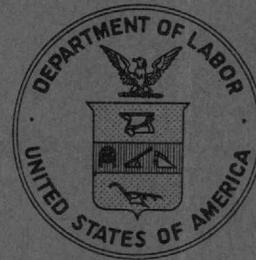


STATE MINIMUM-WAGE LAWS AND ORDERS

JULY 1, 1950 TO JANUARY 1, 1952

Supplement to Bulletin 227, Revised

FOR BOARDS R



FEBRUARY 1, 1952

BOARDS

U. S. DEPARTMENT OF LABOR

Maurice J. Tobin, Secretary

WOMEN'S BUREAU

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WASHINGTON 25, D. C.

STATES WITH MINIMUM-WAGE LAWS

(Applicable to women and minors, unless otherwise noted)

Arizona	New Hampshire (any employee)
Arkansas (women and girls)	New Jersey
California	New York (women and minors; men)
Colorado	North Dakota
Connecticut (any employee)	Ohio
District of Columbia	Oklahoma (adult women)
Illinois	Oregon
Kansas	Pennsylvania
Kentucky	Rhode Island (women and minors; men)
Louisiana (women and girls)	South Dakota (women and girls)
Maine	Utah
Massachusetts (any person)	Washington
Minnesota	Wisconsin
Nevada (women and girls)	
Alaska (women)	Puerto Rico (1)(women and girls)
Hawaii	(2)(any employee)

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Colorado: <i>Laundry Industry,</i> No. 6, Feb. 11, 1951. (Supersedes order 5 Aug. 7, 1941.)</p>	<p>Laundry, i.e., any trade, business, industry, club, institution or branch thereof engaged in (1) washing, ironing, or processing incidental thereto, for compensation, of clothing napery, blankets, bed clothing, or fabric of any kind whatsoever; (2) the collecting, sale, resale, or distribution at retail or wholesale of laundry services; (3) the producing of laundry service for their own use by business establishments, hospitals, clubs, or profit-making institutions; (4) self-service laundries.</p>	<p>Women and minors: Zone A (Denver and Pueblo and a radius of 5 miles beyond the corporate limits of these cities; from June 1 to Oct. 1, covers Colorado Springs and Estes Park). Zone B (remainder of State and from Oct. 1 to June 1, Colorado Springs and Estes Park). All employees</p>	<p>55 cents an hour 55 cents an hour 1½ times employee's regular rate. 45 cents an hour 45 cents an hour 1½ times employee's regular rate.</p>	<p>Up to and including 40 a week. ^{3/} Over 40 and including 44 a week. Over 44 a week; over 8 a day in emergencies. ^{4/} Up to and including 36 a week. ^{3/} Over 36 and including 44 a week. Over 44 a week; over 8 a day in emergencies. ^{4/}</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Colorado</u> - Cont. <i>Retail Trade Occupations</i>, No. 7, Feb. 18, 1951. (Supersedes order 2 of Jan. 16, 1939.)</p>	<p>Retail trade, i.e., the performance of any and every type of work concerned with or incidental to the selling or offering for sale any commodity, article, goods, wares, or merchandise, to the consumer, not for the purpose of resale in any form.</p>	<p>Women and minors: Experienced: Zone A (Denver and Pueblo and a radius of 5 miles beyond the corporate limits of these cities; from June 1 to Oct. 1, covers Colorado Springs, Manitou Springs, and Estes Park). Zone B (remainder of State and from Oct. 1 to June 1 the 3 resort cities mentioned in the Zone A entry). Inexperienced (192 hours in the occupation) - Both zones All employees</p>	<p>55 cents an hour 45 cents an hour 80 percent of the applicable minimum-wage rate. ^{5/} 1½ times employee's regular rate.</p>	<p>Up to 8 a day, 48 a week. ^{4/} Do. ^{4/} Do. ^{4/} Over 48 a week; over 8 a day in emergencies. ^{4/}</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Colorado - Cont. <i>Beauty Service Occupations</i>, No. 9, Mar. 4, 1951. (Supersedes order 3 of Dec. 4, 1939.)</p>	<p>Beauty service, i.e., all services or operations used or useful in the care, cleansing, or beautification of the skin, nails, or hair, or in the enhancement of personal appearance, and also services or operations incidental thereto, including the service of maids, cashiers, reception or appointment clerks.</p>	<p>Women and minors: Senior operators Junior operators (First 12 months, and operator still in the training period) ^{7/} All other employees All employees</p>	<p>65 cents an hour 50 cents an hour Do. 1½ times employee's regular rate.</p>	<p>Up to 8 a day or 44 a week. ^{6/} Do. ^{6/} Over 44 a week; over 8 a day in emergencies. ^{4/}</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Colorado</u> - Cont. <i>Public Housekeeping Occupations</i>, No. 8, Mar. 10, 1951. (Supersedes order 4 of June 16, 1940.)</p>	<p>Public housekeeping includes hotels, restaurants, motels, rooming houses, cottage camps, clubs, hospitals, convalescent homes, sanitariums, private schools, colleges, and any establishment that prepares and offers for sale food or refreshments for consumption either on or off its premises; any business which offers lodging accommodations for hire to the public, to employees, or to members, whether such service is the principal business of the employer or merely incidental to another business.</p>	<p>Women and minors: Experienced: Zone A (Denver and adjoining area extending 8 miles from city's corporate limits). Zone B (remainder of State). Inexperienced (192 hours in the occupation) - Both zones. All employees</p>	<p>55 cents an hour 45 cents an hour 80 percent of the applicable minimum-wage rate. ^{5/} 1½ times employee's regular rate.</p>	<p>Up to 8 a day, 48 a week. Do. Do. Over 48 a week; over 8 a day in emergencies. ^{4/}</p>

