

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 II: ANALYSIS OF— PLANT FACILITIES LAWS



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

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## Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
Washington, May 15, 1945.

MADAM: I have the honor to transmit a report summarizing in legal-chart form, State by State, as of December 15, 1944, the laws that relate to provision for sanitary and other plant facilities in establishments employing women. The laws covered are those dealing with seating, lunchrooms, dressing rooms and rest rooms, and toilet rooms.

This bulletin is part of the series of State labor laws for women, issued by the Women's Bureau. The series includes hour laws; laws prohibiting and regulating certain occupations, and maternity laws; industrial home-work laws; and the requirements for sanitary and other plant facilities.

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 laws 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.*

# REQUIREMENTS AS TO PLANT FACILITIES

## A.—Seating

State	Number	Type	Location; use	Coverage
<b>ALABAMA:</b> Code 1940, title 26, sec. 337.	-----	Proper accommodations for women and girls.	Use to be permitted when employee is not actively engaged in work of employment.	Store or shop employing any women or girl as clerk or saleswoman.
<b>ALASKA.</b> No law. <b>ARIZONA:</b> Code annotated 1939, secs. 56-301, 56-319.	At least 2 seats for every 3 females.	Suitable seats, chairs, or benches....	Placed so as to be accessible to employees. Use to be permitted when employee is not necessarily engaged in active duties of employment.	Mill, factory, workshop, mercantile establishment, tenement house, manufactory, store, business office, telegraph or telephone office, restaurant, bakery, barber shop, apartment house, boot-black stand or parlor, or in the distribution or transportation of goods or messages.
<b>ARKANSAS:</b> Digest (Pope) 1937, sec. 9082.	Seats sufficient to seat women and girls comfortably.	-----	Seats must be conveniently located. Use to be permitted during such times as employee is not necessarily required to be on her feet.	Manufacturing, mechanical, mercantile, or other establishment employing women or girls. <sup>1</sup>
<b>CALIFORNIA:</b> Labor code (Deering) 1937, sec. 1253.  Industrial welfare commission, order No. 18—Sanitary order. (1932.)  <b>Ibid.</b> , No. 3 NS—Canning and preserving. (1943.) <b>Ibid.</b> , No. 8 NS—Handling farm products after harvest. (1943.)	Seats for all female employees.  At least 1 seat to every 2 women employed. At work tables or machines 1 seat must be provided for every woman or minor employed, if nature of work permits. If in commission's judgment the nature of work permits, 1 seat must be provided for every woman or minor employed at a work table or machine.	Suitable seats-----  Seats of the proper height. At work tables or machines: Seats must be adjustable and kept so adjusted to the table or machine that worker's position relative to the work is substantially the same whether she is sitting or standing. Such seats must be adjustable and kept so adjusted to the table or machine that worker's position relative to the work is substantially the same whether she is sitting or standing.	Use to be permitted when employee is not engaged in active duties of employment. ----- do-----	Any establishment.  Any occupation, trade, or industry. <i>Exemption:</i> 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. Canning and preserving industries, i. e., any industry or business: (1) cooking, canning or packing processed fish or sea food products; (2) smoking, salting, drying, or curing fish; (3) canning or bottling fruits or vegetables, fruit or vegetable juices, or soups; (4) preserving, canning, or bottling jams, jellies, or fruit butters; (5) pickling fruits or vegetables, canning, packaging, or bottling vegetable relishes, sauces, or seasonings; (6) quick-freezing fruits, vegetables, or other products for ultimate delivery in a frozen state to the consumer.

For footnotes, see p. 11.

**REQUIREMENTS AS TO PLANT FACILITIES—Continued**

**A.—Seating—Continued**

State	Number	Type	Location; use	Coverage
<b>CALIFORNIA—Con.</b>				
Ibid., No. 16-A—Motion pictures. (1931.)	Seats for all women employees.	Suitable seats on sets or locations.....	Seats must be reserved for the use of women, and the women shall be permitted to use them when not engaged in the active duties of their employment.	Industries handling farm products after harvest, i. e., all industries, trades, or occupations concerned with the handling after harvest of agricultural and horticultural commodities; preparation of eggs, poultry, and dairy products. Extras who act, sing, dance, or otherwise perform at a wage of not more than \$15 a day or \$65 a week.
<b>COLORADO:</b> Statutes annotated 1935, ch. 97, sec. 124.	-----	Suitable seats for female employees.	Use to be permitted when employee is not necessarily engaged in active duties of employment.	Manufacturing, mechanical or mercantile establishment employing females.
<b>CONNECTICUT:</b> General statutes 1930, sec. 5212.	Seats for all female employees.	Suitable seats.....	.....do.....	Mercantile, mechanical, or manufacturing establishment. <sup>2</sup>
<b>DELAWARE:</b> Revised code 1935, secs. 3633, 3634.	At least 1 seat for every 3 females employed at one time.	.....do.....	Seats to be conveniently accessible and use of them permitted.	Mercantile, mechanical, transportation or manufacturing establishment, laundry, baking or printing establishment, dressmaking establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office.
<b>DISTRICT OF COLUMBIA:</b> Code 1940, sec. 36-310.....	Seats for all females.....	Proper and suitable seats..... Seats, rests, or stools.	To be used as may be necessary..... Use to be permitted when employee is not actively engaged in her employment.	Store, shop, office, or factory.
<b>FLORIDA:</b> Statutes 1941, sec. 448.05.....	-----	Suitable chairs, stools, or sliding seats attached to counter or wall.	For use of employee, male or female, when he or she is not in active work and not required to stand in proper performance of duties. Reasonable use must be permitted when such use will not interfere with humane or reasonable requirements of employment.	Mercantile or other business pursuits requiring employees to stand or walk during active duties.
<b>GEORGIA:</b> Code 1933, sec. 54-401.....	-----	Suitable seats for female employees.	Use to be permitted when woman employee is not necessarily en-	Manufacturing, mechanical, or mercantile establishment.

<b>HAWAII.</b> No law.			gaged in active duties of employment.	
<b>IDAHO:</b> Code 1932, sec. 43-708		Suitable seats for female employees.	Use to be permitted when woman employee is not engaged in active duties of employment.	Establishment employing females.
<b>ILLINOIS.</b> No law.				
<b>INDIANA:</b> Statutes annotated (Baldwin) 1934, secs. 10065, 10067.	A seat for each female employee.	Suitable seats so constructed or adjusted, where practicable, as to be fixtures and not obstruct employees at their work.	To be placed conveniently where employee works. Use to be permitted when employee is not necessarily engaged in active duties of employment.	Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office.
<i>Ibid.</i> , sec. 2895		Suitable seats for female employees.	Use to be permitted when employee is not necessarily engaged in active duties of employment.	Person or corporation employing women in any business.
<b>IOWA:</b> Code 1939, sec. 1485		Suitable seats for female employees.	To be located at or beside counter or workbench where female is employed. Use to be permitted to such extent as work may reasonably admit.	Workshop, mercantile or manufacturing business or establishment.
<b>KANSAS:</b> General statutes 1935, sec. 44-111.		Chairs, stools, or other contrivances for comfortable use of female employees.	Use to be permitted when employee is not actively engaged in discharge of duties.	Mercantile establishment, store, shop, hotel, restaurant, or other place where women are employed as clerks or help.
Industrial welfare order No. 1—Laundry. (1939.)	Sufficient number of seats for women and girls.	Suitable seats.	Use to be permitted when employee is not actively engaged in duties of employment and as far as practicable when operating machines or when engaged in other duties.	Laundry, dyeing, dry-cleaning, and pressing establishment.
<i>Ibid.</i> , No. 2—Manufacturing. (1939.)	A seat for each woman.	Suitable seats having backs and foot rests broad and firm enough to be convenient while working.	Use encouraged so that worker may perform her labor with convenience, comfort, and efficiency.	All processes in the production of commodities, including work in florists' shops, and candy-making departments of confectionery stores and bakeries.
<b>KENTUCKY:</b> Revised statutes 1942, sec. 338.110.	In stores and mercantile establishments at least 1 seat for every 3 female employees.	Seats that fcd are not considered a compliance with the law.	Seats must be provided and maintained in room in which females work. <sup>3</sup> Use to be permitted when employee is not necessarily engaged in active duties of employment. In stores and mercantile establishments, seats must be placed in front or in back of a counter, table, desk, or fixture, according to where employees are principally employed.	Every employer of females.

For footnotes, see p. 11.

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

### A.—Seating—Continued

State	Number	Type	Location; use	Coverage
<b>LOUISIANA:</b> 1935 cumulative supplement to general statutes (Dart), sec. 4331.	At least 1 chair to every 3 females.	Suitable seats, chairs, or benches	To be so placed as to be accessible to employees. Use to be permitted when employee is not necessarily engaged in active duties of employment.	Factory, mill, warehouse, manufacturing establishment, workshop, store, or "any other occupation or establishment hereinabove mentioned." (Statute's reference is to the several preceding sections of the Act covering practically all employment.)
General statutes (Dart) 1932, sec. 4353. Ibid., sec. 4356	-----	Seats, chairs, or benches must be maintained for women. Proper seating or resting accommodations for female operators.	do For convenience of operator on duty.	Retail business employing female labor or female clerks. Elevators used for carrying persons, goods, wares, or merchandise in any place of business.
<b>MAINE:</b> Revised statutes 1930, ch. 54, sec. 37.	-----	Chairs, stools, or other contrivances for comfortable use of women.	Use to be permitted when employee is not actively engaged in discharge of duties.	Mercantile establishment, store, shop, hotel, restaurant, or other place where women work.
<b>MARYLAND:</b> Annotated code (Flack) 1939, art. 27, sec. 365.	1 seat for each female	Chairs or stools	Use to be permitted when employee is not actively engaged in performance of duties.	Retail, jobbing, or wholesale dry-goods store, notion, millinery, or any other business where females are employed for the purpose of serving the public.
<b>MASSACHUSETTS:</b> General laws 1932, ch. 149, sec. 103.	-----	Suitable seats for women	Use to be permitted when employee is not necessarily engaged in active duties of employment and while employee is at work, unless the work cannot properly be done in a sitting position.	Manufacturing, mechanical or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals; premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel). <sup>4</sup>
<b>MICHIGAN:</b> <sup>5</sup> Compiled laws 1929, sec. 8339.	Seats for all females	Proper and suitable seats, rests, or stools.	Use to be permitted as may be necessary. Employer is forbidden to make arbitrary rules, orders, or regulations preventing use of seats at reasonable times or requiring employees to stand when not necessarily engaged in service.	Store, shop, office, or manufactory employing females as clerks, assistants, operatives, or helpers. <sup>6</sup>
<b>MINNESOTA:</b> Statutes 1941, secs. 182.44, 182.29.	(Number of seats for women employees to be deter-	In places where women are employed, suitable seats with proper	Use to be permitted to such extent as may be reasonable for preserva-	Place of employment, i. e., any factory, mill, workshop, laundry, dyeing and

	mined by industrial commission.)	backs, where practicable, must be provided for their use. In factories, if work can be properly performed in sitting position, suitable seats, with backs where practicable, must be supplied for women employees. (Industrial commission to determine when seats with backs are necessary.)	tion of health.	cleaning establishment, mercantile establishment, office or office building, hotel, restaurant, theater or other place of amusement, transportation system, public utility, engineering works, the erection of buildings and yards. Exemptions: Domestic service; agricultural labor.
<b>MISSISSIPPI:</b> No law.				
<b>MISSOURI:</b> Revised statutes 1939, sec. 10193.	Seats sufficient to seat the women or girls comfortably.		Must be conveniently located. Use to be permitted when employee is not required by duties to be upon her feet.	Manufacturing, mechanical, mercantile, or other establishment in which women or girls are employed.
<b>MONTANA:</b> Revised codes 1935, sec. 3077.	Seats for all female employees.	Suitable seats	Use to be permitted when employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment employing females.
<b>NEBRASKA:</b> Compiled statutes 1929, sec. 48-203.	A seat for each and every female employee.	Chair, stool, or seat	Use to be permitted when sitting does not interfere with faithful discharge of duties.	Every agent, proprietor, superintendent, or employer of female help.
<b>NEVADA:</b> Compiled laws 1929, sec. 2791.	Seats for all females	Suitable seats	Use to be permitted when employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment, laundry, hotel, restaurant, or other establishment employing females.
<b>NEW HAMPSHIRE:</b> Session laws 1895, ch. 16.		Suitable seats for female employees.	Use to be permitted when employee is not necessarily engaged in active duties of employment.	Factory, mill, workshop, or other manufacturing or mercantile establishment.
<b>NEW JERSEY:</b> Revised statutes 1937, sec. 34: 2-29.		Suitable seats for female employees.	Seats must be conveniently situated. Use to be permitted except when employee is engaged in duties that cannot properly be performed in a sitting position.	Manufacturing, mechanical, or mercantile establishment, or services or operations incident to any commercial employment.
<b>NEW MEXICO:</b> Statutes 1941, sec. 57, 410.		Suitable seats for female employees.	Use to be permitted when employee is not engaged in active duties of employment.	Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater, moving picture show, barber shop, telegraph or telephone or other office, express or transportation company, State institution, or any other establishment, institution, or enterprise where females are employed.

For footnotes, see p. 11.

