping force, auditing or checking force, shippers in the mail-order department, the receiving, marking, and stock-room employees, and all other women.

(Women 18 and over.)
Exemption: Women who perform office duties solely.

Ibid., No. 1 (as amended) Public housekeeping (1939).

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Public housekeeping occupations in towns of less than 500 population, i. e., the work of waitresses in restaurants, hotel dining rooms, boarding houses; attendants at ice-cream and light-lunch stands and steam-table or counter work in cafeterias and delicatessens where freshly cooked foods are served; chambermaids in hotels, lodging houses, and hospitals;⁴⁰ janitresses, car cleaners; kitchen workers in hotels, restaurants, and hospitals;⁴⁰ and elevator operators. (Women 18 and over.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
NORTH DAKOTA— Continued. 2. Day of Rest. (See Maximum Hours.) 3. Meal and Rest Periods. Minimum wage department order No. 1 (as amended)—Public housekeeping (1939). Ibid., No. 2—Manufacturing (1922).				½ hour, free of interruption, must be allowed to employees, if meals are furnished them on the premises; 1 hour, if employees must leave premises for meals. Time for meals eaten on the premises during the working shift is to be considered working time. No woman shall be employed for more than 4 hours of continuous labor without a rest period.		(See second entry in Maximum Hours.)		For coverage, see Public housekeeping entry in Maximum Hours. Here, however, application is to entire State rather than to places under 500 population.
				At least ½ hour must be allowed for the noon meal. No woman shall be employed for more than 5½ hours of continuous labor without a rest period.		do		Manufacturing occupations, i. e., all processes in the production of commodities, including work in dressmaking 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

Ibid., No. 4— L a u n d r y (1932).	At least ½ hour must be allowed for the noon meal. No woman shall be employed for more than 5 hours of continuous labor without a rest period.	do	millinery workrooms in mercantile stores; creameries; produce houses; the candy-making departments of retail candy stores and of restaurants; bakery and biscuit-manufacturing establishments; candy manufacturing; book-binding and job-press-feeding establishments. (Women 18 and over.)	
Ibid., No. 5— Telephone ex- changes (1922).	Adequate time and provision at seasonable hours must be given to employees for meals.	do	Laundry occupations, i. e., all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work in laundry departments in hotels, hospitals, and factories. (Women 18 and over.) Telephone exchanges. (Women 18 and over.)	
4. Night Work. Minimum wage department order No. 1 (as amended)— Public house-keeping (1939). Ibid., No. 3—Mer- cantile (1932).		11 p. m. to 7 a. m.	(See second entry in Maximum Hours.)	Elevator operators. (Women 18 and over.)
		After 9 p. m.	do	For coverage, see Mercantile entry in Maximum Hours . Here, however, application is to entire State rather than to places under 500 population.
Ibid., No. 4— L a u n d r y (1932).		Before 6 a. m.	do	For coverage, see Laundry entry in Meal and Rest Periods .

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
OHIO: 1. Maximum Hours. Session laws 1941, p. 318.	8	45	6			During harvest season, hours' provisions not applicable to canneries or establishments preparing perishable foods.	In the present war emergency, and effective until Apr. 1, 1945, or earlier, if war ends prior to that date, females may be employed 10 hours a day, 50 hours 6 days a week. Employers engaged in the furnishing of goods or services to the United States or any instrumentality thereof, or to any contractor or subcontractor so engaged may employ females in excess of these hours and on the 7th day if necessary to meet production schedules, the failure of which would hinder or obstruct the war effort. Report of any such overtime must be filed with State industrial relations director within 48 hours. If a continuation of these excess hours in a plant is deemed unnecessary or injurious to women's health by both director of industrial relations and director of health, such employment must be	Manufacturing establishment. (Females over 16.) <i>Exemption:</i> Females over 21 earning at least \$35 a week in bona fide executive positions.

2. Day of Rest.
(See **Maximum Hours.**)

For footnotes see end of chart.

Ibid., pp. 230, 318.

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In mercantile establishments 10 hours may be worked on Saturday and on the day before May 30, July 4, Thanksgiving, Christmas, and New Year's Day; also 10 hours a day 50 hours a week may be worked during 3 weeks in year—1 week in the first 6 months and 2 weeks in second 6 months.

In laundry and dry-cleaning establishments 9 hours a day and 50 hours a week are permitted during weeks that include New Year's Day, Good Friday, May 30, July 4, Labor Day, Thanksgiving, and Christmas.

Hour provisions do not apply to a communications company during emergency periods caused by public disaster.

Over 8 hours a day but not over 48 hours or 6 days a week allowed in financial institutions, including Federal reserve and home loan banks, during periods of preparation of financial reports for a Federal or State Government agency.

ordered discontinued or restricted. Order may be appealed to the county court of common pleas by any person affected.

do
Communications company may employ women more than 6 days in any period of 7 consecutive days but not more than 6 days in any week.

During the present war emergency financial institutions may extend hours of female employees actually engaged in the preparation of reports for Government agencies from 48 to 50 at the times such reports are being prepared. (Session laws 1943, S. B. 126 and H. B. 311.)

Any employment. (Females over 16.) *Exemptions:* Manufacturing establishments (see above entry); agricultural field occupations, domestic service in private homes, females over 21 in mercantile establishments and communications companies in cities under 5,000 population; females over 21 earning at least \$35 a week in bona fide executive positions; women in the professions of medicine, pharmacy, law, teaching, and social work; professional employees in hospitals, such as graduate and student nurses, anesthetists, technicians, graduate and student dietitians, and internes.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued.

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
OHIO—Continued. 3. Meal and Rest Periods. Session laws 1941, pp. 230, 318.				Meal period of at least ½ hour must be allowed after 5 consecutive hours of work. (Period of less than ½ hour not to be deemed such interruption.)			In financial institutions, the war act permits extension of work period to 6 consecutive hours without a break of ½ hour for lunch. During war emergency, meal period may be one-fifth hour for females employed in a public transportation company to operate street cars, trackless trolleys, or motor coaches, or in a glass manufacturing company. In these industries in wartime, such an interval may be deemed interruption of work period. Females exclusively employed in gasoline service stations, the majority of whose transactions consist of retail sales of petroleum products and automobile accessories and the servicing of motor vehicles, may be continuously employed for the daily maximum hours permitted by this act without interruption	Any employment, including manufacturing. For exemptions see second entry under Maximum Hours. (Females.)

Code (Throckmorton) 1940, sec. 1008.	In establishments providing lunchrooms, females are entitled to not less than ½ hour for meal time. If suitable lunchroom is not provided, employees are entitled to at least 1 hour during which time they may leave the establishment if they desire.	In canneries or establishments engaged in preparing perishable foods, hours of labor are not restricted during canning season.	for a meal period. (Session laws 1943, S. B. 126.) In financial institutions the 1-hour lunch period is not required during periods when reports must be prepared for Government agencies. (Session laws 1943, S. B. 126.)	Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment. (Females.)
4. Night Work. Code (Throckmorton) 1940, sec. 1008-1.		10 p. m. to 6 a. m.	Provision is not applicable during present war emergency. (Session laws 1943, S. B. 126.)	Ticket sellers. (Females.)
Ibid., sec. 12093 session; laws 1943; S. B. 126 and H. B. 311.		do	(See entry in Meal and Rest Periods.)	Mill; factory; workshop; oil-well or pumping station; cannery or bottling or preserving establishment; mercantile or mechanical establishment; tenement house; garment making or dress making or millinery establishment or working room; store; office; office building; laboratory; restaurant; hotel, boarding house or apartment house; bakery; barber shop; boot-black stand or establishment; public stable; garage; laundry; place of amusement; club; as a driver or chauffeur; in any coal yard or brick, lumber or building material yard; construction or repair of buildings; transportation of merchandise. (Females 18 to 21.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
OKLAHOMA: 1. Maximum Hours. Statutes 1941, title 40, secs. 81-82. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Night Work. No law.	9	54				Telephone operators in time of disaster or epidemic may be employed longer hours if consent of employee is secured and double time paid. Hotel and restaurant employees in emergencies may work 1 hour overtime a day if consent of employee is secured and double time paid.		Manufacturing, mechanical, or mercantile establishment, laundry, bakery, hotel, restaurant, office building, warehouse, telegraph or telephone establishment or office, printing establishment, book bindery, theater, show house, place of amusement, or any other establishment. (Females 16 and over.) <i>Exemptions:</i> Registered pharmacists, nurses, agricultural or domestic service; establishments employing fewer than 5 females in places of less than 5,000 population.
OREGON: 1. Maximum Hours. Wage and hour commission orders: 41 No. 3—Cherry stemming and pitting (1942).	8	44	6			In emergencies, commission may grant special permit allowing employment of women for longer		Stemming and pitting brine cherries. (Women and minors.)