State, title and number of order, and effective date <u>2/</u>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Connecticut:</u> <i>Restaurant Occupation,</i> Nos. 4A and 4B, May 15, 1950.</p> <p>(Set aside by the Superior Court of Hartford County on Dec. 19, 1950, because of wage-board's failure to comply with the procedural provisions of the State's minimum-wage law.)</p> <p>See footnotes at end of table.</p>				

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Connecticut</u> - Cont. <i>Laundry Occupation,</i> Nos. 2A and 2B, Apr. 17, 1951.</p> <p>(Supersedes order 2 of Sept. 29, 1947 and extends coverage to adult males, who had not been covered in the earlier order.)</p>	<p>Laundry establishments, i.e., any place in which any service in connection with any activity of the laundry occupation is performed for compensation, except in domestic service.</p> <p>Laundry occupation includes: (1) any activity in the washing, ironing or processing, incidental thereto, of laundry wares and all other operations carried on in establishments engaged in this business; (2) the collecting, sale, resale, or distribution at retail or wholesale of laundry service and the keeping of accounts, billing, and any other clerical work in connection therewith; (3) the producing of laundry service for their own use by business establishments, clubs, hospitals, or other public or private institutions except those completely supported by the State or a municipality.</p>	<p>Women and minors; adult males engaged in production work.</p> <p>Women and minors; adult males engaged in production work in laundries, who do work ordinarily performed by females or minors under 18.</p>	<p>75 cents an hour ^{8/}</p> <p>1½ times employee's regular rate.</p> <p>(Deductions for meals and lodging allowed when these constitute a condition of employment. Amounts must be in accordance with rates set by the Labor Commissioner from time to time. Such deductions not allowed during the period employee is re-receiving training or new experience.)</p>	<p>Up to and including 44 a week. ^{9/}</p> <p>Over 44 a week. ^{10/}</p>