REQUIREMENTS AS TO PLANT FACILITIES—Continued

A.—Seating—Continued

State	Number	Type	Location; use	Coverage
<b>NEW YORK:</b> Consolidated laws (Ca- hill) 1930, ch. 32, secs. 2, 150.	Sufficient number of seats for female employees. In mercantile establish- ments, at least 1 seat for every 3 female employees.	Suitable seats, with backs where practicable, must be provided and maintained.	In mercantile establishments, seats must be placed in front of counter, table, desk, or fixture, if employ- ee's duties are performed princi- pally in front of such fixtures; in back of such fixtures if the work is principally in back of counter, table, etc. Use to be permitted to such extent as may be reasonable for the preser- vation of health. In factories, use to be permitted whenever employee is engaged in work that can be properly per- formed in a sitting position.	Factory (includes laundry, cannery, bot- tling plant, etc.), mercantile establish- ment, freight or passenger elevator, hotel, or restaurant.
Cumulative supplement 1931-1935, ch. 32, sec. 203-a.	Elevator must be equipped with seat for operator's use when car is not being oper- ated, unless operator is allowed a ¼-hour recess period every 3 hours in ad- dition to a ¾-hour lunch period.	-----	-----	Passenger elevator operated and main- tained for use of public. <i>Exemption:</i> Factory building or any other building having only 1 passenger elevator.
<b>NORTH CAROLINA:</b> General statutes 1943, sec. 95-29.	Seats for all female employ- ees.	Proper and suitable seats..... Seats, rests or stools.....	Use to be permitted as may be neces- sary. Employer may not make rule, regula- tion, or order to prevent use of seats when employee is not ac- tively engaged in duties of em- ployment.	Store, shop, office or manufacturing or other establishment.
<b>NORTH DAKOTA:</b> Minimum wage depart- ment, order No. 3— Mercantile. (1932.)	-----	Suitable seats for women employees.	Seats to be provided behind the counter or in the store. Use to be permitted to such extent as may be reasonable for the pres- ervation of employee's health.	Establishment operated for the purpose of trade in the purchase or sale of goods or merchandise, including the sales force, wrapping force, auditing or checking force, shippers in the mail- order department, the receiving, mark- ing, and stockroom employees, and all other women except those who perform office duties solely. <sup>1</sup>

<b>OHIO:</b> Code (Throckmorton) 1940, sec. 1008.	A seat for each female employee.	Suitable seats constructed, where practicable, with automatic back supports and so adjusted as to be fixtures, but not to obstruct employees in performance of duties.	Use to be permitted when employee is not necessarily engaged in active duties of employment and when use will not actually and necessarily interfere with proper discharge of duties.	Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dressmaking establishment, mercantile or other establishment.
<b>OKLAHOMA:</b> Statutes 1941, title 40, sec. 83.	Seats for all female employees.	Suitable seats-----	Use to be permitted when employee is not engaged in active performance of duties.	Manufacturing, mechanical or mercantile establishment, workshop, laundry, printing office, dressmaking or millinery establishment, hotel, restaurant, theater, telegraph or telephone establishment and office, or any other establishment employing females.
Ibid., sec. 86-----	-----	Chairs, stools or other contrivances for comfortable use.	Use to be permitted when employee is not actively employed in discharge of duties.	Mercantile establishment, store, shop, hotel, restaurant, or other place where women and girls are employed as clerks.
<b>OREGON:</b> Compiled laws 1940, sec. 102-324.	Seats for all female employees.	Suitable seats-----	Use to be permitted when employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercantile establishment; laundry, hotel, restaurant, or other establishment.
Wage and hour commission, order No. 15—Sanitary and physical welfare. (1941.)	-----	If employees may sit while working, convenient and comfortable seats must be provided. Benches and tables, so constructed as to give maximum comfort and convenience to employees, considering the nature of their work, must be provided.	-----	Any occupation in which women or minors are employed. <i>Exemption:</i> Employer of fewer than 4 women if commission grants permit.
Idem-----	Seats for all women operators.	Suitable seats-----	-----	Elevator operators.
<b>PENNSYLVANIA:</b> Statutes (Purdon) 1936, title 43, sec. 108.	At least 1 seat for every 3 female employees.	Suitable seats-----	Seats must be provided and kept in rooms where women work, and reasonable use of them by employees permitted. Seats must be conveniently accessible to workers during work hours.	Any establishment, i.e., any place where work is done for compensation of any sort to whomever payable. <i>Exemptions:</i> Agricultural field occupations; domestic service in private homes; orphans' homes and industrial schools.
Department of labor and industry—Regulations affecting employment of women. (1944 edition.)	If women are employed as operators, seats must be provided for their use, unless a ¼-hour rest period is permitted in every tour of duty exceeding 3 hours.	Seats located in elevator cars must be collapsible and without legs.	-----	Elevator operators.
<b>PHILIPPINE ISLANDS:</b> Session laws 1923, act 3071.	-----	Seats proper for women and children must be provided in establishment for use of "its laborers."	Use to be permitted during hours when employees are free of work and during working hours if employee can perform her duties without detriment to efficiency.	Any person, firm, or corporation owning a factory, shop, or industrial or mercantile establishment.

For footnotes, see p. 11.

**REQUIREMENTS AS TO PLANT FACILITIES—Continued**

*A.—Seating—Continued*

State	Number	Type	Location; use	Coverage
<b>PUERTO RICO:</b> Session laws 1919, act 73, sec. 4.	-----	Appropriate chairs for use of female employees. Chairs must be comfortable.	Must be placed convenient to place where employees ordinarily work or near such place. Employees to have free access to chairs at all times other than when occupied in duties that require standing.	Any establishment employing women.
<b>RHODE ISLAND:</b> Session laws 1943, ch. 1313, sec. 1.	-----	Seats for women and girls.	Conveniently located. Use to be permitted when duties do not require employee to stand.	Manufacturing, mechanical, or mercantile establishment in which women and girls are employed.
<b>SOUTH CAROLINA:</b> Code 1942, sec. 7032.	1 seat must be provided for every 3 females employed.	Chairs, stools, or other suitable seats must be provided and maintained.	Use to be permitted at reasonable times and to such extent as may be requisite for preservation of employees' health. Use of seat is to be permitted in front of, or behind, a counter, table, desk, or fixture, according to whether employee's duties are principally in front of or behind any such fixture.	Mercantile establishment or any place where goods, wares, or merchandise are offered for sale.
<b>SOUTH DAKOTA:</b> Code 1939, sec. 17.0606.	-----	Suitable seats must be maintained for women or children employees.	Seats must be maintained in the room where employees work. Use of seats to be permitted as may be necessary for the preservation of employees' health.	Mercantile or manufacturing establishment, hotel or restaurant, where women or children are employed.
<b>TENNESSEE:</b> Code 1932, sec. 5307.	A seat for each female.	Suitable seats, to be made permanent fixtures where practicable.	Use to be permitted when employee is not necessarily engaged in active duties of employment. Use to be permitted at all times when such use would not actually and necessarily interfere with proper discharge of duties.	Factory, mercantile establishment, mill, or workshop.
<b>TEXAS:</b> Session laws 1943, ch. 68, secs. 4-6, 13.	-----	Suitable seats must be provided for female employees.	To be used by employees when not engaged in active duties of employment. Notice of this provision of the statute in letters 1-inch high must be posted in a conspicuous place on premises.	Factory, mine, mill, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, rooming house, theater, moving picture show, barber shop, beauty shop, telegraph or telephone company, office, express or trans-

			Employer prohibited from using intimidation, instruction, threat, or other means to prevent employees from using the seats provided.	portation company, State institution, or any other establishment, institution, or enterprise where females are employed. <i>Exemptions:</i> Mercantile establishments and telephone and telegraph companies in rural districts and in towns of less than 3,000 population; stenographers; pharmacists; superintendents, matrons, nurses, and attendants employed by, in, and about orphans' homes that are charitable institutions not run for profit and not operated by State. <sup>9</sup>
<b>UTAH:</b> Code 1943, sec. 49-4-2	-----	Chairs, stools, or other contrivances must be provided for woman and girl employees.	For use of employees when not engaged in discharge of duties.	Store, shop, hotel, restaurant, or other place where women and girls are employed as clerks or help.
<b>VERMONT:</b> Code 1933, sec. 8648	-----	Chairs, stools, or other contrivances must be provided for female employees.	For comfortable use of female employees, for the preservation of their health, and for rest. Use to be permitted when employee is not actively employed in discharge of duties.	Mercantile establishment, store, shop, hotel, inn, restaurant, or other place where women or girls are employed as clerks or help.
<b>VIRGINIA:</b> Code 1942, sec. 1807	At least 1 seat for every 3 females employed.	Chairs, stools, or other suitable seats for use of female employees.	Seats to be placed where work of females is principally performed, whether in front of, or behind, a counter, table, desk, or other fixture. Use of seats to be permitted at such times and to such extent as may be necessary for preservation of employees' health. In factories, shops, mills, laundries, stores, or other places of business it is a misdemeanor for employer to make rules, orders, or regulations requiring females to remain standing when not necessarily employed in service or labor. Where the nature of the work in a manufacturing establishment requires female employees to stand while working, "it shall be deemed a sufficient compliance with this section if suitable rest rooms are provided to which such employees may go at all reasonable times."	Factory, shop, mill, laundry, or mercantile or manufacturing establishment. <i>Exemption:</i> Fruit and vegetable canning factories.

For footnotes, see p. 11.

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

### A.—Seating—Continued

State	Number	Type	Location; use	Coverage
<b>WASHINGTON:</b> Statutes (Remington) 1931, sec. 7615.	1 seat for each female em- ployee.	Chair, stool, or seat.....	Worker to be allowed to rest when duties permit or when such rest does not interfere with faithful discharge of duties.	Store, office, or school employing female help.
Ibid., secs. 7616-7617.....	-----	Suitable seats for female employees..	Use to be permitted when employee is not engaged in active duties of employment.	Any establishment where females are employed.
Industrial welfare com- mittee orders: No. 30—Working con- ditions in manufac- turing or other mer- cantile establish- ments. (1922.) No. 38—Canning. (1942.) No. 39—Packing. (1942.)	Where nature of work per- mits, seats must be pro- vided at work tables or machines for each and every woman or minor employee.	Seats must be adjustable to work tables or machines so that the position of worker relative to the work is substantially the same whether seated or standing. In- dividually adjustable foot rests must be provided.	Use to be permitted when employee is not engaged in active duties of employment.	Manufacturing or other mercantile estab- lishment. <i>Exemption:</i> If committee after investigation determines that en- forcement of rule would not materially increase comfort, health, or safety of employees and would work undue hardship on employer, exemption may be given in writing. Cannery or freezing plant (fruit, vege- table, fish, shellfish, dog foods, or any other product preserved for food pur- poses). Fresh fruit packing, vegetable packing, or dried fruit industries.
<b>WEST VIRGINIA:</b> Code 1931, sec. 21-3-11.....	Reasonable number of seats for female employees.	Suitable seats. Where practicable, seats are to be made permanent fixtures so constructed as not to obstruct work.	Use to be permitted when employee is not necessarily engaged in active duties of employment and at all times when such use will not nec- essarily interfere with proper dis- charge of duties.	Factory, mercantile establishment, mill, or workshop.
<b>WISCONSIN:</b> Statutes 1943, sec. 103.16.....	-----	Suitable seats for female employees..	Use to be permitted when employee is not necessarily engaged in active duties of employment.	Manufacturing, mechanical, or mercan- tile establishment.
<b>WYOMING:</b> Revised statutes 1931, sec. 63-110.	Seats for all female em- ployees.	Suitable seats.....	Use to be permitted when employee is not engaged in active duties of employment.	Manufacturing, mechanical, or mercan- tile establishment, laundry, hotel, or restaurant, or other establishment em- ploying females.
Ibid., sec. 32-229.....	-----	Suitable seats for female employees..	do.....	Manufacturing, mechanical, or mercan- tile establishment.

**ARKANSAS:**

<sup>1</sup> During present war emergency, on application of an establishment or industry, commissioner of labor may issue order modifying or suspending statute's requirements if he determines such modification or suspension necessary to attain better efficiency and greater production in the war effort. No order may continue in effect longer than one year after present war's termination. (Session laws 1943, Act 284.)

**CONNECTICUT:**

<sup>2</sup> The war powers act authorizes Governor to modify or suspend by order any statute, regulation, or requirement, or part thereof, whenever in his opinion such statute or requirement is "in conflict with efficient and expeditious participation in the war effort." (1943 supplement to General Statutes, sec. 21g amended by Public Acts: 1944, sp. session, ch. 1.)

**KENTUCKY:**

<sup>3</sup> The provision of the law which requires the maintenance of seats for the use of females in rooms where they work is applicable to elevators which are operated by females. (Op. Atty. Gen., Nov. 22, 1944.)

**MASSACHUSETTS:**

<sup>4</sup> During present war emergency, labor commissioner has authority to suspend the application or operation of provisions of the labor law or of any rule or regulation pertaining thereto, if he deems such action necessary to supply a deficiency in manpower. (Session laws 1943, ch. 382.)

**MICHIGAN:**

<sup>4</sup> No female may be unnecessarily required to remain standing constantly in any type of employment. (Compiled laws 1929, sec. 8326.)