No. 7—Manufacturing (1941).	8	44	0	hours; time and a half worker's regular rate must be paid for such hours.	do	Manufacturing occupations, i. e., all processes of preparation, manufacture, and production of commodities, including photography, creamery, bakery, candy, canning of meat and fish, preparing meat for market, prune drying and packing, weaving and knitting and all other processes in the production of commodities not covered by other special order. (Women and minors.)
Idem	8					Preparing poultry for canning or for market. (Women and minors.)
No. 11—Office (1941).	8	44	6	In emergencies commission may grant special permit allowing employment of women for longer hours; time and a half worker's regular rate must be paid for such hours.		Office occupations, i. e., work as stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoiceers, comptometer operators, auditors, library attendants, and all types of clerical work. (Women and minors.)
No. 12—Personal service (1941).	8	44	6		do	Personal service occupations, i. e., work as masseuses; doctor, dental, and laboratory assistants; maids in mortuaries; cashiers, ushers, and check-room attendants in theaters and other places of amusement; assistants in radio broadcasting stations and wired-music operators. (Women and minors.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
OREGON—Continued. 1. Maximum Hours— Continued.								
No. 17—Telephone and telegraph (1941).	8	44				(See preceding entry.) Rural telephone establishments not demanding uninterrupted service of operator may be granted a special license for different hours by the commission.		Telephone or telegraph establishment. (Women and minors.)
No. 10—Nut processing and cracking (1942).	8	44				In emergencies women may be employed longer hours if time and a half worker's regular rate is paid for such hours.		Commercial cracking and shelling of nuts. (Women and minors.)
No. 7 (duplication of numbers due to 1944 revision): Laundry, cleaning and dyeing (1944).	8	44	6			In emergencies, commission may grant special permit allowing employment of women for longer hours; not less than time and a half the applicable minimum as specified in the order must be paid for such hours.		Laundry, cleaning and dyeing occupations, i. e., work in all places where 2 or more persons are employed in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distribution of clothing and materials. (Women and minors.)
No. 14—Public housekeeping (1944).	8	44	6			do		Public housekeeping, i. e., work as waitresses, cooks, counter and salad workers, food checkers, bus and vegetable workers, dish and glass washers, kitchen

No. 8—Mercantile (1944).	8	44	6	In emergencies, commission may grant special permit allowing employment of women for longer hours; not less than time and a half the applicable minimum as specified in the order must be paid experienced workers for such hours.	help, maids, chambermaids, housekeepers, bar maids, linen room girls, cleaners, janitresses, janitors, charwomen and housemen, check-room attendants, matrons, elevator operators and all others employed in hotels, restaurants, boarding houses, dormitories in institutions of learning (private and public), rooming houses, apartment houses, auto camps, cafeterias, light lunch stands, retail candy, ice cream and soft drink parlors, delicatessens, beer parlors and clubs (private and public), as well as matrons and car cleaners in transportation industries and other work of like nature. (Women and minors.) Mercantile occupations, i. e., work in establishments engaged in the purchase or sale of goods or merchandise. (Women and minors.)
No. 16—Student nurses (1941).		48			Hospital, sanitarium or other places in which student nurses are trained or employed. (Women and minors.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
OREGON—Continued. 1. Maximum Hours—Continued.								
No. 1—Beauty parlor; barber shop (1941).	10	44	6	-----		In emergencies commission may grant special permit allowing employment of women for longer hours; time and a half worker's regular rate must be paid for such hours.		"Beauty and manicuring" occupations, i. e., all processes appertaining to shampooing, waving, or straightening the hair; scalp or facial treatments; eyebrow shaping; eyelash and eyebrow dyeing; manicuring; hand and arm massage; hair cutting and trimming, hair tinting and bleaching; removal of superfluous hair, warts or moles by use of electric needle; demonstrating use of cosmetics, supplies, and equipment. (Women and minors.)
No. 10—Nut processing and cracking (1942).	10	60		-----		In emergencies women may be employed longer hours if time and a half worker's regular rate is paid for such hours.		Commercial processing, bleaching, grading, and packing nuts. (Women and minors.)
Nos. 5 and 5A—Hospitals, sanitariums, convalescent and/or old peoples' homes; hospitals and sanitariums with surgery (1941).		<i>Option A</i>				do. Employer must file notice with wage and hour commission of his choice of Option A or B.		Cooks, kitchen helpers, waitresses, janitors, general charwomen, and all other occupations in hospitals, sanitariums, convalescent and/or old people's homes; and hospitals and sanitariums with surgery. (Women and minors.) <i>Exemptions:</i> Registered nurses, dietitians, laboratory work, and student
	9 7	44 44	7	36-hour rest period must follow 44-hour workweek.		Convalescent and/or old people's homes doing a limited business may obtain special license for hours up to 56 a week.		

Compiled laws, annotated 1940, sec. 102-323. ⁴²	10	60					nurses whose work is confined to rendering service to patients or work in classroom. (42)
2. Day of Rest. (See Maximum Hours.)							
3. Meal and Rest Periods.							
Wage and hour commission orders:							
No. 1—Beauty parlor; barber shop (1941). No. 7—Manufacturing (1941).			¾-hour rest period required after 6 consecutive hours of work.				For definitions of industries see Maximum Hours.
No. 11—Office (1941).							
No. 12—Personal service (1941).							
No. 17—Telephone and telegraph. (1941).							
No. 8—Mercantile (1944).			¾-hour lunch period required after 5 consecutive hours of labor. Unless employee is relieved of all duties during such period and is free to leave the premises, such time may not be deducted from hours worked. Additional rest period of 10 minutes each half day must be given.				Do.
Ibid., No. 7 (duplication of number due to 1944 revision)—Laundry, cleaning, and dyeing (1944).			¾-hour rest period required after 5 consecutive hours of work.				Do.
4. Night Work. No law.							

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
<p>PENNSYLVANIA: I. Maximum Hours. Session laws: 1937, Act 322; 1943, Act 183; department of labor and industry—Regulations governing the hours provisions of the woman's law (1943).</p>	8	44	5½	-----	-----	<p>In nonprofit, charitable or welfare institutions, hours may be 10 a day and 48 in a 6-day week.</p> <p>In hotels, boarding houses, and charitable, educational, and religious institutions, the one day of rest may be subdivided into two days of 12 hours each if the department of labor and State industrial board approve.</p> <p>If strict application of law imposes unnecessary hardship, department of labor and industry, with approval of industrial board, may prescribe variations. Regulations of industrial board permit the following variations for employees 18 years and over:</p> <p style="text-align: center;">GENERAL</p> <p>The half day may not exceed 5 consecutive hours.</p> <p>If only 5 days a week are worked, one day may be 10 hours but</p>	<p>During present war and for 6 months thereafter, females engaged on work furthering the war effort may be employed for 10 hours a day, 48 hours 6 days a week, if permission is granted to employer by secretary of labor and industry after approval of the industrial board has been obtained.⁴³</p> <p>(For duration of the emergency, the overtime provisions for hotels and restaurants (see Variations) have been extended to the theatrical industry.)</p>	<p>Any establishment, i. e., any place where work is done for compensation of any sort to whomever payable. (Females.) <i>Exemptions:</i> Agricultural field occupations; domestic service in private homes; orphans' homes and industrial schools; nurses in hospitals; executives over 21 years of age and private secretaries earning at least \$25 a week; outside representatives.</p>

week may not exceed 44 hours.

Six days a week may be worked if daily hours do not exceed 6 and a rest period of one-fourth hour is allowed and paid for.

In emergencies (as defined) daily and weekly overtime may be worked. If emergency exists for more than 24 hours, permission for overtime must be obtained from labor department.

In manufacturing, retail trade, and service industries, 10 hours a day, 48 hours in 6-day week may be worked during inventory and seasonal periods, such periods not to exceed aggregate of 5 weeks in calendar year.

Proposed schedule must be filed in advance with department of labor. If department determines that extension is required to avoid unnecessary hardship, yearly periods may exceed 5 weeks.