State, title and number of order, and effective date <u>2/</u>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Connecticut - Cont. <i>Cleaning and Dyeing Occupation, Nos. 3A and 3B, June 27, 1951.</i></p> <p>(Supersedes order 3 of June 2, 1947 and extends coverage to adult males.)</p> <p>See footnotes at end of table.</p>	<p>Cleaning and dyeing, i.e., cleaning, dyeing, re-dyeing, or pressing garments (including hats), upholstery, rugs, or any other fabrics, any process incidental thereto, including collecting and receiving such articles for the above purposes, of giving out or collecting such articles after they have been cleaned, dyed, re-dyed, or pressed. <u>Exception:</u> Any such process when carried on in establishments manufacturing textiles or garments (including hats).</p>	<p>Women and minors; men. <u>Exception:</u> Adult males receiving at least \$35 a week.</p>	<p>75 cents an hour</p> <p>1½ times employee's regular rate.</p>	<p>Up to and including 45 a week. <u>9/</u></p> <p>Over 45 a week. <u>10/</u></p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Connecticut</u> - Cont. Session laws 1951, Public Act 352, July 1, 1951.</p> <p>(Amends Minimum-Wage Law to establish statutory rate.)</p>	<p>Any industry or occupation, with enumerated exceptions such as agriculture, domestic service, persons covered by the Federal Fair Labor Standards Act and others.</p>	<p>Women and minors; men</p>	<p>75 cents an hour</p>	<p>48 a week (maximum for women and minors in practically all industries or occupations).</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Connecticut</u> - Cont. <u>Mercantile Trade</u>, Nos. 7A and 7B, Oct. 1, 1951.</p> <p>(Supersedes orders 7A and 7B of Mar. 18, 1946.)</p>	<p>Mercantile trade, i.e., whole-sale or retail selling of commodities and any operation supplemental or incidental thereto, including, but not limited to, buying, delivery, maintenance, office, stock, and clerical work. <u>Exceptions</u>: Repair and service employees if major portion of their duties is unrelated to the mercantile trade as herein defined.</p>	<p>Women and minors; men: Experienced full-time and part-time employees.</p> <p>Full-time and part-time beginners (First 1,000 hours in the trade.) ^{12/}</p> <p>Both groups. ^{13/}</p>	<p>75 cents an hour</p> <p>60 cents an hour</p> <p>$1\frac{1}{2}$ times employee's regular rate.</p> <p>(Deductions for uniforms or other facilities required by an employer as a condition of employment and the reasonable cost of their maintenance may not be charged to the employee, if this would reduce employee's wage below the minimum prescribed by this order.)</p>	<p>Up to and including 44 a week. ^{11/} Do. ^{11/}</p> <p>Over 44 a week. ^{14/}</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Connecticut</u> - Cont. <i>Beauty Shop</i> <i>Occupation, No. 1,</i> <i>Nov. 1, 1951.</i></p> <p>(Supersedes orders 1A and 1B of Mar. 3, 1947.)</p>	<p>Beauty shop, i.e., any shop, store, or place, or part thereof, in which is conducted the business of a hairdresser or cosmetician as these terms are defined in the Cosmetology Act.</p>	<p>Women and minors; men: 3-year operators ^{15/} and clerks: ^{16/} Full-time</p> <p>Part-time ^{17/}</p> <p>Overtime</p> <p>2-year operators ^{19/} and learner clerks: ^{16/} Full-time Part-time ^{17/} Overtime</p> <p>1-year operators: ^{20/} Full-time Part-time Overtime</p> <p>Full-time employees hired after the beginning of the week, or dismissed in good faith as unsatisfactory before the end</p>	<p>\$33 a week</p> <p>\$6.50 a day</p> <p>95 cents an hour</p> <p>\$28.50 a week \$6 a day 85 cents an hour</p> <p>\$26 a week \$5.50 a day 75 cents an hour</p> <p>Weekly wage may be prorated</p>	<p>Any part of 4 or more days a week. 8-hour day or part thereof. Over 44 a week or, if part-time worker, over 8 a day. ^{18/}</p> <p>Same as shown for 3-year operators.</p> <p>Same as shown for 3-year operators.</p> <p>Actual time worked</p>