<sup>6</sup> Provisions of this section declared inapplicable to women employed as elevator operators. (People v. Wells (1929) 248 Mich. 579; 227 N. W. 696.)

**NEW YORK:**

<sup>7</sup> Under the war emergency act, commissioner of labor has authority to grant dispensations to employers engaged in "war work" who apply for permit, if he deems a waiver of the law's restrictions necessary to speed up war production. Commissioner in granting dispensation must consider health and welfare of workers. (Session laws: 1942, ch. 544, art. 8; 1943, chs. 171 and 315; 1944, ch. 412.)

**NORTH DAKOTA:**

<sup>8</sup> In cases of emergency, temporary suspension or modification may be permitted by the department of agriculture and labor.

**TEXAS:**

<sup>9</sup> In time of war, and/or when a National emergency is declared by the President, female workers in industries coming within the jurisdiction of three Federal Acts—the Fair Labor Standards Act, the Public Contracts Act, and the Bacon-Davis Act—are specifically exempted from this provision of the statute.

SEATING

REQUIREMENTS AS TO PLANT FACILITIES—Continued

B.—Lunch Rooms

State	Number	Type	Location; use	Coverage
<p><b>ALABAMA.</b> No law  <b>ALASKA.</b> No law  <b>ARIZONA.</b> No law.  <b>ARKANSAS:</b>                      Digest (Pope) 1937, sec. 9102.</p>		<p>Suitable lunch room must be provided for women employees, separate and apart from workroom and toilet room.<sup>1</sup></p>		<p>Factory, manufacturing establishment, workshop, or other place of employment. <i>Exemption:</i> Establishment in which fewer than 6 persons are employed.</p>
<p><b>CALIFORNIA:</b>                      Industrial welfare commission, order No. 18—Sanitary order. (1932.)</p>		<p>Where lunch room is provided, it must be adequately lighted, ventilated, and heated.                      Must be kept in a sanitary condition and have adequate facilities for disposal of waste.</p>		<p>Any occupation, trade, or industry. <i>Exemption:</i> 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.</p>
<p><b>COLORADO:</b>                      Industrial commission—Factory safety manual. (1942.)</p>		<p>In plants where food is dispensed by means of lunch wagons, lunch counters, or cafeterias, or where the workers carry their lunch with them, room must be provided for the workers to eat their food.                      Rooms in which lunch is stored, served, or eaten must be adequately screened. Adequate lighting, heating, and ventilation required.</p>		<p>Place of employment.</p>
<p><b>CONNECTICUT.</b> No law.  <b>DELAWARE:</b>                      Revised code 1935, sec. 3636.</p>		<p>A suitable room must be provided, free from gases, poisonous or injurious substances, fumes, dust, lint, or particles of material.                      Washing facilities—hot water, soap and towels (individual or paper)—must be provided.</p>	<p>For use of employees during meal time. Employees not permitted to remain in workroom during meal time.</p>	<p>Establishments in which white lead, arsenic, nicotine, or other poisonous or injurious substances, fumes, or gases are present or in which dust, lint, or particles of material are created by machinery or by the material in process of manufacture.</p>
<p><b>DISTRICT OF COLUMBIA.</b> No law.  <b>FLORIDA.</b> No law.  <b>GEORGIA.</b> No law.  <b>HAWAII.</b> No law.  <b>IDAHO.</b> No law.</p>				

**ILLINOIS:**

Industrial commission—  
Rules and regulations  
relating to \* \* \*  
lunch room require-  
ments.<sup>2</sup> (1944.)

**INDIANA.** No law.

**IOWA.** No law.

**KANSAS:**<sup>3</sup>

**KENTUCKY.** No law.

**LOUISIANA.** No law.

**MAINE.** No law.

**MARYLAND.** No law.

**MASSACHUSETTS.** No  
law.

**MICHIGAN.** No law.

**MINNESOTA:**

Statutes 1941, sec. 182.43.

**MISSISSIPPI:**

State board of health—  
Sanitary and safety reg-  
ulations for industrial  
establishments. (1943.)

**MISSOURI.** No law.

**MONTANA.** No law.

**NEBRASKA.** No law.

**NEVADA.** No law.

**NEW HAMPSHIRE.** No  
law.

**NEW JERSEY.** No law.

**NEW MEXICO.** No law.

For footnotes, see p. 15.

Employees may not be allowed to lunch  
on their job, nor to bring milk, coffee,  
or soft drinks into workrooms.

If lunch room is not provided, locker  
room or some other suitable place  
must be made available to employees  
for eating purposes.

Where lunch room is provided, it must  
be equipped with a sufficient number  
of tables and chairs or benches to ac-  
commodate employees.

Adequate ventilation, illumination, and  
temperature required.

Employer shall provide suitable place  
for employees to eat meals. (Em-  
ployee handling poisonous substance  
required to wash hands before eating.)

If it is inconvenient for employees to eat  
away from the premises, lunch rooms,  
separated from work rooms, must be  
provided, and tables, chairs, safe  
drinking water, and a covered recep-  
tacle for discarded material must be  
supplied.

Room must be properly lighted and  
ventilated and thoroughly cleaned  
before each meal.

If job exposes employees to lead or other  
toxic material, they are prohibited  
from eating at their work benches.

Workroom areas where processes produce  
toxic dusts or fumes that may be conveyed  
to the human system by the mouth.

Place of employment (defined in entry for  
**Seating**) where dust or fumes of poisonous  
compounds are present.

Industrial establishment, i. e., place where  
articles are manufactured, repaired, cleaned  
sorted, or renovated, in whole or in part,  
for profit, sale, or compensation.

REQUIREMENTS AS TO PLANT FACILITIES—Continued

B.—Lunch Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>NEW YORK:</b> Consolidated Code (Ca- hill) 1930, ch. 32, sec. 380.	-----	-----	Lunch room may not be lo- cated next to or adjoining a water closet unless a permit therefor has been obtained from commissioner of labor or local board of health.	Mercantile establishment employing fe- males.
Ibid., sec. 205.	-----	No employee may take or be permitted to take food into such workroom nor remain in room during time allowed for meals, unless his presence is neces- sary for the proper conduct of the busi- ness. Suitable room in which employees may eat must be provided.	-----	Room of any work place where lead, arsenic, or other poisonous substances or injurious fumes, gases, etc., are present in harmful quantities.
<b>NORTH CAROLINA.</b> No law. <b>NORTH DAKOTA.</b> No law. <b>OHIO:</b> Code (Throckmorton) 1940, sec. 1008.	A lunch room shall be pro- vided unless this is found to be impractica- ble.	Room must be suitable and separate and apart from workroom.	-----	Factory, workshop, business office, telephone or telegraph office, restaurant, bakery, millinery or dress-making establishment, mercantile or other establishment.
<b>OKLAHOMA.</b> No law. <b>OREGON.</b> No law. <b>PENNSYLVANIA:</b> Statutes (Purdon) 1936, title 43, sec. 110.	-----	A suitable room, free from poisonous substances, must be provided and maintained by employer for use of female employees at meal time.	-----	Establishment where white lead, arsenic, or other poisonous substances, or injurious fumes, dust, or gases are present.
<b>PHILIPPINE ISLANDS.</b> No law. <b>PUERTO RICO.</b> No law. <b>RHODE ISLAND.</b> No law. <b>SOUTH CAROLINA.</b> No law. <b>SOUTH DAKOTA.</b> No law. <b>TENNESSEE.</b> No law. <b>TEXAS.</b> No law. <b>UTAH:</b> Industrial commission— Standards for women	Industrial commission may require establish-	Where lunch rooms are provided, they must be adequately lighted and venti-	-----	Any establishment or industry. If com- mission after investigation determines that

and children in industry. (1937.)	ment to provide lunch room for employees.	lated, and properly heated during meal periods. Rooms to be equipped with chairs and tables and kept in sanitary condition. Adequate facilities for disposal of waste must be provided.	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.
<b>VERMONT.</b> No law. <b>VIRGINIA.</b> No law. <b>WASHINGTON:</b> Industrial welfare committee, order No. 41—Mercantile. (1942.)	A suitable place for eating lunches must be provided and maintained.		Mercantile establishment employing females. <i>Exemption:</i> Establishment employing fewer than 10 women may be granted exemption by the industrial welfare committee.
Ibid., No. 23—Public housekeeping. (1921.)	A room for change of clothing and for eating lunches must be provided for women employees.	Room must be suitable. If lunch room is provided, it must be sanitary and properly heated.	Hotel, rooming or boarding house, restaurant, cafe, cafeteria, lunch or tea room, apartment house, hospital (not nurses), philanthropic institution or any other establishment that may be properly classified under Public Housekeeping. For coverage of Canning and Packing industries see <b>Seating</b> chart.
Ibid., Nos. 38 and 39—Canning. (1942.) Packing. (1942.)		If meals are eaten on the premises, a table and chairs must be provided for employees' use.	
Ibid., No. 30—Working conditions in manufacturing or other mercantile establishments. (1922.)	Lunch room must be provided.	Room must be adequate and furnished with tables and chairs and facilities for heating water.	Manufacturing or other mercantile establishment employing women or minors. <i>Exemptions:</i> Establishment employing fewer than 10 women regularly may be permitted a modification of the rule by the supervisor of women in industry. Industrial welfare committee may grant exemptions if after investigation it determines that enforcement of the rule would not materially increase the comfort, health, and safety of employees and would work undue hardship on the employer.
<b>WEST VIRGINIA:</b> Code 1931, sec. 21-3-10.		Employer must make suitable provisions for employees to eat their meals elsewhere than in workrooms. Employees may not take food into or remain in workroom or apartment during meal period.	Room or apartment in any factory; mercantile establishment, mill, or workshop where white lead, arsenic, or other poisonous substances or injurious or noxious fumes, dusts, or gases are present, as the result of the business conducted.
<b>WISCONSIN.</b> No law. <b>WYOMING.</b> No law.			

**ARKANSAS:**

<sup>1</sup> If lunch room is not provided on premises at least 1 hour must be allowed for meals. During this period women must be free to leave the building if they so desire.

**ILLINOIS:**

<sup>2</sup> When an employer has made an effort to comply with these rules and regulations, he is deemed to be complying with them if, because of wartime limitations, necessary material and equipment are denied to him by competent Federal authority.

**KANSAS:**

<sup>3</sup> The only reference to a place for the workers to eat is in the Industrial Welfare Order for Manufacturing—it requires that "provision shall be made for workers to eat their meals outside the workroom in a clean, comfortable place."

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

### C.—Dressing Rooms; Rest Rooms

State	Number	Type	Location; use	Coverage
<b>ALABAMA.</b> No law. <b>ALASKA.</b> No law. <b>ARIZONA.</b> No law. <b>ARKANSAS.</b> No law. <b>CALIFORNIA:</b> Industrial welfare commission, order No. 18 —Sanitary order. (1932.)	If nature of work requires change of clothing, a room or space must be provided. <sup>1</sup>  If number of female employees is over 10 and under 20 and nature of the work requires standing or if number is over 20 and under 50: 1 couch, bed, or cot must be provided. For each additional 100 females or fraction thereof: 1 additional couch, bed, or cot.	Room or space must be suitable for women and minor employees to change their clothing in privacy and comfort. <sup>1</sup> Employer is required to make adequate provision for safekeeping of employees' outer garments and work clothes. <sup>1</sup>	If there is not a separate room provided for the couches, beds, or cots, these must be placed in the locker or dressing room. Equipment must be kept in a clean and sanitary condition. Room must be open to women at all times and a comfortable temperature maintained therein. Unless a separate hospital room is maintained, an adequate first-aid kit must be provided.	Any occupation, trade, or industry. <i>Exemption:</i> 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.
<b>COLORADO:</b> Statutes annotated 1935, ch. 97, sec. 61.		Separate dressing rooms for women and girls may be required by factory inspector.		Factory, laundry, mill, workshop, or other place where the work makes it desirable or necessary to change clothing before leaving building at close of day. Place of employment.
Industrial commission— factory safety manual. (1942.)		If conditions require that employees change their clothing before and after work, adequate dressing room facilities must be provided. <sup>2</sup> Washroom facilities must be adequate to permit employees to wash properly before eating meals or at the end of their tour of duty. Running water and plenty of soap must be provided. Rooms must be cleaned daily and kept at all times in a clean and sanitary condition.		

**CONNECTICUT:**

Department of labor  
and factory inspection—Sanitary code.  
(1943.)

**DELAWARE:**

Revised code 1935, secs.  
3633, 3635.

**DISTRICT OF COLUM-**

BIA. No law.

FLORIDA. No law.

GEORGIA. No law.

HAWAII. No law.

IDAHO. No law.

**ILLINOIS:**

Industrial commission—  
Rules and regulations  
relating to \* \* \*  
wash, locker, rest  
room requirements.<sup>1</sup>  
(1944.)

If the labor performed makes  
a change of clothing necessary  
or customary, one or  
more dressing rooms of adequate  
size must be provided for the  
exclusive use of women employees.

Washing facilities must be  
provided for women's use;  
not less than 1 spigot, basin,  
or receptacle for each 25  
females employed at any  
one time.