Students employed on part-time basis in educational institution may work more than 5½ days a week but not over 8 hours a day or 44 hours a week.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
PENNSYLVANIA— Continued. 1. Maximum Hours— Continued.						<p>GENERAL—Gen.</p> <p>Office employees having a regular schedule of 40 hours a week or less, on an annual salary basis and not laid off in slack periods, may be employed 10 hours in any day, 54 hours in any week if employment in quarterly period of 13 consecutive weeks does not exceed 520 hours.</p> <p>If one-half hour or more is lost because of break-down of machinery on which employee is engaged and dependent for employment, maximum hours may be extended 2 hours a day to make up time lost. Week may not exceed 44 hours.</p> <p>Written report must be sent to department of labor.</p> <p>SPECIFIC INDUSTRIES</p> <p>Mail-order business—10 hours may be worked on 1 day a week if time and a half is paid for hours over 8. Week may be 6 days but not</p>		

For footnotes see end of chart.

more than 44 hours.
Retail trade (including beauty shops)—10 hours may be worked on Saturday or any one day selected in week, and on day before a legal holiday, if time and a half is paid for hours over 8. Week may be 6 days but not more than 44 hours.

Hotels and restaurants:

Service employees—

Over 8 hours a day and up to 48 hours in 6 days in week may be worked if time and a half is paid for hours over 8-44. But if week's employment does not exceed 44 hours, overtime on a daily basis need not be paid. *Exemption:*

Front office employees on salary basis who work split shifts.

Housekeeping employees—Week may be 6 days.

Office building operations and management—Week may be 6 days.

Banking and brokerage institutions (until a study is completed):

Employees paid on annual salary basis and who are not laid off during slack periods may be employed on an average of 40 hours a week over a 13-week period beginning Dec. 1, 1937. Such hours may not exceed 10 in any day or 54 in any week.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions					Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated		
PENNSYLVANIA— Continued. 1. Maximum Hours— Continued.						SPECIFIC INDUSTRIES—Con. Tax specialists in these institutions who are exclusively engaged in tax work may average 40 hours a week over a 6-month period. Week may be 6 days for this group. Newspaper publishing— To prevent a sudden and unreasonable termination of service to the public, employees engaged on any such service may be permitted to work more than 8 hours a day, but not over 44 hours in 6 days in week (in towns of 50,000 or less, 48 hours). For hours over 8 a day in mechanical departments, time and a half must be paid. Canning, processing, or packing perishable fruit or vegetables during canning season—Approval of la-	

bor department must be obtained before establishment puts into effect any schedule of hours at variance with the strict provisions of the statute.

Milk industry—Plant employees may be permitted to work 10 hours a day, 6 days a week; 48 hours may be worked in any week if necessary to avoid curtailment of public service.

Radio broadcasting—Over 8 hours a day but not over 44 hours in 6 days of week.

Laundry and dry-cleaning—10 hours a day, 6 days a week, but not over 44 hours a week.

During the national emergency public transportation companies not operating under Interstate Commerce Commission regulations may employ women in the operation, maintenance, and servicing of vehicles of transportation for hours longer than the daily and weekly schedules if permission is obtained from labor department.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
<p>PENNSYLVANIA— Continued. 2. Day of Rest. (See Maximum Hours.) 3. Meal and Rest Periods. Session laws 1943, Act 183; department of labor and industry—Regulations governing the hours provisions of the woman's law (1943).</p>				<p>At least ½-hour meal or rest period must be granted after 5 consecutive hours of work. (Interval of less than ½-hour not to be deemed interruption of work period.) Employees may not be required to remain in workroom during meal or rest period.</p>		<p>Work period may be 6 consecutive hours if employer allows a ¼-hour rest period without deduction in pay and worker is then dismissed and not permitted to work during any other part of the day. In retail trade a 6-hour work period is permitted also if a meal period of at least 1 hour is granted. In industries where manufacturing processes involve continuous operation or where processes once begun must be completed to avoid spoilage, or where an employee's duties require her to be away from the factory, office, or depot, the regularly scheduled meal or rest period may be eliminated. Provided, however, that employees be permitted a period to eat and rest at such</p>	<p>If strict application of specific provisions of the statute impedes or interferes with war effort, department of labor and industry with approval of industrial board is authorized to suspend this provision.</p>	<p>For coverage, see entry in Maximum Hours.</p>

<p>Department of labor and industry—Regulations affecting employment of women (1943).</p>	<p>Unless seats are provided for their use women must be allowed $\frac{1}{4}$-hour rest period in every tour of duty exceeding 3 hours.</p>	<p>intervals and for such time as shall not endanger their health. Approval of labor department must be obtained for any such variance from statute's provision. During the canning season plants canning, processing or packing perishable fruit or vegetable products may employ persons for a period of 6 consecutive hours without a lunch period.</p>	<p>Elevator operators. (Females).</p>	
<p>4. Night Work. Session laws 1943, Act 183; department of labor and industry—Regulations governing the hours provisions of the woman's law (1943).</p>	<p>10 p. m. to 6 a. m.</p>	<p>In establishments operating not more than two shifts, employment may be up to 12 o'clock midnight, if not more than 8 consecutive hours a day (exclusive of meal period) or 5 days a week are worked.</p>	<p>(See entry in Meal and Rest Periods.)</p>	<p>Manufacturing establishment. (Females 21 and over.) <i>Exemptions:</i> Managers, superintendents, persons doing clerical or stenographic work.</p>
<p>Session laws: 1937, Act 322; 1943, Act 183.</p>	<p>9 p. m. to 6 a. m.</p>	<p>do</p>	<p>Any establishment. (For definition see entry in Maximum Hours.) (Females under 21.) <i>Exemptions:</i> Agricultural field occupations; domestic service in private homes; orphans' homes and industrial schools; nurses in hospitals; telephone operators 18 and over.</p>	

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
PENNSYLVANIA— Continued. 4. Night Work— Con. Statutes (Purdon) 1936, title 43, sec. 47.					8 p. m. to 6 a. m.			Messenger for telephone, telegraph, or messenger company. (Females 18 and under 21. Employment entirely prohibited for girls under 18.)
PHILIPPINE ISLANDS: 1. Maximum Hours. *Session laws 1939, Acts 444, 494.	8					Overtime permitted in emergency caused by serious accident, fire, flood, typhoon, earthquake, epidemic, or other disaster or calamity, or if and when urgent work must be performed on machine installation or equipment to avoid serious loss to employer or for some other just cause of a similar nature. Secretary of labor may grant an exemption from the hours law in the interest of the public or if he determines such exemption to be justifiable because of the organization or nature of the work or the lack or insufficiency of com-	In case of national emergency the government is empowered to establish rules and regulations for the operation of plants and factories and to determine the amount of wages to be paid to laborers. The present emergency requires that the government be given authority to suspend application of the 8-hour law if and when such action is necessary. Until the adjournment of the regular session of national assembly following that of 1939, the President of the Philippines is authorized to suspend in whole or in part and under such conditions	Any industry or occupation (public or private.) (All employees.) <i>Exemptions:</i> Farm laborers; laborers who prefer to be paid on piecework basis; domestic servants; persons in the personal service of another; members of employer's family.

<p>2. Day of Rest.⁴⁴ 3. Meal and Rest Periods. *Session laws 1923, Act 3071.</p>					<p>petent laborers in a locality. In all cases time and a quarter must be paid for overtime.</p>	<p>as he may deem proper, operation of the hours law when and if the public interest so requires. This act effective September 30, 1939.</p>	
<p>4. Night Work. No law.</p>			<p>At least 1 hour must be allowed for the noonday meal.</p>				<p>Factory, shop, or industrial or mercantile establishment. ("Laborers.")</p>
<p>PUERTO RICO: 1. Maximum Hours. Session laws: 1919, Act 73; 1930, Act 28.⁴⁵</p>	8	48			<p>9 hours a day may be worked if double time is paid for such overtime and maximum weekly hours are not exceeded.⁴⁶</p>		<p>Any lucrative occupation, i. e., work in any factory, mill, centrale, machine-shop or establishment, or place of any kind where a factory or mechanical enterprise exists, storehouse, store, establishment or place, where mercantile transactions are carried on; farm, plantation, rural property, or place where agricultural, horticultural or pasturing pursuits are followed; mining and fishing undertakings. (Women over 18.) <i>Exemptions:</i> Telephone operators, telegraphers, artists, nurses, domestics.</p>
<p>2. Day of Rest.⁴⁷ 3. Meal and Rest Periods. Session laws 1919, Act 73, section 2.</p>			<p>At least 1 hour shall be allowed for meals. Work period may not exceed 4 consecutive hours without a meal period.</p>				<p>Any lucrative occupation. (For definition see Maximum Hours.) (Women; minors over 16.)</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
PUERTO RICO— Continued. 3. Meal and Rest Periods—Con. *Ibid., 1935, 2d sp. sess., Act 49.				At least 1 hour shall be allowed for meals.				Any commercial, industrial, or agricultural establishment, or any other lucrative business. (All employees.)
4. Night Work. Session laws 1930, Act 28.					10 p. m. to 6 a. m.	Employment not exceeding 8 hours a night or 48 hours a week permitted in the packing, canning, or refrigeration of fruits or vegetables, if the woman has not been employed during the day and is not pregnant.		Any lucrative occupation. (For definition see Maximum Hours. (Women over 16.) <i>Exemptions:</i> Telephone operators; telegraphers; artists, nurses, domestics.
RHODE ISLAND: 1. Maximum Hours. Session laws 1943, ch. 1312, secs. 4 and 6.	9	48				If a 5-day week is worked daily hours may be 9 3/4.	Under the emergency powers act the governor on approval of the State council of defense is authorized to proclaim a state of emergency when in his opinion there exists a shortage of the necessities of life or of war. Pursuant to such proclamation he may issue orders which (1) prohibit the work, labor, or business of one's ordinary	Factory, or manufacturing, mechanical, business, or mercantile establishment. (Women and minors 16 and over.) <i>Exemption:</i> Women working by shifts during different periods or parts of the day in the employ of a public utility.