State, title and number of order, and effective date <u>2/</u>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Connecticut</u> - Cont. <i>Beauty Shop</i> Occupation - Cont.</p>		<p>of the week or voluntarily absent in any week.</p> <p>Maids, porters, and cleaners</p>	<p>75 cents an hour (Employee may not be charged for uniforms or uniform maintenance, etc., if such charge brings the wage paid below the minimum.)</p>	<p>48 a week (Maximum for women and minors.)</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>District of Columbia: <i>Laundry and Dry Cleaning Occupation, No. 5,</i> Aug. 22, 1951.</p> <p>(Supersedes order 5 of July 8, 1946.)</p>	<p>Laundry and dry cleaning, i.e., any activity concerned with: (1) the washing, cleaning, finishing, refreshing, pressing, mending, or dyeing of wearing apparel (including hats and shoes), household furnishings, textiles, fur, leather, or fabric of any kind whatsoever, or (2) the collection, sale, resale, or distribution at retail or wholesale of any laundry or dry cleaning service. Covers all other operations and services connected with the above or incidental thereto including, but not limited to, services of cashiers, telephone operators, office workers, store clerks, elevator operators, maintenance workers; and any of the above services performed by an establishment or business for its own use although such services may be incidental to the establishment's principal business.</p>	<p>Women and minors</p> <p>Employees beginning work after the beginning of a workweek or resigning before the end of a workweek, or voluntarily absent in any week.</p> <p>Part-time</p> <p>Overtime</p> <p>If employee works a split shift, or spread of hours exceeds 11.</p>	<p>\$30 a week</p> <p>75 cents an hour</p> <p>85 cents an hour</p> <p>\1.12\frac{1}{2}$ cents an hour.</p> <p>75 cents a day in addition to the applicable minimum wage.</p> <p>(Deductions against the minimum wage allowed only if written consent of employee and written approval of the Minimum Wage and Industrial Safety Board are obtained.)</p>	<p>Over 24 but not more than 40 a week. Actual time worked.</p> <p>24 or less a week. ^{21/}</p> <p>Over 40 a week. ^{22/}</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Kentucky: <i>Hotel and Restaurant Industry.</i> Directory, Feb. 28, 1951. Mandatory, Aug. 1, 1951.</p> <p>(Supersedes order (unnumbered) which became mandatory Apr. 1, 1943.)</p>	<p>Hotels, i.e., establishments having more than 10 guest rooms, which offer lodging accommodations for hire to the general public and have transient guests.</p> <p>Restaurants, i.e., establishments preparing and offering for sale food for consumption.</p>	<p>Women and minors:</p> <p>Zone I (cities of 20,000 or more population and contiguous territory within 5 miles thereof):</p> <p>Nonservice</p> <p>Service</p> <p>Zone II (cities of 4,000 to 20,000 population and contiguous territory within 2 miles thereof):</p> <p>Nonservice</p> <p>Service</p>	<p>60 cents an hour</p> <p>90 cents an hour</p> <p>45 cents an hour</p> <p>67½ cents an hour</p> <p>58 cents an hour</p> <p>87 cents an hour</p> <p>43 cents an hour</p> <p>64½ cents an hour</p>	<p>Up to and including 48 a week.</p> <p>Over 48 a week. ^{23/}</p> <p>Up to and including 48 a week.</p> <p>Over 48 a week. ^{23/}</p> <p>Up to and including 48 a week.</p> <p>Over 48 a week. ^{23/}</p> <p>Up to and including 48 a week.</p> <p>Over 48 a week. ^{23/}</p> <p>Up to and including 48 a week.</p> <p>Over 48 a week. ^{23/}</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Kentucky</u> - Cont. <i>Hotel and Restaurant Industry - Cont.</i></p>		<p>Zone III (remainder of State): Nonservice</p> <p>Service</p> <p>If spread of hours exceeds 12, or employee has more than one interval off duty (excluding any meal period of 1 hour or less) or if both situations occur.</p>	<p>56 cents an hour</p> <p>84 cents an hour</p> <p>41 cents an hour</p> <p>61½ cents an hour</p> <p>60 cents a day in addition to the hourly wages earned.</p> <p>(No deductions may be made against the minimum wage for meals. Employer and employee may, however, voluntarily reach an agreement but the amount charged may not exceed 25 cents a meal.)</p>	<p>Up to and including 48 a week.</p> <p>Over 48 a week. ^{23/}</p> <p>Up to and including 48 a week.</p> <p>Over 48 a week. ^{23/}</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Massachusetts: <i>Public Housekeeping Occupation, No. 25-B, Aug. 1, 1950.</i></p> <p>(Supersedes order 25-A, mandatory Mar. 2, 1948. Transfers to this present order occupations covered by the Building Service order of 1949, if they are in establishments covered by this present order.)</p> <p>See footnotes at end of table.</p>	<p>"Public housekeeping industry" includes any activity in establishments directly or indirectly connected with the preparation of and offering of food or beverages for human consumption; and the offering or furnishing of rooms or lodgings for remuneration, or other services rendered, either to the public, employees, members or guests of members, paying guests, students, or others, whether as the principal business of the employer or as a unit of another business.</p> <p>Public housekeeping occupations include the work performed by waitresses, cooks, counter and salad workers, food checkers, bus and vegetable workers, dish and glass washers, kitchen help, maids, cleaners, chambermaids, housekeepers, practical nurses, ward aides, housemen, stewards, parlormaids, linen room girls, check-room attendants, matrons,</p>	<p>Women and minors; men: Non-service employees (including counter workers, unless special permission is granted by the Minimum Wage Commission).</p> <p>Service employees</p>	<p>65 cents an hour. ^{24/}</p> <p>45 cents an hour. ^{24/}</p> <p>(Deductions for meals and lodging permitted at prices specified in the order. But deductions bringing wages below the minimum allowed, only if consent of employee and approval of Minimum Wage Commission are obtained.)</p>	<p>9 a day, 48 a week (maximum for women and minors). ^{25/} ^{26/}</p> <p>Do. ^{25/26/}</p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ¹/₁