Lavatories must be provided  
for employees on the following  
basis:

Lavatories	Employees per shift
1.....	1 to 15
2.....	16 to 30
3.....	31 to 50

<sup>1</sup> additional lavatory for each  
additional 25 employees.

Proper heating, lighting, and ventilation re-  
quired.  
If nature of the work requires shower-bath facili-  
ties, these must be provided by plant.

Dressing rooms and rest rooms must have outside  
windows and ample light and air. If neces-  
sary, ventilating fans must be installed and  
operated to provide free circulation and change  
of air.

Room and fixtures to be maintained in good  
working order at all times. Broken, damaged,  
or impaired fixtures and facilities must be re-  
paired or replaced as quickly as possible.

The code's definition of "rest room" includes a  
dressing room suitably equipped with cot or  
couch.

Dressing room must be separated from toilet  
compartments by solid partitioning.

Room must be adequately heated, ventilated,  
and illuminated. Individual lockers or hooks  
and a suitable number of seats required.

If regular employees of either sex on a work shift  
number more than 10, separate wash and lock-  
er room facilities must be provided for each  
sex. Rooms must be plainly marked "Men"  
or "Women."

Regardless of whether a wash or locker room is  
required, employer must furnish clothes racks,  
lockers, locker baskets, or suspended devices  
for every employee.

(Regulations give in detail, specifications as to  
construction of wash and/or toilet rooms and  
the facilities for such rooms.)

Every establishment or department  
of an establishment.

Mercantile, mechanical, transpor-  
tation or manufacturing estab-  
lishment, laundry, baking or  
printing establishment, dress-  
making establishment, place of  
amusement, telephone or tele-  
graph office or exchange, hotel,  
restaurant, or office in which  
women are employed.

Plant, factory, or other work place  
employing labor in the produc-  
tion, servicing, altering, hand-  
ling, transporting, erecting, dis-  
assembling or wrecking of com-  
modities and materials. *Exemptions:* Retail store; professional,  
financial, and office operations  
other than plant and factory  
office.

For footnotes, see p. 28.

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

## C.—Dressing Rooms; Rest Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>ILLINOIS—Continued.</b>	<p>If females regularly employed number 100 or fewer per shift, 1 cot, couch, or bed must be provided.</p> <p>If over 100 females are employed 1 additional cot, couch, or bed must be provided for each additional 250 females or fraction thereof.</p>	<p>Locker room equipment must be of a type that will permit good housekeeping and maintaining in a sanitary condition.</p> <p>Employer required to provide soap.</p> <p>In locker room, benches or stools must be provided for at least 50 percent of the employees using the room per shift.</p> <p>Temperature of locker, rest room, and wash room during periods of occupancy must not be less than 72° F.</p> <p>Establishments employing more than 5 women must provide a rest room for women. Such a room is not required in establishments employing fewer than 500 women per working shift if establishment has on the premises a plant or factory hospital or medical dispensary equipped with cots or beds. All doors to rest room must have an automatic closing device, must be plainly marked "Women," and located not less than 6 feet from men's wash, locker and toilet rooms.</p>		
<b>INDIANA:</b> Statutes annotated (Baldwin) 1934, secs. 10065, 10067.	Dressing room may be required by the chief inspector.			Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office.
<b>IOWA:</b> Code 1939, sec. 1484	A dressing room or rooms with lockers for keeping clothing must be provided.	A adequate washing facilities separate for each sex		Factory, mercantile establishment, mill, or workshop—jobs which require employee to change his or her clothing.
<b>KANSAS:</b> Industrial welfare orders Nos. 1 and 3—Laundry and Mercantile. (1939.)		<p>A suitable space, effectively screened, must be provided for women employees to change from street clothes to work clothes.</p> <p>A cot must be provided and kept in some accessible place for the accommodation of the women employees.</p>		Laundry, dyeing, dry cleaning and pressing establishment. Mercantile establishment.
<i>Ibid.</i> , No. 2—Manufacturing. (1939.)		Dressing room for women must be provided making possible the changing of clothing and the care of clothing outside the workroom.		Manufacturing establishment.

<p><b>KENTUCKY:</b> Revised statutes 1942, sec. 338.120.</p>	<p>If nature of the work requires a change of clothing, a dressing room for women must be provided.</p>	<p>-----</p>	<p>-----</p>	<p>Every employer of females.</p>
<p><b>LOUISIANA:</b> General statutes (Dart) 1932, sec. 4332.</p>	<p>-----</p>	<p>Proper wash and dressing rooms must be provided for female employees and kept in a cleanly state.</p>	<p>-----</p>	<p>Factory, mill, manufacturing establishment, workshop, warehouse, mercantile establishment or store, and all other occupations and establishments hereinabove mentioned in which 5 or more young persons or women are employed and every such institution in which 2 or more children, young persons, or women are employed. (See parenthetical Note in entry in Seating chart.)</p>
<p><b>MAINE.</b> No law. <b>MARYLAND:</b> Annotated code (Flack) 1939, art. 43, sec. 203 (f) and (h).</p>	<p>-----</p>	<p>Adequately equipped wash stations and places where employees may change their clothing and hang clothes not in use must be provided for each sex.</p>	<p>-----</p>	<p>Canning factory.</p>
<p>Ibid., sec. 203 (f)</p>	<p>-----</p>	<p>Lavatory supplied with soap, water, and towels must be provided and kept in sanitary condition.</p>	<p>Must be convenient</p>	<p>Building, basement, cellar, or other place used for the preparation, manufacture, packing, canning, sale or distribution of food.</p>
<p><b>MASSACHUSETTS:</b> General laws 1932, ch. 149, secs. 1, 139; ses- sion laws 1936, ch. 78.</p>	<p>-----</p>	<p>Separate lockers, closets, or other receptacles, each with a lock and key, must be provided.</p>	<p>For use of employees</p>	<p>Manufacturing or mercantile establishment or hotel where nature of work requires employees to change clothing before beginning work. (Mercantile establishment includes 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.)</p>
<p>Ibid., ch. 149, sec. 141</p>	<p>-----</p>	<p>Medical or surgical chest or both must be provided as required by labor department, free of expense to employees, for treatment of persons injured or taken ill on the premises. If 100 or more persons are employed, labor department may require that accommodations satisfactory to it be furnished for treatment of persons injured or taken ill on premises, and suitable and sanitary facilities for heating and warming food for employees may also be required.</p>	<p>-----</p>	<p>Factory, shop, or mechanical establishment where machinery is used for manufacturing or other purpose except for elevators, or for heating or hoisting apparatus.</p>

For footnotes, see p. 28.

REQUIREMENTS AS TO PLANT FACILITIES—Continued

C.—Dressing Rooms; Rest Rooms—Continued

State	Number	Type	Location; use	Coverage
MASSACHUSETTS—Con. Idem.....		Establishments employing 20 or more women or children must provide such medical and surgical chest as department requires.		Mercantile establishment (for definition, see next preceding entry).
MICHIGAN: Compiled laws 1929, sec. 8332.		Proper wash and dressing rooms must be provided and kept in a clean and sanitary state.	Located within reasonable access.	Manufacturing establishment, workshop, hotel, or store employing 5 or more persons; institution employing 2 or more women or minors.
Department of labor and industry, Regulations on employment of women, Bul. No. L-50. (1943.)		Such rooms must be provided with a bed or cot. First-aid stations equipped to meet adequately the needs of plant must be provided.		Institution employing 2 or more women or minors.
MINNESOTA: Statutes 1941, sec. 182.42		Suitable dressing rooms must be provided, separate for each sex. Must be kept in clean and sanitary condition, and adequately ventilated. (In places where employees handle poisonous materials, special precautions necessary.)		Place of employment in which a change of clothing is necessary for any of the employees. (For definition of "place of employment" see Seating chart.)
MISSISSIPPI: State board of health—Sanitary and safety regulations for industrial establishments. (1943.)		If type of work involves exposure to excessive dust, vapors, fumes, or heat, dressing rooms must be provided for employees. If women are employed, adequate retiring and dressing space must be provided for their use. Dressing and rest rooms must be kept clean and properly lighted, ventilated, and screened. Suitable clothes hooks must be supplied for all employees.		Industrial establishment. (For definition see Lunch Rooms chart.)
MISSOURI: Revised statutes 1939, sec. 10190.		If unclean work of any kind must be performed, suitable places must be provided for women and girls to wash and dress.		Factory, workshop, or other establishment employing women or girls.
Ibid., sec. 10217.....		Dressing room and lavatory, separate and apart from the work shop, must be provided and kept clean. Male and female employees to be provided for separately. Dressing room to have compartment lockers, so that street clothes may be kept separate and apart from working clothes.	For use of employees exposed to poisonous or injurious dusts, fumes, and gases.	Any process or manufacture or labor in which substances (specified in the law) considered dangerous to health are used or handled in harmful quantities or under harmful conditions.

<p><b>MONTANA.</b> No law. <b>NEBRASKA:</b> Compiled statutes 1929, sec. 48-402.</p>		<p>Lavatory must have a sufficient number of basins or spigots, and hot and cold water, soap, and individual towels.</p>		
<p><b>NEVADA.</b> No law. <b>NEW HAMPSHIRE.</b> No law. <b>NEW JERSEY:</b> Revised statutes 1937, secs. 34: 2-33 and 34: 6-66.  Department of labor— Standard minimum sanitary regulations. (1939.)</p>	<p>Labor commissioner may order employer to provide a dressing room for female employees.</p>	<p>Separate dressing rooms must be provided for females if department of labor so requires.</p>		<p>Factory, mill, workshop, mercantile or mechanical establishment, or any other place where the work makes it necessary for employees to change clothing.</p> <p>Mercantile establishment; factory, workshop, or mill.</p> <p>All occupations.</p>
<p><b>NEW MEXICO.</b> No law. <b>NEW YORK:</b> Consolidated laws (Cahill) 1930, ch. 32, secs. 2, 294.</p>	<p>Where more than 10 females employed, 1 or more separate dressing rooms must be provided.</p>	<p>Where females are employed, dressing or emergency rooms must be provided having at least 1 window leading to outer air. Dressing rooms must be separated from water closets by suitable partitions. Seats must be provided and suitable means for hanging clothes. Room must be constructed, heated, ventilated, lighted, and maintained in accordance with rules of the board of standards and appeals.</p>		<p>Factory (includes laundry, cannery, bottling plant, and other establishments as defined in the statute).</p>
<p>Ibid., secs. 203, 293</p>		<p>Suitable washrooms, adequately equipped, heated, lighted, and ventilated, must be provided, separate for each sex.</p>	<p>Must be convenient</p>	<p>Factory (includes laundry, cannery, bottling plant, and other establishments as defined in the statute). (Including also elevator operators in "factories.")</p>
<p>Ibid., secs. 2, 293</p>		<p>If poisonous substances, fumes, dusts, or gases are present as an incident or result of the business or occupation, hot water, soap, and individual towels must be furnished.</p>		<p>Factory (for definition see next preceding entry).</p>

For footnotes, see p. 28.

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

## C.—Dressing Rooms; Rest Rooms—Continued

State	Number	Type	Location; use	Coverage
NEW YORK—Continued.				
Ibid., sec. 379-----	A sufficient number of dressing rooms for women employees.	Dressing rooms must be separated from water closets by adequate partitions. Room must have seats and suitable means for hanging clothes. Must be constructed, heated, lighted, and maintained in accordance with rules of the board of standards and appeals.	Dressing rooms to be conveniently located for use of women.	Mercantile establishment, restaurant, or terminal or car barn where employees of a street, surface, electric, subway, or elevated railroad report for duty. <i>Exemption:</i> Any such establishment, restaurant, or terminal or car barn where fewer than 5 women are employed or report for duty.
Ibid., secs. 203, 378-----		Adequate wash rooms or washing facilities, separate for each sex, must be provided wherever required by board of standards and appeals. Rooms must be adequately heated, lighted, and ventilated.	Wash rooms or washing facilities must be convenient.	Mercantile establishment (includes elevator operators); restaurant; office of a telegraph or messenger company in a city; station, terminal, or car barn where women employees of a street, surface, electric, subway, or elevated railroad report for duty.
Ibid., sec. 203-----		Adequate wash rooms or washing facilities must be provided and maintained for use of employees. Room must be so constructed and maintained that privacy is secured at all times. Locker or a clothes hook must be provided for each female employee unless such facilities are elsewhere provided. Unless a separate hospital or emergency room is provided for women's use, part of the dressing room must be screened off and a couch or couches placed there. Specific rules as to construction of dressing rooms and the heating, lighting, and ventilation of such rooms are contained in the industrial code bulletin.	Must be convenient-----	Operators of freight or passenger elevators.
Department of labor, Industrial code bulletins Nos. 9 and 16—Rules relating to sanitation of factories and mercantile establishments. (1939.)	In every establishment where females are employed at least 1 dressing room must be provided for their exclusive use. At least 1 couch or bed must be provided for use of female employees. If number of such employees is— Over 40 and under 100: 2 couches or beds must be provided. Over 100 and under 250: 3 couches or beds must be provided. Thereafter at least 1 couch or bed for every 250 employees.			Factory or mercantile establishment.
Idem-----	At least 1 washbasin with water-supplied faucet must be provided for every 20 persons employed at one	If separate washrooms for men and women are provided, walls must be of solid construction, and for women's washrooms at least 7 feet high.	Unless the general washing facilities are on the same floor and in close proximity to toilet room, at least 1	Factory, mercantile establishment; elevator operators.