2. **Day of Rest.** No law.
3. **Meal and Rest Periods.** Session laws 1943, ch. 1377.

At least ½ hour must be allowed for a meal after 6 consecutive hours of employment.

In factories employing 5 or more women and children, employees must be allowed their meal-times at the same hour.

Work period of 6½ hours allowed if employment ends not later than 1 p. m. and worker is dismissed for the day.

If employment ends not later than 2 p. m. and worker is dismissed for the day, period may be 7½ hours, provided worker is allowed sufficient opportunity for eating on the job.

Employees beginning work at an hour later than other employees may be allowed a different mealtime. In no case may an employee tend the machines of other employees in addition to her own during the regular lunch hour.

calling on any day or days of the week; (2) limit the maximum hours of work of any day; (3) exempt work necessary for the prosecution of the war or for civilian health and safety. Director of labor is to enforce the act, which has been extended to Mar. 31, 1945. (Session laws: 1943, chs. 1261, 1265, and 1272; 1944, ch. 1442.)

Factory, workshop, mechanical or mercantile establishment. (Women and minors.)
Exemptions: Women working by shifts during different periods or parts of the day in the employ of a public utility; telephone exchange where operator during the night is not required to operate at the switchboard continuously but may sleep during a considerable part of the night.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
RHODE ISLAND— Continued. 4. Night Work. *Session laws 1943, ch. 1312, sec. 7.					10 p. m. to 5 a. m.			Messenger for telegraph, telephone, or messenger company in the distribution, transmission, or delivery of goods or messages. (Persons 16 and under 21.)
SOUTH CAROLINA: 1. Maximum Hours. *Code 1942, sec. 7033-4.	8	40	5			Time lost by accident or other unavoidable cause, up to 30 hours in any quarter of calendar year, may be made up within the quarter in which it was lost. Commissioner of labor must be notified of such overtime in advance.		Cotton, rayon, silk, or woolen textile mill. (Employees working inside or outside.) <i>Exemptions:</i> Office and supervisory staff, engineers, firemen, watchmen, shipping and outside crews, repair shop crews, carpenters, mechanics, and electricians.
*Ibid., sec. 7033-5.	10	55	(See Day of Rest law.)			Time lost by accident or other unavoidable cause, up to 60 hours in calendar year, may be made up within 3 months of the time loss was incurred.		Cotton and woolen mills manufacturing yarns, cloth, hosiery, and other products of merchandise. ⁴⁸ (Employees 16 and over.) <i>Exemptions:</i> Mechanics, engineers, firemen, watchmen, teamsters, yard employees, and clerical force.

Ibid., sec. 7033-6	12	60	(Sec Day of Rest law.)					
2. Day of Rest. Code 1942, sec. 1735-2.			6				During present national emergency, industries producing or processing goods for national defense and under Government contract may obtain permit from commissioner of labor authorizing Sunday employment. Such employment may not be required of an employee conscientiously opposed to Sunday work and a refusal to work on Sunday because of conscientious or physical objections may not jeopardize seniority rights or serve to discriminate in any other way against employee. (Session laws 1942, Act 708.)	Mercantile establishment. (Females 16 and over.)
*Code 1942, sec. 1735-1; session laws 1942, Act 709.			6		Employment on Sunday permitted only if "of absolute necessity or emergency." Time and a half must be paid for any such employment.		do	Manufacturing establishment; i. e., any place where goods or wares are offered or exposed for sale, not including, however, a cafeteria or restaurant. (Females 16 and over.)
3. Meal and Rest Periods. No law.								Textile manufacturing, finishing, dyeing, printing, or processing. (Regular employees, i. e., those who usually work 20 hours or more a week.) <i>Exemptions:</i> Watchmen, firemen, and other maintenance and custodial employees.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
SOUTH CAROLINA— Continued.								
4. Night Work. Code 1942, sec. 7033-6.					After 10 p. m.			Mercantile establishment. (Females 16 and over.)
*Ibid., sec. 7033-5					Employment at night is limited to the 55-hour-week maximum set for day work.			Cotton and woolen mills manufacturing yarns, cloth, hosiery, and other products of merchandise. (Employees 16 and over.) <i>Exemptions:</i> Mechanics, engineers, firemen, watchmen, teamsters, yard employees, and clerical force.
SOUTH DAKOTA: 1. Maximum Hours. Code 1939, sec. 17.0601.	10	54				On the 5 days preceding Christmas, employment may be 12 hours a day.	Under the emergency powers conferred on the governor by the Civilian Defense Act of 1943, an executive order applying to certain workers has been issued. This suspends temporarily provisions of the hours statute and permits the employment of females over 16 engaged in preparing, processing, packing, and otherwise preserving, storing, or distributing food products or customary by-products from vegetables or animals for	Any occupation. (Females.) <i>Exemptions:</i> Farm laborers, domestic servants, telegraph or telephone operators, persons engaged in the care of livestock.

- 2. **Day of Rest.** No law.
- 3. **Meal and Rest Periods.** No law.
- 4. **Night Work.** No law.

TENNESSEE:

- 1. **Maximum Hours.**
Code 1932, secs. 5322-5324.

10½

57

- 2. **Day of Rest.** No law.
- 3. **Meal and Rest Periods.** No law.⁴⁹
- 4. **Night Work.** No law.⁵⁰

For footnotes see end of chart.

11 hours a day 66 hours a week. In emergencies, to save food materials from loss or destruction, 72 hours a week may be worked once in each 2-week period. Any such overtime must be "entirely optional and voluntary" with the worker. (Session laws 1943, ch. 151; Order No. 10 under Civilian Defense Act.)

During any national emergency commissioner of labor with consent of the governor may extend the hours a woman may work in industries engaged in manufacturing supplies, equipment, or material for the United States Government.

On written request of representative of the War or Navy department of the United States the commissioner and governor may suspend the hour law in manufacturing plants. (Session laws 1943, ch. 151.)

Workshops or factories, i. e., manufacturing, mills, mechanical, electrical, mercantile, art, and laundering establishments, printing, telegraph, and telephone offices, department stores, or any kind of establishment wherein labor is employed or machinery used. (Females 16 and over.) *Exemptions:* Domestic service, agricultural pursuits, fruit and vegetable canneries.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions					Provisions applicable only during war period	Coverage	
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated			Variations
TEXAS: 1. Maximum Hours. Session laws 1943, ch. 68.	9	54	-----			In cases of extraordinary emergencies, longer hours may be worked but for such hours double time must be paid. Laundries and cleaning and pressing establishments may work 11 hours a day, provided weekly maximum is not exceeded and double time is paid for hours over 9 a day. Woolen, worsted, and cotton mills and factories making articles out of cotton goods may work 10 hours daily, 60 hours weekly, if double time is paid for all hours over 9 a day.	In time of war and/or when the President proclaims a national emergency to exist, industries coming within the jurisdiction of three Federal Acts ⁵¹ and, in time of war, any industry designated by the commissioner of labor statistics, ⁵² may employ females up to 10 hours a day, provided these hours (1) are not injurious to the women's health or morals; (2) do not add to the hazards of their occupation; and (3) are in the public interest. Any such overtime must be authorized by an order of the labor commissioner either based on commissioner's own private investigation, or pursuant to an application filed by employers or by 1/3 of the female employees of such employers. <i>Exemption:</i> In time of war or proclaimed national emergency, office employees of employers coming under the three Federal Acts are expressly exempted from the	Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, cleaning and pressing establishment, hotel, restaurant, rooming house, theater, moving picture show, barber shop, beauty shop, roadside drink- or food-vending establishment, telegraph, telephone, or other office, express or transportation company, State institution, or any other establishment, institution, or enterprise where females are employed. (Females 15 and over.) <i>Exemptions:</i> Stenographers; pharmacists; mercantile establishments and telephone and telegraph companies in rural districts and in towns of less than 3,000 population; superintendents, matrons, nurses, and attendants employed by, in, or about such orphans' homes as are charitable institutions not run for profit and not operated by the State.

hour limitations of the State act.