State, title and number of order, and effective date ² / ₁	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Massachusetts</u> - Cont. <i>Public Housekeeping</i> Occupation - Cont.</p>	<p>hosts, hostesses, elevator operators, janitors, shippers and receivers, bell men, doormen, baggage porters, and watchmen, including, but not limited to, all nonprofessional workers engaged in public housekeeping establishments, except employees specifically included under another minimum wage order.</p> <p>Establishments include restaurants, fountain lunch counters, cafeterias, caterers, and all other establishments where lunches, meals, or food in solid and/or liquid form are prepared for and served to the public or to be consumed on the premises; hotels, seasonal hotels, camps, clubs, hospitals, convalescent homes, private schools, colleges, and other establishments offering rooms for rent.</p>			

State, title and number of order, and effective date <u>2/</u>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Massachusetts</u> - Cont. <i>Personal Services Occupations</i>, No. 23, Dec. 14, 1950.</p> <p>(Supersedes Beauty Culture Order 23, Mandatory Apr. 1, 1943.)</p> <p>See footnotes at end of table.</p>	<p>"Personal services industry" includes all establishments which perform, directly or indirectly, any service, operation, or process used or useful in the care, cleansing, or beautification of the body, skin, nails or hair, or in the enhancement of personal appearance or health; including, but not limited to, barber and beauty shops, scalp treatment shops, bath and massage parlors, physical conditioning and weight control salons. <u>Exceptions:</u> Cashiers, receptionists, appointment clerks, and clerical workers, whose jobs are covered by the Clerical Technical, and Similar Occupations Order.</p>	<p>Women and minors; men: Barbering and hair-dressing: Experienced Inexperienced (First 1040 hours in the occupation)</p> <p>All other employees except maids. Maids</p>	<p>70 cents an hour 60 cents an hour <u>27/</u></p> <p>70 cents an hour 60 cents an hour</p> <p>(Deductions bringing wages below the minimum allowed only if consent of employee and approval of the Minimum Wage Commission are obtained.) (If employee is required to furnish and/or launder his or her own uniform \$1.50 a week must be added to the wage required by this order.)</p>	<p>9 a day, 48 a week (maximum for women and minors). <u>25/</u></p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Massachusetts</u> - Cont. <i>Food Processing Occupations</i>, No. 31, Oct. 20, 1951.</p> <p>(Supersedes three mandatory orders - Canning and Preserving, No. 19 of Mar. 2, 1939; Candy, No. 6 of Mar. 1, 1943; and Bread and Bakery Products, No. 15-A of Oct. 1, 1944.)</p>	<p>Food processing, i.e., the preparation, processing, or packaging of food for human or other consumption, including, but not limited to canning, preserving, and the production of candy, confectionery, bakery products, dairy products, malt beverages, or soft drinks. <u>Exceptions:</u> Occupations within the industry covered by another minimum-wage order.</p>	<p>Women and minors; men: ^{28/} Experienced Inexperienced (600 hours)</p>	<p>75 cents an hour 65 cents an hour ^{27/}</p> <p>(Deductions to bring wages below the minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained.) (Deductions for meals and lodging permitted at prices specified in the order.)</p>	<p>9 a day, 48 a week (maximum for women and minors). ^{25/} ^{26/}</p>