Idem.....	<p>time. If over 100 persons employed, at least 1 additional basin must be provided for every additional 25 employees.</p> <p>At least 1 washbasin or its equivalent for every 10 employees.</p>	<p>Separate washrooms for males and females must be provided.</p> <p>Running hot water, soap, and individual towels required.</p>	<p>washbasin must be provided in toilet room or adjacent thereto.</p>	<p>Factory where lead, arsenic, or other poisonous substances or injurious or noxious fumes, dust, or gases are present; establishment where food products are manufactured or unwrapped food products packed or sold.</p>
Idem.....	<p>A first-aid kit must be provided, free of expense to employees.</p>	<p>A suitable space must be set aside to administer first aid, insuring a reasonable amount of privacy to the injured and to person rendering first aid.</p> <p>In space set aside there must be two chairs, a table, and washing facilities, i. e., water, basin, towel and soap.</p> <p>If establishment occupies more than one floor, a stretcher must be provided.</p> <p>If a separate hospital room is maintained for employees, the first-aid kit may be dispensed with except for hazardous occupations.</p> <p>If work of establishment is carried on in more than one building or on several floors, industrial commissioner may direct that duplicate kits be supplied.</p> <p>All bottles or containers in kit must be clearly labeled and the specific purpose for which contents are to be used marked thereon.</p>	<p>In the food-handling establishments covered, washing facilities may be supplied in the workroom. A notice directing employees to cleanse their hands before beginning work and after using the toilets must be conspicuously posted adjacent to such facilities.</p>	<p>Factory in which power-driven machinery is used for manufacturing.<sup>3</sup> <i>Exemption:</i> Plants employing 10 or fewer persons.</p>
NORTH CAROLINA. No law.	NORTH DAKOTA:	<p>Suitable space, where necessary, effectively screened, must be provided for women employees to change their work or street clothing. Rest facilities for use of women employees must be provided if department orders.</p> <p>Suitable space effectively screened must be provided for rest and for women to change their clothing, if labor department in its discretion so orders.</p>		<p>Public housekeeping establishment.</p>
Ibid. Nos. 2 and 4.	<p>Minimum wage department, order No. 1 (as amended)—Public housekeeping. (1939.)</p> <p>Manufacturing. (1922.)</p> <p>Laundry. (1932.)</p>	<p>Rest room must be provided for women employees.</p>		<p>Manufacturing establishment or laundry.</p>
Ibid., No. 3.	<p>Mercantile. (1932.)</p>		<p>Mercantile establishment. <i>Exemption:</i> Establishment employing fewer than 15 women.</p>	

For footnotes, see p. 23.

REQUIREMENTS AS TO PLANT FACILITIES—Continued

C.—Dressing Rooms; Rest Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>NORTH DAKOTA—Con.</b> Ibid., No. 5 Telephone. (1922.)		Rest facilities must be provided for women employees.		Telephone exchange. <i>Exemption:</i> Towns of less than 1,800 population.
Ibid., Nos. 1 (as amended) and 2. Public housekeeping. (1939.) Manufacturing. (1922.)		Washroom accommodations, separate and apart from those used by men must be provided for women employees. Facilities must be adequate and rooms kept in clean and sanitary condition. Individual towels—cloth or paper—must be furnished.		Public housekeeping establishment. Manufacturing establishment employing 3 or more women.
<b>OHIO:</b> Code (Throckmorton) 1940, sec. 1009.		Suitable and separate dressing rooms for exclusive use of female employees must be provided.	Dressing room and toilet "shall be situated together." Room to be located on the same floor or immediately above or below floor where employee works. Dressing room may not be located in basement or cellar unless females are actually and regularly employed there.	Any establishment in which females are employed.
<b>OKLAHOMA:</b> Statutes 1941, title 40, sec. 118.		Separate washrooms for each sex.		Factory, manufacturing establishment, or workshop where men and women are employed.
<b>OREGON:</b> Wage and hour commission, order No. 7— Laundry, cleaning and dyeing. (1944.)		Individual lockers and a suitable room in connection therewith must be provided for women and minor employees to change their clothing. In plants employing 3 or more women, a suitable rest room must be provided. It must be properly heated and ventilated, and equipped with lounge and chairs for comfort and rest.		Laundry, cleaning and dyeing establishment.
Ibid., No. 15—Sanitary and physical welfare. (1941.)		A suitable space, effectively screened, in which women may change their clothing must be provided. Where 4 or more women are employed, individual lockers required. A rest room, properly heated and ventilated, with a cot and chairs for rest and comfort must be provided.		Any occupation. <i>Exemption</i> Commission may release employer of fewer than 4 women on his application and proper showing.

**PENNSYLVANIA:**

Statutes (Purdon) 1936,  
title 43, sec. 109.

Department of labor  
and industry—Regu-  
lations for industrial  
sanitation. (1943.)

Establishment must provide  
at least 1 retiring room for  
exclusive use of women em-  
ployees.<sup>9</sup>

(Retiring room defined as a  
room separate and apart  
from workroom, to be used  
as a rest room, or dressing  
room, or both.)

If women employees number—

5 and fewer than 100:  
1 cot, couch, or bed  
must be provided.

100 and fewer than 250:  
2 cots, couches, or  
beds.

For every additional 250  
women employees:

At least 1 additional  
cot, couch, or bed.

At least 1 dressing room must  
be provided for women and  
children employees.

**PHILIPPINE ISLANDS:**

Session laws 1923, act  
3071.

**PUERTO RICO.** No law.**RHODE ISLAND:**

Session laws 1943, ch.  
1313, sec. 1.

**SOUTH CAROLINA.** No  
law.

For footnotes, see p. 23.

Washroom accommodations, separate and apart  
from those used by other sex, must be pro-  
vided for women and minors.  
Facilities must be adequate and washrooms  
kept in a clean and sanitary condition.

Suitable wash and dressing rooms must be pro-  
vided for use of female employees.  
If both sexes are employed, separate rooms must  
be provided for each.

Retiring room must be separate from toilet room  
and so constructed and maintained that pri-  
vacy is insured at all times. Entrance must  
be clearly marked "Women." Entrance must  
be clearly marked "Women." Proper heating, lighting, and ventilation re-  
quired.

Temperature to be not less than 68° F.  
All parts of establishment must be kept in clean  
and sanitary condition.

Suitable lockers or racks with separate hangers  
or hooks for each woman must be provided in  
retiring room or some other suitable place.

Separate dressing room for women and girls  
must be provided if factory inspector deems  
such room "a necessity" in the establishment.

Rooms must be so located as to  
be accessible to workers.

Room to be convenient for  
workers.

Any establishment, i. e., any place  
where work is done for compensa-  
tion of any sort to whomsoever  
payable. *Exemptions:* Agricul-  
tural field occupations; domestic  
service in private homes; or-  
phans' homes and industrial  
schools.

Establishment employing 5 or  
more women.

Factory, shop, or other place of  
labor. *Exemption:* Small shops  
which cannot comply because  
of small capital may be exempted  
by director of labor bureau.

Any establishment.

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

## C.—Dressing Rooms; Rest Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>SOUTH DAKOTA:</b> Code 1939, sec. 17.0606.		Separate dressing rooms must be provided for each sex if the work is such as to require a change of clothing. Room must be thoroughly cleaned with soap and water every week.		Factory, mill, or workshop where women, girls, or children are employed.
<b>TENNESSEE.</b> No law. <b>TEXAS.</b> No law.				
<b>UTAH:</b> Industrial commission—Standards for women and children in industry. (1937.) <sup>1</sup>		Where possible a locker must be provided for each female worker or a clothes hook must be furnished and placed so as to give ample space for employee's street garments. In places where special clothing is necessary a room must be provided for changing. Such room must afford privacy and be well lighted and ventilated. Must be kept clean and the floors cleaned daily and thoroughly scrubbed weekly. Room must be properly equipped with chairs and couches for use of workers. Must be kept clean, and the floors cleaned daily and thoroughly scrubbed weekly. Standard first-aid kit as approved by the State industrial commission must be provided, and kept in dust-proof receptacle.		Any establishment or industry.
	Establishments employing 6 or more women must provide a rest room for workers.	Room must be equipped with cot, first-aid supplies, and hot and cold running water.		
	In factories or industrial plants where women work around machinery, a hospital or emergency room must be provided.			
<b>VERMONT.</b> No law. <b>VIRGINIA:</b> Code 1942, sec. 1807.	Rest rooms to be provided in lieu of seats if nature of work requires women to stand.	Rooms must be suitable.	Use to be permitted at all reasonable times.	Manufacturing establishment where nature of work requires female employees to stand.
<b>WASHINGTON:</b> Industrial welfare committee, order No. 23—Public housekeeping. (1921.) Ibid., No. 25—Laundry, dry cleaning, or	A room for change of clothing and for eating lunches must be provided for women employees. Rest room must be provided for women employees.	Room must be suitable. Room must be adequate.		For coverage see <b>Lunch Rooms</b> chart. Laundry, dry cleaning, or dye works. <i>Exemption:</i> Establish-

dye works. (1921.)			ments employing fewer than 10 women may be granted exemption by the industrial welfare committee.
Ibid., No. 41—Mercantile. (1942.)	do	Room must have adequate facilities and arrangements, so that women may obtain rest when fatigued or in case of illness.	Mercantile establishment employing females. (Exemption same as in preceding entry.)
Ibid., Nos. 38 and 39 Canning. (1942.) Packing. (1942.)	do	Room must be suitable and properly ventilated, lighted, and heated.	For coverage of Canning and Packing industries see <b>Seating</b> chart.
Ibid., No. 27—Telephone and telegraph and other public occupations. (1921.)	Establishment must provide and maintain facilities and arrangements for women to rest.	Such facilities and arrangements must be adequate so that women may obtain rest when fatigued or in case of illness.	Establishment used in connection with the operation of any telephone or telegraph lines or of any public occupation other than public housekeeping; laundry, dry cleaning and dye works; mercantile; and manufacturing (industries regulated by special orders).
Ibid., No. 30—Working conditions in manufacturing or other mercantile establishments. (1922.)	Rest room and cloak room must be provided for women employees.	Rest room must be suitable and properly ventilated and heated. Cloak room must be adequate.	For coverage see <b>Lunch Rooms</b> chart.
<b>WEST VIRGINIA:</b> Code 1931, sec. 21-3-13.		If labor performed is of such character as to make change of clothing necessary, sanitary and suitable dressing rooms must be provided for employees. Separate dressing rooms and washing facilities must be maintained for each sex. If necessary, adequate washing facilities must be provided for employees.	Factory, mercantile establishment, mill, or workshop.
<b>WISCONSIN:</b> Industrial commission—General orders on sanitation. (1939.)	A locker room must be provided for workers.	Locker room must be separated from toilet rooms by solid partition. Necessary furniture, such as benches and tables, must be provided. In establishments where workers' clothes become dirty or greasy, individual steel lockers equipped with shelf and clothes hooks or hanger bar are required. Wooden lockers prohibited. In establishments where employees work in or with industrial poisons, suitable double lockers must be provided so that employees may keep their street and work clothes separate. In establishments employing 5 or more women, rest rooms, suitably furnished for reclining, must be provided.	Factory, mine, railroad shop, warehouse, foundry, and other similar occupations; places of employment where it is customary or, because of the nature of the work, necessary to change clothing. <i>Exemption:</i> Mercantile establishments may provide dressing rooms in lieu of locker rooms.

For footnotes, see p. 28.

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

### C.—Dressing Rooms; Rest Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>WISCONSIN—Con.</b>				
Idem.....	Establishments employing between 3 and 250 employees must have at least 1 first-aid cabinet. If employees on any one shift number 250 or over, a first-aid room must be provided.	Every locker, dressing room, and rest room must be properly lighted, heated and ventilated. First-aid cabinet, constructed of material other than wood or paper, must be as nearly dust proof as possible. Equipment must be kept in a sanitary and orderly condition. Kit to be fully stocked at all times. First-aid room must be equipped to afford reasonable first-aid treatment, according to nature of the work carried on. Whenever necessary, a competent physician or registered nurse is to be in charge.	Equipment must be readily accessible for first-aid treatment.	Place of employment.
<b>WYOMING.</b> No law.				

**CALIFORNIA:**

<sup>1</sup> This same provision is carried in 5 of the orders for special industries, namely: Public housekeeping; Laundry, dry cleaning, and dyeing; Transportation; Amusement and recreation; and Motion pictures—extras.

**COLOREADO:**

<sup>2</sup> Special protective clothing or equipment must be worn by employees (1) handling hot or molten metals or substances; (2) exposed to contact with hazardous acids or chemicals; or (3) exposed to harmful rays from welding, cutting, or burning operations.

**CONNECTICUT:**

<sup>3</sup> The department of labor and factory inspection has broad powers to enforce the statute requiring the master (employer) to provide a reasonably safe work place for his employees. (General statutes 1930, sec. 5211; Cum. Supp. 1939, sec. 1474e.) The Sanitary Code for Connecticut establishments, which has its legal basis on this statute, defines dressing rooms and rest rooms and makes specifications for installing and equipping such rooms in work places.