- 2. Day of Rest. No law.
- 3. Meal and Rest Periods. No law.
- 4. Night Work. No law.

UTAH:

- 1. Maximum Hours. Code 1943, sec. 49-4-3.

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Overtime permitted if life or property is in imminent danger. In emergencies or peak periods in the business of an employer, industrial commission may permit longer hours.⁵⁴

During the packing season hour provisions are not applicable to packing or canning of perishable fruits or vegetables nor to manufacturing of containers for such industry.

Any industry, trade, or occupation. (Females 18 and over.) *Exemptions:* Domestic service; executive, i. e., one receiving pay of at least \$30 a week and having authority to discharge employees under her jurisdiction; the picking, cleaning, processing, or packing of fowls.

2. Day of Rest.

Industrial commission, minimum wage orders:
 No. 5—Laundry (1941).
 No. 6—Public housekeeping (1941).

6

Laundry, i. e., any place where washing, ironing, cleaning, pressing, or processing incidental thereto of any washable fabric is conducted (includes laundry departments in hotels, hospitals, factories, and other places.) (Women and minors).

Public housekeeping, i. e., work of linen-room girls, maids, cleaners, elevator operators, or other employee connected with hotels, boarding houses, rooming houses, auto camps, apartment houses, resort hotels, hospitals, or institutions. (Females 18 and over.) *Exemptions:* Registered nurses; resident managers.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
<p>UTAH—Continued. 3. Meal and Rest Periods. Industrial commission—Standards for women and children in industry (1937).</p>				<p>Adult women must be allowed at least ½ hour for meals. They may not be required to work longer than 6 hours without rest and food.</p> <p>A 10-minute rest period must be allowed morning and afternoon to women and minors who must be relieved by special employees before leaving line of duty.</p>		<p>If commission after investigation determines that enforcement of rules would not materially increase the comfort, health, or safety of employees, and would work undue hardship on employer, exemption may be granted on application of employer.</p>	<p>Any establishment or industry. (Women and minors.)</p>	
<p>Industrial commission, minimum wage orders Nos. 2, 4, 5, and 6—Retail trade (1940). Restaurant (1940). Laundry (1941). Public house-keeping (1941).</p>				<p>A rest period of at least 10 minutes must be allowed for each 4 hours of employment or fraction thereof.</p>			<p>Retail trade, i. e., selling of merchandise to the consumer and not for the purpose of resale in any form. (Women and minors.) Restaurant, i. e., place selling food or beverage in solid or liquid form to be consumed on the premises. (Females 18 and over.) For coverage of laundry and public housekeeping industries, see entries under Day of Rest.</p>	
<p>4. Night Work. No law.</p>								

VERMONT:

1. Maximum Hours.

Code 1933, sec. 6598; session laws 1943, Act 130.

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50

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- 2. **Day of Rest.** No law.
- 3. **Meal and Rest Periods.** No law.
- 4. **Night Work.** No law.

For footnotes see end of chart.

In cases of emergency or where seasonal or peak demand places unusual and temporary burden on a manufacturing or mechanical establishment, 10 hours a day, 60 hours a week may be worked, if commissioner of industrial relations is notified and grants permission in advance for such overtime the period of which may not exceed 10 consecutive weeks in any one year.

In a manufacturing establishment or business, the materials and products of which are perishable and require immediate labor to prevent decay or damage, any provision of the statute regulating employment of women and minors may be suspended by commissioner of labor with approval of the governor for a period not to exceed 2 months in year.

In cases of extraordinary emergency or extraordinary public requirement, employer engaged in public service may be exempted. Such emergency or requirement is not to be construed to include World War II emergency.

While the United States is at war, the commissioner of industrial relations with approval of governor may suspend operation of the laws relating to hours of employment of women and children.—(Session laws: 1917, Act 172; 1939, Act 11, sec. 4.)

Labor in mine or quarry, manufacturing or mechanical establishment. (Women; minors over 16.) *Exemptions:* Telephone exchange where hours of actual labor of operator do not exceed 9 hours daily, 50 hours weekly, or where operator during the night is not required to operate switchboard continuously but is able to sleep the major part of the night; by interpretation, office workers in manufacturing establishments.⁵⁵

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
VIRGINIA: 1. Maximum Hours. Code 1942, sec. 1808.	9	48				<p>During fruit and vegetable seasons, hour provisions do not apply to factories engaged exclusively in canning, processing, or packing fruits or vegetables.</p> <p>10 hours a day may be worked for a period of 90 days annually in the: (1) Handling or redrying of leaf tobacco during the tobacco market seasons; (2) shelling and/or cleaning of peanuts; (3) shucking and packing of oysters.</p> <p>In florist shops and greenhouses women may be employed 10 hours a day on the three days preceding and on Valentine's Day, Christmas Day, Easter Sunday, and Mother's Day.</p>	<p>During period of war between the United States and a foreign nation, commissioner of labor may grant temporary permits to employers engaged on war work, allowing the particular plant, establishment, or department or division of the establishment to employ females, 13 years of age and over, up to 10 hours a day, 56 hours a week.</p> <p>Permit may be granted only when it is reasonably clear that longer hours are necessary to obtain maximum production on war work, and that the workers' health, efficiency, and general well-being will be safeguarded.</p> <p>War work is work in producing articles or materials or performing services on or for contracts for the Army or Navy or any other agency of the United States authorized to let contracts for work necessary for the successful</p>	<p>Factory, workshop (by interpretation, includes beauty shops)⁵⁶ laundry, restaurant, mercantile or manufacturing establishment. (Females 16 and over.) <i>Exemptions:</i> Bookkeepers, stenographers, cashiers or office assistants, buyers, managers or assistant managers, office executives; mercantile establishments in towns of less than 2,000 inhabitants or in country districts.</p>

waging of war and which necessitates immediate production. (Code 1942, sec. 1808s).

Another act, passed in 1944 and effective for 2 years or until the war emergency is over, whichever happens first, allows women to be employed for 10 hours a day, 52 hours a week, in any employment essential to the prosecution of the war as defined by the War Manpower Commission or other Federal agency authorized by Congress to designate essential activities in the prosecution of the war. (Session laws 1944, ch. 130.)

Messenger for telegraph or messenger company or service. (Girls 18 and under 21.)

Mechanical or mercantile establishment, laundry, hotel, or restaurant. (Females 18 and over.) *Exemptions:* Harvesting, packing, curing, canning, or drying of perishable fruits or vegetables; canning fish or shellfish.

10 p. m. to 5 a. m.

8

- 2. Day of Rest. No law.
- 3. Meal and Rest Periods. No law.
- 4. Night Work. Code 1942 sec. 1808n.

WASHINGTON:
 1. Maximum Hours.⁵⁷ Statutes (Remington) 1931, sec. 7651.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
WASHINGTON—Con. I. Maximum Hours⁶⁷ —Continued. Industrial welfare committee order No. 35A—Beauty culture (1940).	8		6					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 person, instructing students in any of the foregoing 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.)
Ibid., No. 37—Office workers (1942).	8	48	6					Stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, P. B. X. operators, receptionists, office tele-

Ibid., No. 40— Manufacturing (1942).	8	6				phone operators, and all types of clerical work. (Females over 18.)
*Session laws 1937, ch. 129.	60				In emergencies longer hours may be worked.	Manufacturing estab- lishment. (Females and minors.)
2. Day of Rest. Industrial welfare committee order No. 23—Public housekeeping (1921).		6			In emergencies, women may be employed 10 days before a day of rest is given them, provided they are al- lowed at least 4 days' rest in any 28-day period.	Household or domestic employees. (Males and females.)
						Public housekeeping, i. e., the work of linen- room girls, chamber- maids, cleaners, kitchen girls, dish- washers, pantry girls, pantry servers, wait- resses, counter girls, bus girls, elevator operators, janitresses, laundry workers (ex- cept commercial laundry), and any other occupation prop- erly classified under Public housekeeping.
Ibid., No. 41— Mercantile (1942). (See also orders under Maxi- mum Hours.)		6				Establishments include hotels, rooming houses, boarding houses, res- taurants, cafes, cafe- terias, lunch rooms, tea rooms, apartment houses, hospitals (but not nurses), philan- thropic institutions, and any other properly classified under this industry. (Females over 18.)
						Mercantile estab- lishment. (Females and minors.)