State, title and number of order, and effective date <u>2/</u>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Massachusetts - Cont. <i>Mercantile Occupations</i>, No. 26-B, Dec. 26, 1951. (Supersedes mandatory order 26-A of Oct. 1, 1948.)</p>	<p>"Mercantile occupations" include any industry or business connected with or operated for the purpose of selling, purchasing, or distributing merchandise, wares, goods, articles, services, or commodities to retailers, wholesalers, or industrial; commercial, or individual users. Includes all work connected with the soliciting of sales or opportunities for sales or the distributing of such merchandise, wares, etc., and the rendering of services incidental to the sales, use, or upkeep of same, whether performed on employer's premises or elsewhere; the selling of ice cream and soft drinks where the selling of such commodities is not the main business of the establishment. Covers all types of mercantile occupations other</p>	<p>Women and minors; men: <u>28/</u></p> <p>Full-time employees: Experienced</p> <p>Inexperienced (780 hours)</p> <p>Part-time employees: Experienced</p> <p>Inexperienced (780 hours)</p>	<p>\$27 a week</p> <p>67½ cents an hour</p> <p>\$24 a week</p> <p>60 cents an hour</p> <p>67½ cents an hour</p> <p>60 cents an hour</p> <p>(Deductions bringing wage below the minimum allowed only, if consent of employee and approval of Minimum Wage Commission are obtained.)</p>	<p>36 but not more than 44 a week. <u>29/</u></p> <p>Over 44 a week. <u>30/</u></p> <p>36 but not more than 44 a week. <u>29/</u></p> <p>Over 44 a week. <u>30/</u></p> <p>Less than 36 a week. <u>25/</u> Do. <u>25/</u></p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Massachusetts - Cont. <i>Mercantile Occupations.</i> - Cont.</p>	<p>than those determined by the Minimum Wage Commission to be of such a nature that the employer is unable to keep true records of the number of hours worked by the employee - outside salespersons and persons customarily receiving gratuities are named as such exceptions. Permit must be obtained. <u>Exceptions:</u> Functions within the mercantile industry specifically covered by another minimum-wage order. (Salespersons in laundry and dry cleaning establishments, however, are specifically covered by the present order.)</p>		<p>(Payment to an employee for laundering her uniforms may not be considered as part of the wages.)</p>	