**ILLINOIS:**

<sup>4</sup> When an employer has made an effort to comply with these rules and regulations, he is deemed to be complying with them if, because of wartime limitations, necessary material and equipment are denied to him by competent Federal authority.

**NEW YORK:**

<sup>5</sup> Industrial commissioner may require that first-aid equipment be provided in mercantile establishments.

**PENNSYLVANIA:**

<sup>6</sup> Regulations contain also a provision as to dressing facilities for male employees.

**UTAH:**

<sup>7</sup> Commission may grant exemption to rules if in its opinion enforcement would not materially increase the comfort, health, or safety of employees and would work undue hardship on employer.

D.—Toilet Rooms

State	Number	Type	Location; use	Coverage
<b>ALABAMA:</b> Code 1940, Title 26, sec. 337.		Separate water closets in building, or convenient thereto, for use of woman and girl employees.		Store or shop employing a woman or girl as clerk or saleswoman.
<b>ALASKA:</b> Code 1933, sec. 2126.	A sufficient number of water closets. At least 1 to every 25 females and 1 to every 30 males.	If both sexes employed, water closets must be separate and apart and plainly designated for each sex. Constructed in an approved manner and properly enclosed. Kept in clean and sanitary condition.	Located within reasonable access of employees.	Cannery, factory, or other establishment where labor is employed.
<b>ARIZONA.</b> No law. <b>ARKANSAS:</b> Digest (Pope) 1937, sec. 9102.		Separate toilet and washrooms for employees of each sex.		Factory, manufacturing establishment, workshop, or other place of employment. <i>Exemption:</i> Establishments in which fewer than 6 men and women are employed.
<b>CALIFORNIA:</b> Session laws 1941, ch. 349, sec. 2 (amending sec. 2350 of Labor code (Deering) 1937). Industrial welfare commission, order No. 18—Sanitary order. (1932.)	A sufficient number of water closets.  At least 1 water closet to— Every 20 women and girl employees, or fraction thereof, up to 200 women. Every 30 women and girl employees, or fraction thereof, over 200 women. (Number of employees based on average employed in peak season of the establishment.)	If there are 5 or more employees of different sexes, separate water closets for the use of each sex must be provided and plainly designated.  In establishments employing 5 or more men and women, separate toilet rooms must be provided for women and plainly designated. All toilet rooms must be completely partitioned off from work rooms, and the doors so located, or protected by a fixed solid screen, that water-closet compartment is not visible from adjoining room. Rooms must be kept clean and sanitary, and adequate lighting—natural or artificial—must be provided so that every part of room is easily visible. Ventilation must be to outside of building only. Compartments must be separate with doors permitting easy entrance and exit. Bowl of approved material to have adequate flushing facilities. Supply of toilet paper must be adequate.	Located within reasonable access.  Water closet may not be located more than 1 floor above or below the employees' regular workplace unless use of elevators permitted. (In existing establishments, if the commission determines that a toilet cannot be provided, relief periods must be allowed to employees.)	Factory, workshop, mercantile or other establishment.  Any occupation, trade, or industry. <i>Exemption:</i> Commission may grant exemption if satisfied after investigation that enforcement of rule works undue hardship on employer and does not increase comfort, health, and safety of employees.

For footnotes, see p. 43.

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

## D.—Toilet Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>CALIFORNIA</b> —Con. Ibid., No. 16-A— Motion pictures. (1931.)	At least 1 seat to every 20 women employed on location. <sup>1</sup>	Toilets must be kept in clean and sanitary condition. Seats must be screened between each one and in front. Toilet paper must be provided.	-----	For coverage see entry in Seating chart.
<b>COLORADO:</b> Statutes annotated 1935, ch. 97, sec. 61.	A sufficient number of water closets.	If both sexes employed, rooms separate and apart for each sex and plainly designated. Properly screened and ventilated. Kept at all times in clean and sanitary condition.	Located within reasonable access. For reasonable use of employees.	Factory, workshop, office, bakery, laundry, store, hotel, schoolhouse, theater, moving-picture house, place of public assemblage or other building. <i>Exemptions:</i> Establishments in which fewer than 4 persons are employed. Plant employing both males and females.
Industrial commission— Factory safety manual, Rule 59. (1942.)	At least 1 toilet for every 15 female employees and at least 1 for every 20 male employees.	Room must be thoroughly scrubbed and cleaned daily. (Requirements as to separate toilets and proper designation of them, and to sanitary conditions of room are same as in the statute. See preceding entry.)	-----	-----
<b>CONNECTICUT:</b> General statutes 1930, secs. 2357, 2363.	Commissioner of labor and factory inspection is authorized to require establishment to provide adequate accommodations for employees.	Accommodations to be so arranged as to secure reasonable privacy for employees of both sexes; rooms must be plainly designated. If rooms used by women adjoin those used by men, a partition solidly constructed from floor to ceiling must separate such rooms. Accommodations must be kept in good repair, and in clean and sanitary condition. There must be convenient means for artificial lighting, and adequate ventilation by window or by suitable ventilators opening to the outside. Fixtures must be adequate.	Accommodations to be constructed inside of establishment, if practicable.	Manufacturing (includes laundries), mechanical or mercantile establishment, or public restaurant.
Department of labor and factory inspection—Sanitary Code. (1943.) <sup>1</sup>	1 water closet for every 20 persons of each sex, or fraction thereof up to 100 such persons. If employees of either sex exceed 100, an additional closet must be installed for every 25 such employees.	Separate toilet rooms or compartments must be provided for each sex and plainly designated.	Water closet must be readily accessible to persons for whom designated and may not be located more than 300 feet distant from regular work place of those for whose use it is intended, unless service elevators, accessible to employees, are provided.	Establishment employing both males and females.
Idem.-----	-----	Owner must provide separate toilets for tenants.	Within reasonable access, as defined above.	Tenant factory, mercantile or office building.

**DELAWARE:**

Revised code 1935, sec. 3633.

If number of females employed is—

- 15 or fewer:  
At least 1 water closet must be provided;
- Over 15:  
1 closet must be provided for every 25 persons.

Suitable water closets must be provided and kept in good repair; they must be clean, sanitary, and properly lighted and ventilated.

If number of employees—male and female—is 4 or more, separate water closets must be provided for each sex and plainly designated.

When compartments for males and females adjoin, solid full-length partitions must separate them; if entrances adjoin, there must be a screen or partition at least 7 feet high. Entrance to a toilet used by females must be effectively screened by partition or vestibule.

Water closets must be easily accessible.

Mercantile, mechanical, transportation, or manufacturing establishment, laundry, baking or printing establishment, dress-making establishment, place of amusement, telephone or telegraph office or exchange, hotel, restaurant, or office.

**DISTRICT OF COLUMBIA:**

Commissioners of District of Columbia—Plumbing code, sec. 113 (a). (1932.)

FLORIDA. No law.

GEORGIA. No law.

HAWAII. No law.

IDAHO. No law.

**ILLINOIS:**

Industrial commission—Rules and regulations relating to \* \* \* toilet room requirements. (1944.)<sup>4</sup>

1 water closet for every 15 persons or fewer.

Separate water closets for each sex.<sup>4</sup>

School, store, warehouse, manufacturing establishment or other structure where men or women are or will be employed.

The number of water closets required for each sex may not be less than the following:

Water closets	Employees per shift	
	Male	Female
1.....	1-9	1-8
2.....	10-24	9-20
3.....	25-49	21-40
4.....	50-74	41-60
5.....	75-99	61-80
1 for each additional 30 persons.....	Over 99	-----
1 for each additional 26 persons.....	-----	Over 80

Toilet-room facilities must be provided for employees. (Privies permitted under conditions specified in the regulations.)

If employees of either sex number more than 5 per working shift, separate toilet rooms for each sex must be provided and plainly designated. (Specifications as to construction of toilet rooms and toilet compartments—the floors, doors, facilities, etc.—are given in detail in the Regulations.)

Proper ventilation and illumination must be provided by artificial means if and when natural means not sufficient.

During periods of occupancy, room temperature may not be less than 65° F.

Toilet paper must be provided.

Plant, factory, or other work place employing labor in the production, servicing, altering, handling, transporting, erecting, disassembling or wrecking of commodities and materials. *Exemptions:* Retail store; professional, financial, and office operations other than plant and factory office.

For footnotes, see p. 43.

REQUIREMENTS AS TO PLANT FACILITIES—Continued

D.—Toilet Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>INDIANA:</b> Statutes annotated (Baldwin) 1934, secs. 10065, 10067.	At least 1 seat for each 25 persons and 1 seat for each fraction thereof above 10.	Suitable and proper water closets properly screened and ventilated. Kept in clean condition. Where females are employed, separate water closets having separate approaches must be provided.	-----	Manufacturing or mercantile establishment, mine, quarry, laundry, renovating works, bakery, or printing office.
<b>IOWA:</b> Code 1939, sec. 1483.-----	A sufficient number. At least 1 to every 20 employees.	Must be properly screened and ventilated and kept clean at all times. Where women and girls are employed, separate water closets having separate approaches must be provided for each sex.	For reasonable use of employees.	Manufacturing or mercantile establishment, workshop or hotel. <i>Exemption:</i> Establishments having fewer than 5 employees.
<b>KANSAS:</b> Industrial welfare order No. 1—Laundry. (1939.)	-----	Separate toilets for each sex must be provided and plainly designated. (If laundry is so located that separate toilets are impracticable or impossible, plant must make such suitable toilet provisions as the department of labor requires.)	-----	Laundry, dyeing, dry-cleaning, and pressing establishment.
<i>Ibid.</i> , Nos. 2 and 3—Manufacturing and Mercantile. (1939.)	At least 1 toilet to every 20 female employees or major fraction thereof.	Doors must be properly screened. Suitable and convenient toilets, separate for each sex. Must be thoroughly ventilated and open to outside air. Kept in clean and sanitary condition.	-----	Manufacturing establishment. Mercantile establishment.
<b>KENTUCKY:</b> Revised statutes 1942, sec. 338.120.	-----	Suitable water closets and wash rooms must be provided. Privy closets permitted if sewer connection impossible. Rooms and facilities must be properly screened and ventilated, and kept clean at all times. If establishment employs both men and women, separate toilet rooms having entrances entirely separate must be provided for each sex.	-----	Every employer of females.
<b>LOUISIANA:</b> General statutes (Dart) 1932, sec. 4332.	A sufficient number of water closets for reasonable use of employees. At least 1 water closet for each 25 employees.	Proper water closets.-----	Located within reasonable access.	Factory, mill, manufacturing establishment, workshop, warehouse, mercantile establishment or store, or "any other occupation or establishment herein

**MAINE:**

Advisory council of health and welfare—Rules and regulations, relating to sanitation of factories and mercantile establishments. (1937.)

If 2 or more persons and 1 or more females are employed, a sufficient number of water closets must be provided for each sex.

Number of water closets to be based upon maximum number of males or females employed at any one time on the given floor or floors or in the building.

Water closets are to be provided according to the number of employees, as follows:

Closets	Employees
1.....	1- 15
2.....	16- 35
3.....	36- 55
4.....	56- 80
5.....	81-110
6.....	111-150
7.....	151-190

and thereafter at the rate of 1 for every 30 employees.

For every 20 persons employed at one time, at least 1 wash basin with water-supplies faucet must be provided.

If more than 100 persons employed, 1 additional basin must be provided for every additional 25 employees.

(State bureau of health may modify rule for special industries or occupations.)

In plants where lead, arsenic, or other poisonous substances or injurious fumes, dust or gases are present as an incident of the occupation, 1 washbasin or its equivalent must be provided for every 10 employees. This rule applies also to establishments manufacturing or packing or selling unwrapped food products.

Water closets must be provided for each sex and plainly designated.

Closets not to be locked during working hours.

If both sexes employed:

Separate compartments or toilet rooms must be provided for each sex, and plainly designated.

Partition separating such compartments must be full length.

Water closets must be so placed or screened that they will not be visible from any place where persons of the other sex work or pass.

Every compartment used by females must have a door fastened by a latch or lock.

Rooms, compartments, fixtures must be kept in good order and repair, and in clean, odorless, and sanitary condition.

Adequate supply of toilet paper required. (Rules for heating, lighting, and ventilation of the toilet rooms are given in detail in the regulations.)

In factories, washrooms must be suitable, separate for each sex, and adequately equipped with washing facilities.

In the other industries covered, washrooms or washing facilities must be adequate, and separate for each sex whenever required by rules of the health and welfare department.

In washrooms used by females, enclosing walls must be at least 7 feet high; if rooms used by males and females adjoin, separating wall must reach the ceiling.

Rooms must be adequately ventilated, heated, and lighted.

If lead, arsenic, or other poisonous substances, etc., are present in the business or occupation, hot water, soap, and individual towels must be furnished. This rule applies also to establishments manufacturing or packing or selling unwrapped food products.

Use of common towel prohibited.

Water closets must be readily accessible to employees.

May not be located more than 1 floor above or below the employees' regular place of work, unless use of elevators is permitted. Refrigerating plants, flour or cereal mills or elevators or buildings approved by department of health and welfare are exempted from this rule.

Rooms must be convenient for employees.

above mentioned" in which 5 or more young persons or women are employed and every such institutions in which 2 or more children, young persons, or women are employed. (See parenthetical Note in entry in Seating chart.)