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
WASHINGTON—Con. 3. Meal and Rest Periods.								
Industrial welfare committee order No. 27—Telephone and telegraph or other public occupation (1921).				At least 1 hour must be allowed for luncheon.				Operation of telephone or telegraph lines or any public occupation other than Public housekeeping; Laundry, dry cleaning and dye works; Mercantile; and Manufacturing, which occupations are regulated under orders. (Females over 18.)
Ibid., No. 35A—Beauty culture (1940).				At least 1 hour must be allowed for lunch after 5½ consecutive hours of work.				For coverage see entry under Maximum Hours.
Ibid., No. 37—Office workers (1942).				A rest period of at least ¾ hour must be allowed after 5 consecutive hours of work.				Do.
Ibid., No. 41—Mercantile (1942).				At least ½ hour must be allowed for noon-day luncheon.				Mercantile establishment. (Females.)
Ibid., Nos. 38 and 39—Canning and Packing (1942).				At least ½ hour must be allowed as a meal period after 5 consecutive hours of work. Rest period of at least ¼ hour must be provided in each 4- or 5-hour shift.				Cannery or freezing plant; Fruit, vegetable, fish, shellfish, dog foods, or any other products preserved for food purposes. (Women and minors.) Fresh-fruit packing, or vegetable packing, or dried-fruit industries. (Women and minors.)
Ibid., No. 23—Public house-keeping (1921).				A rest period of at least ½ hour must be given after 5 consecutive hours of work.				For coverage see entry under Day of Rest.
Ibid., No. 25—				A rest period of at				Laundry, dry cleaning,

<p>Laundry, dry cleaning, or dye works (1921).</p> <p>4. Night Work. Industrial welfare committee order No. 23—Public housekeeping (1921).</p>			<p>least ¼ hour must be allowed after 6 consecutive hours of work.</p>	<p>After 12 midnight.</p>		<p>or dye works. (Females over 18.)</p> <p>Elevator operators. (Females over 18.)</p>
<p>WEST VIRGINIA:</p> <p>1. Maximum Hours. No law.</p> <p>2. Day of Rest. No law.</p> <p>3. Meal and Rest Periods. Department of labor—Regulations for the protection and preservation of life, health, and safety of women in industry (1943).</p> <p>4. Night Work. No law.</p>			<p>At least ¼ hour must be allowed as a lunch period.⁵³</p>			<p>Any industry. (Women.)</p>
<p>WISCONSIN:</p> <p>1. Maximum Hours. Statutes 1943, secs. 103.01-103.02; industrial commission, general orders No. 3a and No. 6 (1923 and 1918).</p>	<p>9</p>	<p>50</p> <p>(See Day of Rest law.)</p>			<p>10 hours a day, 55 hours a week, may be worked during emergency periods, not to exceed 4 weeks in year, if time and a half is paid for excess time. Industrial commission must be notified of such overtime within 24 hours.</p> <p>Industrial commission is authorized to issue general or special orders fixing such period or periods of time (day, night, or week) during which work may be done, as shall be necessary to protect the life, health, safety or welfare of women workers. Until such orders have been issued by the commission the hours specified in the statute prevail.</p>	<p>Place of employment, i. e., any manufactory, mechanical or mercantile establishment, beauty parlor, laundry, restaurant, confectionery store, telegraph or telephone office or exchange, or express or transportation establishment. (Females 18 and over.) <i>Exemptions:</i> Registered pharmacists and assistant pharmacists.</p>

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
WISCONSIN—Con. 1. Maximum Hours— Continued. Industrial commission, general order No. 4 (1918).	8							Conductors, motormen, or flagmen on street-car lines. (Females 18 and over.) <i>Exemptions:</i> First-class cities and suburbs of such cities. Canning or first processing of perishable fresh fruits and vegetables. (Women and minors.)
Ibid., special orders—Canning factories. (Season 1944.)	9	50	6			During season of actual canning of product, women and minors may be employed 54 hours a week but not over 9 hours a day. In emergencies occasioned by breakdowns, climatic conditions, or unusual peak loads, canneries which have complied with safety and sanitation laws and industrial commission orders may employ women and minors 16 years of age and over on 12 days in the season for over 9 but not over 11 hours a day or 60 hours a week. Time and a half must be paid for hours over 9 a day, 54 a week.		

Industrial commission, special orders Nos. 4 to 11 — Telephone exchanges (1928).

9 50
 9 56
 9½ 56
 10 60
 10 55

Statutes 1943, sec. 103.02.

Day of Rest.

*Statutes 1943, sec. 351.50.

60 6

Special orders may be issued by commission to determine the hours of employment of women in exchanges in private residences where work is done exclusively by members of the family.

Industrial commission may by general or special order make reasonable exceptions or modifications to the law if it determines that the carrying out of the statute's provisions causes practical difficulties or unnecessary hardships, and that "life, health, safety and welfare of employees shall not be sacrificed or endangered thereby."

Work on seventh day permitted in case of break-down of machinery or equipment, or other emergency, requiring immediate services of experienced and competent labor to prevent serious injury to person, damage to property, or suspension of essential operations.

Telephone operators in exchanges having:

2,000 telephones or over.
 1,000 to 1,999 telephones
 500 to 999 telephones.
 Under 500 telephones.
 (Females 18 and over.)
 Hotels.⁶⁸ (Females 18 and over.)

Factory or mercantile establishment. (All employees.) *Exemptions:* Janitors, watchmen; manufacture of butter, cheese, or other dairy products, distribution of milk or cream; canneries, bakeries, flour and feed mills; hotels and restaurants; employees whose duties require no work on Sunday other than caring for live animals or maintaining fires.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
<p>WISCONSIN—Con. 3. Meal and Rest Periods: Statutes 1943, secs. 103.01-103.02; industrial commission general order No. 5 (1933) and special order No. 12—Telephones (1923).</p>				<p>Not less than 1 hour during each day or night for dinner or other meals.</p>		<p>See 2d paragraph in 1st entry of Maximum Hours. In manufactories and laundries lunch period may be $\frac{3}{4}$ hour, if women are employed more than 6 hours a day and plant has conveniently located and adequately equipped lunchroom on premises. If employment period in manufactories and laundries is for more than $4\frac{1}{2}$ but not more than 6 hours a day, lunch period of at least $\frac{1}{4}$ hour must be allowed employees at the same time and as near the middle of the work period as possible. In restaurants where employees eat their meals on premises and the stretch of labor between meals does not exceed 5 hours, meal period of not less than $\frac{1}{2}$ hour must be allowed.</p>		<p>Place of employment. (For definition see entry in Maximum Hours.) (Females.) <i>Exemptions:</i> Registered pharmacists and assistant pharmacists.</p>
<p>Industrial commission special orders—Canning</p>				<p>At least $\frac{1}{2}$ hour must be allowed at the usual time for meals.</p>			<p>Seasonal canning or first processing of perishable fresh fruits and</p>	

factories. (Season 1944.)			viz, at or about 12 noon, 6 p. m., and 12 midnight. Stretch of work between meal periods may not exceed 6 hours.			vegetables. (Females.)
4. Night Work. Industrial commission general order No. 1 (1917).			6 p. m. to 6 a. m.	In condenseries, employment may continue until 7 p. m. on Saturday if no Sunday work is required and the number of hours specified in statutes is not exceeded.		Manufactories ⁶¹ and laundries. (Females 18 and over). <i>Exemptions:</i> Office workers; charwomen.
Ibid., No. 4 (1918)			5 p. m. to 8 a. m. in cities of 1st class and their suburbs. 5 p. m. to 6 a. m. in other places.			Conductors, motormen, or flagmen on street car lines. (Females 16 and over.)
*Statutes 1943, sec. 103.69(1).			8 p. m. to 6 a. m.	See second paragraph in first entry of Maximum Hours.		Messenger for telegraph or messenger company in cities of 1st, 2d, and 3d class. (Persons under 21.)
Ibid., sec. 103.02			Employment between 9 p. m. and 6 a. m. may not exceed 9 hours a night, 54 hours a week.			Hotels. ⁶² (Females 16 and over.)
Industrial commission general orders No. 2 and 3 (1923).			Employment between 8 p. m. and 6 a. m. on more than one night a week may not exceed 8 hours a night, 48 hours a week.			Restaurants. (Females 16 and over.)
Statutes 1943, sec. 103.01; industrial commission general orders Nos. 2 and 3 (1923) and No. 6 (1918); special order No. 11—Telephone exchanges having 2,000 telephones and over (1928).			Employment between 6:30 p. m. and 6 a. m. more than one night a week may not exceed 8 hours a night, 48 hours a week.	See second paragraph in first entry of Maximum Hours.		Mechanical or mercantile establishment, beauty parlor, confectionery store, telegraph or telephone office or exchange, or express or transportation company (other than street cars). (Females 16 and over.) <i>Exemptions:</i> Pharmacists and assistant pharmacists.