Factory or mercantile establishment. *Exemption:* Mercantile establishments employing fewer than 8 persons.

Factory; mercantile establishment employing 8 or more persons, office of a telegraph or messenger company in first or second class city; station, terminal, or car barn where women employees of a street, surface, electric, subway, or elevated railroad report for duty.

For footnotes, see p. 43.

REQUIREMENTS AS TO PLANT FACILITIES—Continued

D.—Toilet Rooms—Continued

State	Number	Type	Location; use	Coverage
<p><b>MARYLAND:</b> Maryland department of health—State plumbing code. (1921.)</p>	<p>Sufficient number of water closets—not less than 1 for every 20 women or fraction thereof nor less than 1 for every 25 men or fraction thereof.</p>	<p>-----</p>	<p>-----</p>	<p>Hotel, lodging or boarding house, store, office, workshop, factory, or cannery.</p>
<p>Idem</p>	<p>-----</p>	<p>Separate water closets and toilet rooms must be provided for each sex.</p>	<p>-----</p>	<p>Hotel, theater, store, office building, workshop, factory, cannery, and all other places of employment or accommodation.</p>
<p><b>MASSACHUSETTS:</b> General laws 1932, ch. 149, secs. 1, 133; session laws 1936, ch. 78.</p> <p>Department of labor and industries, division of industrial safety—Rules and regulations for toilets in industrial establishments. (1943.)</p>	<p>Number of water closets and washing facilities for employees to be determined by reasonable rules and regulations of department of labor and industries.</p> <p>A sufficient number of water closets and washing facilities must be provided for employees.</p> <p>At least 1 seat to every 25 employees or fraction thereof, based upon the number of persons of either sex employed at one time.</p> <p>At least 1 washbowl, sink, or other appliance must be maintained for every 30 persons. (Number based upon the maximum number of persons entitled to use the same at any one time.)</p>	<p>Suitable and adequate water closets and washing facilities must be provided, separate for each sex and plainly designated. Must be constructed, lighted, ventilated, arranged, and maintained as may be determined by department.</p> <p>If connection with a sewer system is impossible or impracticable in opinion of the labor department, establishment must provide such suitable toilet and washing facilities as the department may require.</p> <p>Proper water closets and washing facilities required.</p> <p>If both sexes are employed, separate compartments or toilet rooms, plainly designated, must be provided.</p> <p>Where compartments for the two sexes adjoin, a solid plaster or metal-covered partition must extend from floor to ceiling.</p> <p>If compartment opens directly into a workroom where both sexes are employed or into a passageway frequented by both sexes, entrance must be screened by a screen or vestibule at least 6 feet high.</p> <p>Room and facilities must be adequately ventilated and well lighted.</p> <p>If 10 or more males and 10 or more females are employed together, separate washing facilities must be provided for each sex and plainly designated.</p>	<p>Water closets and washing facilities must be convenient for employees—in such location as may be determined by department's reasonable rules and regulations.</p> <p>Water closets and washing facilities must be readily accessible to employees'. Toilet room may not be more than 300 feet from work place of employees for whose use it is designated, unless service elevators are accessible to employees.</p> <p>At least 1 washbowl, sink, or other suitable appliance must be provided in or adjacent to every toilet room.</p>	<p>Every industrial establishment, i. e., factory, workshop, bakery, mechanical establishment, laundry, foundry, tenement house, workrooms, all other buildings or parts thereof where manufacturing is carried on; mercantile establishment (including restaurants and cleaning, dyeing, laundering, or pressing establishment).</p> <p>Every industrial establishment. (For definition see preceding entry.)</p>

<p><b>MICHIGAN:</b> Compiled laws 1929, sec. 8332.</p>	<p>Sufficient number of proper water closets must be provided—at least 1 for each 25 persons employed.</p>	<p>If females are employed, toilets must be separate and distinct for each sex, and plainly designated.</p>	<p>Within reasonable access.---- For reasonable use of employ- ees.</p>	<p>Manufacturing establishment, workshop, hotel, or store employing 5 or more persons; institution employing 2 or more women or minors.</p>
<p><b>MINNESOTA:</b> Statutes 1941, secs. 182.29, 182.40.</p>	<p>Water closets must be provided according to number of employees on a shift. The ratio is: 1 to every 20 persons— If fewer than 100 employees. 1 to every 30 persons— If 100 to 500 employ- ees. 1 to every 35 persons— If 500 to 1,000 em- ployees. 1 to every 40 persons— If over 1,000 employ- ees.</p>	<p>Toilets must be separate for each sex and plainly designated.</p>	<p>Place of employment. (For defini- tion of "place of employment" see Seating chart.)</p>	<p>Place of employment where 5 or more persons of opposite sexes are employed. <i>Exemptions:</i> Do- mestic service; agricultural labor.</p>
<p>Ibid., secs. 182.29, 182.37.</p>	<p>At least 1 toilet facility must be provided for every 30 persons of each sex.</p>	<p>Adequate and sanitary water closets, separate for each sex, must be provided. Toilet rooms and washrooms must be adequately lighted, screened, ventilated, and kept clean. In plants where food is processed or packed, toilet facilities must be screened off from the plant in a manner approved by State board of health. Adequate supply of toilet paper required. Adequate and clean washing facilities must be provided. Common towel prohibited. Cloth or paper towels must be supplied in proper holder.</p>	<p>Water closets must be readily accessible. Washing facilities must be in, or in close proximity to, toilet room.</p>	<p>Industrial establishment. (For definitions see entry under <b>Lunch Rooms.</b>)</p>
<p><b>MISSISSIPPI:</b> State board of health— Sanitary and safety regulations for indus- trial establishments. (1943.)</p>	<p>A sufficient number of water closets must be provided for employees.</p>	<p>If persons of both sexes employed, separate water closets must be provided for each sex. Proper water closets must be provided.----- If both males and females employed, separate water closets required for each sex; must be plainly designated.</p>	<p>Within reasonable access.----- For reasonable use of employ- ees.</p>	<p>Manufacturing, mechanical, mercantile or other establishment. Factory employing 3 or more persons; workshop employing 3 or more children, young persons, or women.</p>
<p><b>MISSOURI:</b> Revised statutes 1939, sec. 10191. Ibid, sec. 10240</p>	<p><b>MONTANA.</b> No law. For footnotes, see p. 43.</p>			

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

## D.—Toilet Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>NEBRASKA:</b> Compiled statutes 1929, sec. 48-401.	Sufficient number of water closets—1 for every 20 male or female employees or fraction thereof.	If both males and females employed, water closets, separate and apart, must be provided for each sex and plainly designated. Such closets must be properly enclosed and ventilated, and kept in a clean and sanitary condition.	Within reasonable access ..... For reasonable use of employees.	Factory, mill, workshop, mercantile or mechanical establishment or other building where 1 or more persons are employed.
<b>NEVADA:</b> Compiled laws 1929, secs. 2812, 2813.	-----	Separate toilet rooms must be provided for each sex, and plainly designated.	-----	Any person, firm, association, or corporation employing 5 or more males and 3 or more females. <i>Exemptions:</i> Office building having toilet rooms reasonably accessible within the building; domestic servants.
<b>NEW HAMPSHIRE:</b> Revised laws 1942, ch. 215, secs. 1, 6, and 15.	-----	Employer must provide and maintain reasonable and proper toilet facilities and reasonably sanitary and hygienic conditions for employees. Authorizes commissioner of labor to make and adopt orders, rules, or regulations to require compliance with sanitation statute.	-----	Factory, mill, workshop or other manufacturing establishment, or mercantile establishment. <i>Exemption:</i> Establishment employing fewer than 3 persons regularly.
Bureau of labor—Factory inspection, standard No. 5. (1942.)	The number of toilet seats provided for female employees may not be less than 1 to every 25 employees or fraction thereof. At least 1 washbasin with adequate water supply is required for every 10 employees or fraction thereof up to 100 persons, and 1 for each additional 15 employees or fraction thereof. For employees exposed to poisonous, infectious, or irritating material, a lavatory supplied with hot and cold water from 1 faucet must be provided for each 5 employees. A shower bath must	If both sexes are employed, separate compartments or toilet rooms must be provided for each sex and plainly designated. If entrance to water-closet compartment opens directly into section of building frequented by both sexes, it must be vestibuled or fitted with doors of slatted construction so designed as to make interior of compartment invisible. Doors or vestibules must be at least 6 feet high and within 4 inches of floor. If compartments for males adjoin those for females, partition must be metal clad and extend to the floor. Compartment doors must be fitted with suitable inside fasteners. Ventilation to outside air required. Toilets and facilities must be kept clean and in proper repair. Washing facilities must be adequate.	-----	Do.

	<p>also be provided for each 15 such workers or portion thereof.</p>	<p>Liquid or powdered soap in a suitable dispenser must be provided at each wash place. Common towel prohibited. Cloth or paper towels must be provided.</p>		
<p><b>NEW JERSEY:</b> Revised statutes 1937, secs. 34: 2-33 and 34: 6-66.</p>	<p>Sufficient number of water closets must be provided for each sex. In mercantile establishments, commissioner may order that washrooms be provided for employees.</p>	<p>Water closets must be suitable and separate for each sex. Must be kept clean and properly screened and ventilated. Water closets for women must have separate approaches. In factories, workshops, or mills, suitable and convenient washrooms must be provided for each sex.</p>	<p>Water closets must be conveniently located.</p>	<p>Mercantile establishment; factory, workshop, or mill.</p>
<p>Department of labor—Standard minimum sanitary regulations. (1939.)</p>	<p>If number of persons on shift is 100 or fewer— 1 toilet for every 20 employees. If 100 to 500— 1 toilet for every 30 employees. If 500 to 1,000— 1 toilet for every 35 employees. If 1,000 to 5,000— 1 toilet for every 40 employees.</p>	<p>Separate toilet rooms must be provided for each sex. Rooms must be separate and apart from workrooms and passageways, and plainly designated. Must be screened to insure privacy. Adequate lighting, heating, and ventilation required. "Occupier" responsible for maintenance of toilet rooms and compartments in a clean and sanitary condition.</p>	<p>Facilities must be located conveniently to and easily accessible from all places where persons are employed. Toilet rooms without sewer connections maintained outside of work building must be at least 25 feet from any such building.</p>	<p>All occupations.</p>
<p><b>NEW MEXICO.</b> No law. <b>NEW YORK:</b> Consolidated laws (Cahill) 1930, ch. 32, secs. 203, 295, 381.</p>	<p>A sufficient number of water closets.</p>	<p>Suitable water closets must be maintained inside building where employees work unless board of standards and appeals determines that this is impracticable. Separate compartments or toilet rooms required for female employees. Compartments, toilet rooms, and fixtures must be kept in sanitary condition and in proper repair. Room or compartment and fixtures must be properly constructed, and maintained in accordance with rules of the board of standards and appeals.</p>	<p>Convenient.</p>	<p>Factory (for definition see <b>Dressing Rooms</b> chart); mercantile establishment; restaurant; telegraph or messenger company in a city; station, terminal, or car barn where women employed by company report for duty. (Covers freight or passenger elevator operators connected with factory or mercantile establishment.)</p>
<p>Department of labor, Industrial code bulletins Nos. 9 and 16—Rules relating to sanitation of factories and mercantile establishments. (1939.)</p>	<p>Number of water closets provided for each sex to be as follows (number to be based on maximum number of males and of females employed at any one time on the given floor or floors or</p>	<p>If both males and females employed, separate water-closets, compartments, or toilet rooms must be provided for each sex and plainly designated.</p>	<p>Closets must be readily accessible to employees using them. Water closets may not be located more than 1 floor above or below regular work place of the employees using them unless passenger</p>	<p>Factory; mercantile establishment.</p>

For footnotes, see p. 43.

**REQUIREMENTS AS TO PLANT FACILITIES—Continued**

**D.—Toilet Rooms—Continued**

State	Number	Type	Location; use	Coverage
<b>NEW YORK—Continued.</b>	in the building for which such closets are provided):  <i>Closets:</i> <i>Employees</i> 1..... 1-15 2..... 16-35 3..... 36-55 4..... 56-80 5..... 81-110 6..... 111-150 7..... 151-190 And thereafter at the rate of 1 closet for every 30 persons.		elevator service is available and permitted to employees of the establishment.	
<b>NORTH CAROLINA:</b> General statutes 1943, sec. 95-48.	-----	Toilet rooms, separate and distinct for each sex must be provided for employees and plainly designated. Rooms must be kept clean.	-----	Any manufacturing industry; any other business employing more than 2 males and females in towns of at least 1,000 population, and where employees do chiefly indoor work.
Ibid., sec. 95-30	-----	A medical or surgical chest equipped as specified in the statute must be provided.	-----	Factory or shop employing more than 25 laborers in which machinery is used for manufacturing or for any purposes other than for elevation or for heating or hoisting apparatus.
<b>NORTH DAKOTA:</b> Minimum wage department, orders Nos. 1 (as amended) to 4: Public housekeeping. (1939.) Manufacturing. (1922.) Mercantile. (1932.) Laundry. (1932.) Ibid., No. 5—Telephone. (1922.)	-----	Suitable toilets, separate and apart from those used by other sex must be provided for women employees.  Proper facilities for adequate ventilation must be provided pursuant to orders of labor department.	Must be convenient	Public housekeeping, manufacturing, mercantile, or laundry establishment employing 3 or more women.  Manufacturing, mercantile, or laundry establishment employing women.
	-----	Separate toilets must be provided for women employees. Toilets must be thoroughly ventilated and open to outside air. Kept in clean and sanitary condition.	-----	Telephone exchange. <i>Exemption:</i> Towns of less than 1,800 population.