For footnotes see end of chart.

LAWS GOVERNING MAXIMUM HOURS OF WORK, DAY OF REST, MINIMUM MEAL OR REST PERIODS, NIGHT WORK—
Continued

State	Hour provisions						Provisions applicable only during war period	Coverage
	Daily	Weekly	Days per week	Meal periods; rest periods	Night work prohibited or regulated	Variations		
WYOMING: 1. Maximum Hours. 1940 supplement to revised statutes, sec. 63-109; session laws 1943, ch. 30. 2. Day of Rest. No law. 3. Meal and Rest Periods. No law. 4. Night Work. No law.	8	48	-----			In an emergency females 18 years of age and over may be employed overtime if time and a half is paid for hours over 8 a day. An executive order or proclamation of the President of the United States declaring an emergency is to be construed as an emergency within the purview of this act.	See "Variations" column.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, public lodging house, apartment house, place of amusement, or restaurant. (Females 16 and over.)

FOOTNOTES

CALIFORNIA:

¹ The maximum 8-hour day, 48-hour, 6-day week provisions of California's statutes are applicable to most woman-employing industries of the State. Since the orders, issued by the State industrial commission for several of these industries, repeat these hour provisions of the statutes, an analysis of the order per se does not appear in the chart unless its provisions vary from provisions of the statutes.

² An additional statute applicable to persons selling at retail drugs and medicines or compounding prescriptions in any store, dispensary, pharmacy, laboratory, or office permits employment for an average of 9 hours a day and for 108 hours, 12 days in any 2 consecutive weeks. Employee must have 1 complete day of rest during each week. In emergencies, such as accident, death, sickness, or epidemic, exceptions may be made. (Labor code (Deering) 1937, sec. 854; session laws 1939, ch. 567.)

³ In addition to requirements shown here 12 orders for special industries also limit the employment period before there is a break for meals. In 9 of the orders the period is 5 hours, in the transportation order 6 hours, and in the 1 motion-picture order, applying to extras, 5½ hours, in the other, "an excessive number of hours."

⁴ Certain conditions regarding suitable transportation and suitable facilities for a hot meal must be met if women 18 years and over are to be employed at night. Five orders—professional, technical, and clerical; public housekeeping; laundry, dry cleaning and dyeing; mercantile; and transportation other than the driving of taxis or of autos for hire—place such restrictions on employment between 10 p. m. and 6 a. m.; in a sixth order—amusement and recreation—the period is from 12 midnight to 6 a. m. Orders for the motion-picture industry require employer to furnish transportation if employees are not dismissed in time to use the public service, and to supply hot drinks and food if employment continues after 11:30 p. m. In addition to manufacturing, three other orders—laundry, cleaning and dyeing; mercantile; and amusement and recreation—require that at least 60 cents an hour be paid for night work.

COLORADO:

⁵ In addition, two Colorado statutes regulate the hours of work of both men and women in industrial establishments. These laws apply to (1) selling retail drugs or medicines or compounding prescriptions in a drug store, pharmacy, laboratory, or office; (2) cleaning and dyeing establishments.

The former allows an average of 9 hours a day and a maximum of 108 hours 13 days of employment in 2 consecutive weeks with a provision that employee is entitled to 2 one-half days or 1 complete day of rest each week.

The latter, applying to employees 17 years of age and over, provides an 8-hour day, 6-day week, for practically all employees. During two annual peak periods of 9 weeks each, however, as much as 55 hours a week may be worked by employees other than maintenance workers and retail clerks. Maintenance workers may be employed up to 53 hours a week in the two peak periods allowed yearly, but hours of retail clerks in this industry may not exceed 8 a day.

⁶ As of October 1944, no industrial commission order had been issued for manufacturing establishments.

⁷ As an emergency measure, the industrial commission has passed a resolution permitting relaxation from the 8-hour law and the minimum-wage orders if employer shows that: (1) A real emergency exists and why; (2) employee volunteers of her own volition to work overtime; (3) time and a half will be paid for overtime; (4) issuance of permit will not violate purposes of the hours statute in that no labor will be required that is "injurious to health or dangerous to life and limb." Permission is granted for 90-day period with privilege of renewal. (Letter of industrial commission dated Apr. 28, 1944, on file in Women's Bureau.)

CONNECTICUT:

⁸ War order issued by the governor and twice renewed suspends this night-work prohibition for women over 21 years of age employed as waitresses, cooks, and counter girls "in bona fide and well-established restaurants." Employer must comply with other provisions of the woman's hour law for restaurants (see above) and night shift for women may not end between 12 midnight and 6 a. m.

DELAWARE:

⁹ Op. Atty. Gen., May 14, 1940.

HAWAII:

¹⁰ Hawaii has a "wage and hour law" applicable to men and women in any private employment. It places no limit on hours of employment, but requires payment of time and a half for hours over 48.

IDAHO:

¹¹ Law does not cover employment of women by railroads in interstate commerce, including work as telegraphers or printer operators. (Ops. Atty. Gen., March and August 1941.)

KANSAS:

¹² Orders have been promulgated by the Kansas department of labor pursuant to the authority vested in it by the State legislature to "establish such standards of wages, hours and conditions of labor for women * * * and minors * * * as shall be held hereunder to be reasonable and not detrimental to health and welfare." The labor department of Kansas reports that under this same authority permits are issued granting permission to employ women in war production in excess of the hours established by industrial welfare order No. 2.

KENTUCKY:

¹³ Kentucky statutes do not fix a 6-day workweek. The law has a provision, however, which requires that time and a half be paid to employees for work on the seventh day. *Exemptions:* Employees working a 40-hour week or less; small telephone exchanges; clerical or technical assistants of professionals; employees subject to Federal Railway Labor Act; seamen; operators of boats; common carriers; persons icing railroad cars. (Revised statutes 1942, sec. 337.050.)

LOUISIANA:

¹⁴ Op. Atty. Gen., May 12, 1943.

¹⁵ According to 1940 census tabulations, New Orleans and Shreveport are the only cities of over 50,000 inhabitants.

MARYLAND:

¹⁶ An act of 1888 (amended in 1943) limits to 10 hours the workday of employees in the service or under the control of corporations or manufacturing companies engaged in manufacturing cotton or woolen yarns, fabrics, or domestics of any kind. Certain exemptions applicable to males over 21 years of age are in the act. (Annotated Code (Flack) 1939, art. 100, secs. 1-3; session laws 1943, ch. 22.)

¹⁷ Op. Atty. Gen., Oct. 23, 1941.

FOOTNOTES—Continued

MASSACHUSETTS:

¹⁸ Another act (ch. 13 of 1942) gives emergency powers to the governor for the war period. Included among the powers granted are two specifically related to employment: (1) Labor, business, or work on Sundays or legal holidays; (2) suspension of the operation of any statute, rule, or regulation affecting employment if in his opinion such suspension is necessary to expedite the production, processing, or transportation of war materials.

¹⁹ Session laws 1933, ch. 347; 1935, ch. 429; 1936, ch. 154; 1937, ch. 153; 1938, ch. 68; 1939, ch. 96; 1941, ch. 154; 1943, ch. 306.

MICHIGAN:

²⁰ Op. Atty. Gen., Apr. 7, 1931.

²¹ Op. Atty. Gen., Mar. 10, 1914.

²² Though 12 hours are permitted, department requests canners to limit hours to 10 a day whenever possible.

²³ In "Labor and Industry," monthly review of Michigan labor department. Issue of May 1944, p. 7.

²⁴ The granting of definite rest periods of 15 minutes' duration, morning and afternoon or on swing shifts, etc., is a recommendation of the State labor department.

MISSOURI:

²⁵ This earlier law became effective automatically when the 1919 law was declared unconstitutional by the Supreme Court of Missouri. The statute was held to be discriminatory inasmuch as its provisions do not apply to places of 3,000 population or less. (*State v. Taylor et al.* (1943), 351 Mo. 725; 173 S. W. (2d) 902.)

MONTANA:

²⁶ Hours of work are set by Montana statutes for several specific industries. The application is to "persons" or "employees" and in a few cases to "men." Separate entries appear on the chart only when the law differs from the constitutional amendment or applies specifically to women's employment.