Idem-----	-----	If toilet facilities are found to be inadequate and unsatisfactory, department may order that adequate accommodations be provided.	-----	Exchange in towns of less than 1,800 population.
<b>OHIO:</b> Code (Throckmorton) 1940, secs. 1009, 1010.	1 water closet for every 25 females or less.	Suitable and separate toilet rooms and water closets must be provided for female employees. Rooms must be properly ventilated.	“Toilet and dressing rooms and water closets shall be situated together.” Must be on same floor or floor immediately above or below place where employee works. Toilet or water closet may not be located in basement or cellar unless females are actually and regularly employed there. If establishment is in town without sewerage and water works, water closet outside of building may not be more than 50 feet, nor less than 20 feet, from the building.	Any establishment in which females are employed.
Ibid., secs. 1020, 1022	do-----	If at least 3 of 10 or more employees are women, suitable and separate water closets must be provided for each sex.	-----	Tenement, dwelling or other building thereof for making apparel or manufacturing cigars, cigarettes, and tobacco goods.
<b>OKLAHOMA:</b> Statutes 1941, title 40, sec. 83.	-----	Adequate and suitable toilet facilities must be provided.	-----	Manufacturing, mechanical or mercantile establishment, workshop, laundry, printing office, dress-making or millinery establishment, hotel, restaurant, theater, telegraph or telephone establishment and office, or any other establishment employing females.
Ibid., sec. 118-----	-----	Separate toilet and washrooms must be provided for each sex.	-----	Factory, manufacturing establishment or workshop where men and women are employed.
<b>OREGON:</b> Wage and hour commission, order No. 15—Sanitary and physical welfare. (1941.)	At least 1 toilet to every 12 women or minors employed at one time or majority fraction thereof.	Suitable toilet rooms, separate and apart from those used by opposite sex. Must be thoroughly ventilated and open to outside air. Kept in clean and sanitary condition.	Must be convenient-----	Any establishment where women and minors are employed. <i>Exception:</i> Commission may release employer of fewer than 4 women on his application and proper showing.
Ibid., No. 14—Sanitary conditions in hop yards, berry fields and orchards, and in	If women are employed, at least 1 seat for each 20 employees must be provided.	Toilets must be separate and apart for each sex. Except for packing houses women's toilets must be in separate buildings from men's toilets. Toilet doors must have latches on inside.	Dry closets must be provided at convenient places in fields, hop yards, orchards, or camp grounds.	Hop yard, orchard, berry or vegetable field or any packing house in which fruits, vegetables, meat, fish, or poultry are packed, cured, or dried.

For footnotes, see p. 43.

## REQUIREMENTS AS TO PLANT FACILITIES—Continued

### D.—Toilet Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>OREGON</b> —Continued. Ibid., No. 14—Con. fruit, vegetable, meat, fish, and poultry packing houses. (1941.)				
<b>PENNSYLVANIA:</b> Statutes (Purdon) 1936, title 43, sec. 109.	At least 1 water closet or privy must be provided for each 25 females employed or permitted to work.	Suitable water closets must be provided for use of female employees. If both sexes employed, separate closets must be provided for each sex. All water closets must be properly lighted and separated from work room by full length partitions. Compartments to have sufficient direct outside ventilation by window or other means. Entrances to be screened from work rooms and from entrances to toilets used by other sex. Must be kept clean and sanitary at all times.	If packing house does not have adequate sewer system, dry closets must be installed at a reasonable distance from plant.  Located so as to be accessible to workers.	Any establishment, i. e., any place where work is done for compensa- tion of any sort to whomever payable. <i>Exemptions:</i> Agricultural field occupations; domestic service in private homes; orphans' homes and industrial schools.
<b>PHILIPPINE ISLANDS:</b> Session laws 1923, Act 3071, sec. 9.		Separate and suitable water closets and separa- rate lavatories must be provided for each sex.		Factory, shop, or other place of labor. <i>Exemption:</i> Small shops which can not comply because of small capital, may be ex- empted by director of labor bureau.
<b>PUERTO RICO.</b> No law. <b>RHODE ISLAND:</b> Session laws 1943, ch. 1313, sec. 6.	If number of employees in es- tablishment is: 25 or fewer: 1 water closet for each sex must be pro- vided. Over 25: 1 water closet for each 40 employees of either sex or frac- tion thereof exceed- ing one-half.	If both males and females employed, separate water closets, separately located, must be pro- vided for each sex. Must have separate entrances, properly des- ignated, and built so as to insure privacy. Water closets must be effectively trapped and ventilated.		Any building adjacent to a public main or water service, in which a factory, manufacturing or mercantile establishment is located.
<b>Idem.</b>		Such facilities must be provided as inspectors of department of labor determine necessary to meet "demands of health and propriety."		All other places where women and children are employed.

**SOUTH CAROLINA:**

Code 1942, sec. 3241

Sufficient number of water closets.

Separate for each sex and plainly designated. Must be kept clean and free from disagreeable odors.

Factory, mercantile, or other establishment or office where 2 or more males and 2 or more females are employed together.

**SOUTH DAKOTA:**

Code 1939, sec.

17.0606.

Separate water closets for male and female employees must be provided. Must be kept in clean and sanitary condition and properly ventilated. In factories and workshops, water closets must be thoroughly cleaned with soap and water once a week.

Factory, mill, or workshop where women, girls, or children are employed.

**TENNESSEE:**

Code 1932, sec. 5309

Department of labor, division of workshop and factory inspection—Rules and regulations, rule XIII. (1939.)

If number of persons employed is:

Fewer than 10:

1 toilet to 5 persons.

Over 10 and under 75:

1 toilet to 12½ persons.

Over 75:

1 toilet to 20 persons.

Separate water closets must be provided for female employees. Separate toilet rooms must be maintained for each sex and properly designated. Adequate ventilation required. Room must be cleaned regularly.

Manufacturing or mercantile establishments. All occupations.

**TEXAS:**

Revised civil statutes 1936, art. 5177.

A sufficient number of water closets must be provided. 1 to every 20 females: 1 to every 25 males.

(If establishment has more than 1 shift of 8 hours or less, the number of toilets required would be determined by the average number of employees in the establishment at any time.)

If both males and females employed, separate water closets must be provided for each sex. Closets must be constructed in an approved manner and properly enclosed. Must be kept in clean and sanitary condition and effectively ventilated and disinfected. Must be properly lighted during operation of establishment.

Factory, mill, workshop, mercantile establishment, laundry, or other establishment.

**UTAH:**Industrial commission—Standards for women and children in industry<sup>4</sup>. (1937.)

1 toilet and 1 washbowl must be provided for every 15 employees or fraction thereof.

If 3 or more women and/or minors are employed, separate toilet rooms for women must be provided, and plainly designated. Compartments and rooms must be kept clean and well lighted and ventilated. Floors to be cleaned daily and thoroughly scrubbed weekly. Adequate supply of toilet paper required. Convenient washing facilities with hot and cold water, soap, and individual towels must be provided.

Toilets must be placed so that entrance is not directly into a workroom.

Any establishment or industry.

For footnotes, see p. 43.

REQUIREMENTS AS TO PLANT FACILITIES—Continued

D.—Toilet Rooms—Continued

State	Number	Type	Location; use	Coverage
<b>VERMONT:</b> Department of industrial relations—General safety regulations for industrial plants. (1941.)	Sufficient number of toilet seats for use of employees. At least 1 for each 25 persons employed at any one time.	If men and women employed at the same time, separate toilet rooms must be provided for each sex and plainly designated. Room and equipment must be kept clean. There must be adequate heat, light, and ventilation.	Room and facilities must be accessibly located.	Factory, mill, workshop, or other building or place in which employees perform manual labor.
<b>VIRGINIA:</b> Code 1942, secs. 1822, 1826.	Sufficient number of water closets must be provided.	If both sexes employed, separate water closets must be provided for each, and plainly designated. Toilet rooms must have separate entrances for each sex.	Reasonable access must be afforded to employees.	Any establishment employing 5 or more persons and any factory, workshop, mercantile establishment, or other establishment, or office employing 2 or more children under 18 years of age or women. <i>Exemption:</i> Buildings used exclusively for offices, if separate toilets are conveniently accessible in the building (Application of the statute to stores and office buildings in cities or towns of 5,000 inhabitants or less, is to be determined by the labor commissioner.)
<b>WASHINGTON:</b> Industrial welfare committee, order No. 23—Public housekeeping. (1921.)	-----	Separate toilets for women must be provided	-----	For coverage see <b>Lunch Rooms</b> chart.
<i>Ibid.</i> , No. 35A—Beauty culture. (1940.)	-----	Where women are employed, regular toilet and washroom facilities, including individual towels, must be available.	-----	Beauty culture industry.
<i>Ibid.</i> , No. 25—Laundry, dry cleaning, or dye works. (1921.)	-----	Toilets, adequate, separate, and apart must be provided for women. Individual towels—cloth or paper—must be furnished.	-----	For coverage see <b>Dressing Rooms</b> chart.
<i>Ibid.</i> , Nos. 27 and 41: Telephone and telegraph and other public occupations. (1921.) Mercantile. (1942.)	-----	Toilets for women employees must be separate and apart from toilets used by males. Must be properly ventilated and kept and maintained in a sanitary condition.	-----	For coverage of telephone and telegraph order see <b>Dressing Rooms</b> chart. Mercantile establishment employing women.
<i>Ibid.</i> , Nos. 38 and 39: Canning. (1942.) Packing. (1942.)	-----	Adequate toilet and washroom facilities must be provided for women and kept in a sanitary condition, lighted, heated, and ventilated.	-----	For coverage see <b>Seating</b> chart.

Ibid., No. 30—Working conditions in manufacturing or other mercantile establishments. (1922.)	Sufficient number of wash bowls or sink space must be provided.	Toilet rooms must be kept in a sanitary condition and adequately lighted, heated, and ventilated. Adequate washing facilities must be provided. Soap and individual or paper towels must be furnished.	Wash bowls or sink space to be located either within, or adjacent to, the toilet room, and in the direct route between toilet room and work place. If not so located, must be installed in an approved location.	Do.  ----- Factory, mercantile establishment, mill, or workshop.  ----- 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 company.
<b>WEST VIRGINIA:</b> Code 1931, sec. 21-3-12..	Sufficient number of water closets must be provided.	If both males and females employed, separate water closets, plainly designated, must be provided for each sex. Constructed in approved manner and properly enclosed. Must be kept in clean and sanitary condition and properly lighted and ventilated.	-----  -----	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 company.
<b>WISCONSIN:</b> Industrial commission—General orders on sanitation. (1939.)	1 water closet must be provided for every 20 persons or fraction thereof of either sex on any one shift. In new installations there must be at least 1 lavatory for every 5 toilet fixtures or fraction thereof. In establishments where employees handle injurious or poisonous materials or where food is prepared or manufactured, or in other places of employment where employees' hands become dirty or greasy, at least 1 lavatory with hot water must be provided for every 10 employees or fraction thereof.	If more than 5 persons of both sexes are employed, separate toilet rooms having separate entrances, properly screened, must be provided. <sup>4</sup> Room must be distinctly marked as to the sex using it. Rooms must be adequate, completely enclosed, and so arranged as to insure privacy. Room and fixtures must be kept clean and in good repair and must be adequately lighted and ventilated. Sufficient toilet paper must be provided. If water and sewer systems are not available to employer, outdoor toilets that comply with commission's orders and conditions are permitted. Adequate washing facilities, in or adjacent to toilet rooms, must be provided.	-----  -----	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 company.
<b>WYOMING.</b> No law.				

**CALIFORNIA:**

<sup>1</sup> On studio lots toilet facilities must meet the requirements set forth in the commission's sanitary order.

**CONNECTICUT:**

<sup>2</sup> The department of labor and factory inspection has broad powers to enforce the statute requiring the master (employer) to provide a reasonably safe work place for his employees. (General statutes 1930, sec. 5211; Cum. Supp. 1939, sec. 1474e.) The Sanitary Code for Connecticut establishments, which has its legal basis on this statute makes specifications for installing and equipping toilet rooms and toilet facilities in work places.

**DISTRICT OF COLUMBIA:**

<sup>3</sup> In present emergency because of war requirements, use of toilets by both sexes is permitted.

**ILLINOIS:**

<sup>4</sup> When an employer has made an effort to comply with these rules and regulations, he is deemed to be complying with them if, because of wartime limitations, necessary material and equipment are denied to him by competent Federal authority.

**UTAH:**

<sup>5</sup> Commission may grant exemption to rules if in its opinion enforcement would not materially increase the comfort, health, or safety of employees and would work undue hardship on employer.

**WISCONSIN:**

<sup>6</sup> Separate toilet rooms are not required in buildings where 5 or fewer persons are employed if written approval of industrial commission or State board of health is obtained. The door of toilet room must be kept locked and the key kept in a place accessible to all employees.