²⁷ Though this statute provides that in retail stores a 10-hour day is permitted in the week before Christmas, this provision was repealed by the subsequent adoption of the amendment to the State Constitution in 1936. (Op. Atty. Gen., May 12, 1939.)

²⁸ The statute's application of the 8-hour day and 48-hour week to towns or cities of 2,500 population or over is in conflict and repugnant with the subsequent amendment to the constitution by the express provisions of the amendment itself. Since the amendment makes no exception as to small-sized towns or cities, the words in the statute in conflict therewith become innoxious and are repealed and section 3073.1 is applicable to all cities and towns irrespective of their population. (Op. Atty. Gen., Jan. 28, 1939.)

NEBRASKA:

²⁹ Office does not include a bank. (Op. Atty. Gen., Jan. 22, 1943.)

NEW HAMPSHIRE:

³⁰ Letter in Women's Bureau files from commissioner of labor of New Hampshire states that a suspension order promulgated by the governor in 1943 requires that a manufacturing establishment desiring relief obtain a special license from the commissioner. The maximum hours allowed under such license are 10¼ a day, 54 a week.

NEW JERSEY:

³¹ The department of labor on its application form for such wartime modification states that applications are restricted to manufacturing establishments engaged in production of essential war material. A reduction in the statutory meal period will be granted only for a particular operation, if and when production of war materials is impaired and manufacturer's contract cannot otherwise be fulfilled. Suspension must be satisfactory to the collective bargaining agency, or, in absence thereof, the majority of plant's employees.

³² The application form for such a permit requires plant to submit data showing that it has facilities for hot meals, first aid, medical service, and that transportation facilities for women on a night shift would be adequate and available. Certain requirements governing the employment of women at night must be guaranteed by employer: (1) If part or all of employment is between 12 midnight and 7 a. m., working hours not to exceed 10 a night; (2) not more than 6 consecutive working periods in 7 days; (3) at least ½-hour meal period after 6 hours of work.

NEW MEXICO:

³³ Express and transportation companies included in term "public utility business."

NEW YORK:

³⁴ Op. Atty. Gen., Mar. 20, 1928.

³⁵ Text of law reads that employers shall allow employees "at least 24 consecutive hours of rest in any calendar week."

NORTH CAROLINA:

³⁶ In laundries and dry cleaning establishments, employment is limited to 55 hours a week for all employees. Except for employment in mercantile establishments and as outside salesmen on a commission basis (occupations specifically exempted by the statute) the hours of men may not exceed 10 a day, 56 a week. Time and a half must be paid for more than 55 hours a week. In seasonal rush of business, however, a manufacturing plant may apply to labor commissioner for permit to employ males overtime for a period not to exceed 60 days, during which period time and a half must be paid for hours over 56 a week.

³⁷ For hours law applicable to establishments employing 9 or more persons in many of these industries, see preceding entry.

NORTH DAKOTA:

³⁸ Women employed as taxi drivers, office workers, or domestic servants are not exempted from provisions of the law regulating women's hours of employment during the war emergency. (Op. Atty. Gen., Apr. 22, 1944.)

³⁹ The only limitation as to days worked in the order is that women may not be employed for more than 28 days in any 1 month.

⁴⁰ In a recent decision of the State Supreme Court (Page 1 v. Trinity Hospital Association (1942), 72 N. D. 262; 6 N. W. (2d) 392), it was declared that hospitals do not come within the definition of the term "Public housekeeping."

OREGON:

⁴¹ Commission issues orders under authority of compiled laws 1940, secs. 102-302, 102-304 to 102-325; session laws 1941, ch. 90. This statute empowers commission to ascertain and declare standards of hours of employment for women and for minors in any occupation except harvesting, packing, curing, canning, or drying of perishable fruit, vegetables, or fish. Statute prescribes, moreover, that orders issued by the commission may not authorize or permit employment "for more hours per day or per week than the maximum now fixed by law." Overtime in emergencies is a matter to be determined by the commission.

⁴² In this section of the Oregon Code maximum hours of 10 a day, 60 a week are set for females in any manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, telegraph or telephone establishment or office, or express or transportation company. It exempts harvesting, packing, curing, canning, and drying of perishable fruits, vegetables, or fish from the hours provision, stipulating, however, that women in canneries, driers, or packing plants must be paid time and a half for hours over 10 a day. For most entries above and footnote 41.)

PENNSYLVANIA:

⁴³ Except for the limitation of daily hours to 10 in the above statute, the overtime provisions are practically the same as those contained in a 1941 rule of the Pennsylvania department of labor. This rule (G-15) applicable to women employed in plants actively participating in the defense program, was adopted shortly after Pearl Harbor to help facilitate the defense program. The provision requiring payment of time and a half for hours over 44 a week was recently eliminated from this rule, which is still carried in the State's pamphlet—"Regulations governing the hours provisions of the Woman's Law."

PHILIPPINE ISLANDS:

⁴⁴ No employee or laborer may be compelled to work on Sundays or legal holidays, unless paid an additional sum of at least one-fourth of his regular remuneration. Act exempts public utilities performing public service such as supplying gas, electricity, power or water, or providing means of transportation or communication. (Session laws 1939, Act. 444.)

PUERTO RICO:

⁴⁵ Act 49, session laws 1935 (2d sp. sess.) has similar provisions for all employees in "any commercial, industrial, or agricultural establishment, or any other lucrative business."

⁴⁶ There are also overtime provisions in the minimum wage decrees for special industries: Leaf tobacco—time and a half for hours over 40 a week; sugar industry (agricultural phase)—double time for hours over 8 a day (over 7 in some occupations); hospitals, clinics or sanatoriums—double time for hours over 8 a day.

⁴⁷ The decree for hospitals, clinics, and sanatoriums states that an employee who works regularly 6 or more hours a day or 5 or more days a week "shall be entitled to a day of rest for every six days of work."

SOUTH CAROLINA:

⁴⁸ In a letter to the Director of the Women's Bureau under date of Dec. 12, 1944, the commissioner of labor makes the following statement: "Fifty-five hours a week in cotton and woolen mills is inconsistent with the Forty Hour Law, therefore, that part of the Fifty-five Hour Law relating to cotton and woolen mills is repealed and the rest of the law that deals with manufacturing establishments engaged in the manufacture of yarn, cloth, hosiery, and other products of merchandise is not repealed by the Forty Hour Law because this kind of manufacturing is not included in the Forty Hour Law."

TENNESSEE:

⁴⁹ The only provision in the law relates to the posting of a notice setting forth the hours female employees commence and leave work, time allowed for meals or other intermissions and the maximum number of hours permitted by law. (Code 1932, sec. 5327.)

⁵⁰ For a business that operates at night notice must be posted showing hours of work of the night shift and the number of hours each female or child is permitted to work on the night shift. (Code 1932, sec. 5328.)

FOOTNOTES—Continued

TEXAS:

⁶¹ The Fair Labor Standards Act, the Walsh-Healey Act (Public Contracts), and the Bacon-Davis Act.

⁶² Op. Atty. Gen. (No. 0-5396) June 24, 1943.

UTAH:

⁶³ The minimum wage orders for public housekeeping and for restaurants provide that the 8-hour day shall include a ½-hour meal period for which period the minimum wage rate must be paid.

⁶⁴ Administrative regulations of the commission in respect to emergency work-permits, require that time and a half be paid for hours over 8 a day. Application must be made for emergency permit as soon as the emergency arises; for peak-period permit, at least 7 days before permit is to be used. In no case may hours of work exceed 12 a day, such overtime not to be worked on more than 3 days in any calendar week.

VERMONT:

⁶⁵ Op. Atty. Gen., July 25, 1940.

VIRGINIA:

⁶⁶ Op. Atty. Gen., July 14, 1938.

WASHINGTON:

⁶⁷ Sec. 7648 of the 1931 Statutes fixes 10 hours a day as the maximum in any 24 that street-car employees—gripmen, motormen, drivers, or conductors—may be required to work.

WEST VIRGINIA:

⁶⁸ A 10-minute rest period during each 4-hour shift is recommended by State labor department.

WISCONSIN:

⁶⁹ Commission does not have the power to change the maximum daily and weekly hours prescribed by statute for women employed in hotels.

⁶⁰ The statute reads: "At least 24 consecutive hours of rest in every 7 consecutive days."

⁶¹ The special orders issued by the industrial commission for factories engaged in canning or first processing of fresh fruits and vegetables permit employment of women 18 and over at night during the season of the actual canning of the product.