State, title and number of order, and effective date <u>2/</u>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>New Hampshire:</u> <i>Restaurant Occupation,</i> No. 3A, Oct. 1, 1950.</p> <p>(Supersedes mandatory order 3 of Nov. 1, 1938.)</p>	<p>Restaurant occupation, i.e., any activity directly concerned with the preparation and serving of food to the public for pay, in any establishment where at least 10 people are served per day, where lodging is not also provided to the public for pay.</p> <p>Restaurant establishment, i.e., any establishment which prepares and offers for sale food for consumption either on any of its premises, or by catering and banquet service, box-lunch, or curb service; the term "food" includes nutritive material intended for human consumption, in solid or liquid form, whether cooked or uncooked, or otherwise prepared, excluding, however, medicinal or quasi-medicinal preparations.</p>	<p>Women and minors: Non-service employees Service employees</p>	<p>50 cents an hour <u>31/</u> 40 cents an hour <u>31/</u></p> <p>(Deduction of 40 cents per meal allowed but total per week may not exceed \$4.80 or 12 meals.)</p>	<p>(32)(33) (32)(33)</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>New York: <i>Amusement and Recreation Industry.</i> No. 8, Apr. 22, 1951.</p>	<p>Amusement and recreation industry includes all establishments whose primary service is to provide amusement, entertainment, or recreation, including establishments which produce and distribute motion pictures and services allied to this such as casting and rental of motion-picture film or equipment. Includes owners, lessees, and concessionaires whose business is incidental thereto or in connection therewith, or a part thereof, and such services as are allied therewith.</p> <p>The industry includes, but is not limited to, motion-picture and other theaters, dance halls and studios, ballrooms, bowling alleys, billiard parlors, skating rinks, riding academies, race tracks, and stables, amusement parks and centers, penny arcades and other</p>	<p>Women and minors; men: All employees except as indicated below. Cashiers, cleaners, porters, and matrons in motion-picture theaters: In cities of: Over 50,000 population and all communities in Nassau and Westchester Counties. 10,000 to 50,000 population except communities in Nassau and Westchester Counties. Less than 10,000 population except communities in Nassau and Westchester Counties.</p>	<p>75 cents an hour</p> <p>75 cents an hour</p> <p>70 cents an hour</p> <p>65 cents an hour</p>	

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>New York</u> - Cont. <i>Amusement and Recreation Industry - Cont.</i></p>	<p>coin-operated amusement device parlors, athletic fields, arenas, ball parks and stadiums, swimming pools, beaches, gymnasiums and slenderizing salons, golf courses, tennis courts, carnivals, circuses, boathouses, card clubs, and other similar establishments, as well as play-producing or other entertainment-producing companies, theatrical agents, ticket-brokers, and professional-sports promoters; allied services operated in connection with amusement and recreation establishments, such as check-rooms and parking lots.</p> <p><u>Exceptions:</u> Establishments engaged in the operation of radio and television broadcasting stations; non-profit organizations organized exclusively for religious, charitable, or educational purposes; also summer-theater apprentice actors, cabana boys, and rolling-chair pushers; volunteer members of the National Ski Patrol System, Inc.</p>	<p>Ticket takers and door-men in motion-picture theaters: (Population groups same as shown for cashiers, cleaners, etc.)</p> <p>Ushers, ramp and check-room attendants, other unclassified-service staff workers, and messengers in motion-picture theaters; bat boys, ball chasers; score-board boys, and messengers in professional sports promotion and exhibition:</p> <p>In New York City, and Nassau and Westchester Counties.</p> <p>In the remainder of the State.</p>	<p>70 cents an hour</p> <p>65 cents an hour</p> <p>60 cents an hour</p> <p>55 cents an hour</p> <p>50 cents an hour</p>	<p>(34)</p> <p>(34)</p>

See footnotes at end of table

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>New York</u> - Cont. <i>Amusement and Recreation Industry - Cont.</i></p>		<p>Beach chair and umbrella attendants and locker-room attendants at beaches and pools.</p> <p>Pinsetters: In New York City, and Nassau and Westchester Counties. In the remainder of the State.</p> <p>Ushers at sports exhibitions: In cities of over 150,000 population. In the remainder of the State.</p> <p>Golf caddies: In New York City and Nassau and Westchester Counties.</p> <p>In the remainder of the State.</p>	<p>55 cents an hour</p> <p>12 cents per line</p> <p>9 cents per line</p> <p>\$3 per event</p> <p>\$2 per event</p> <p>\$1 per bag for each round of 9 holes or less. \$2 per bag for each round of 10 to 18 holes. \$1 per bag for each round of 9 holes or less. \$1.50 per bag for each round of 10 to 18 holes</p>	

State, title and number of order, and effective date <u>2/</u>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>New York - Cont. Amusement and Recreation Industry - Cont.</p>			<p>(The value of meals and lodging actually furnished to an employee may be considered an addition to the cash wages paid. Maximum charges permitted are specified in the order.)</p>	
<p>See footnotes at end of table.</p>				

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>North Dakota: <i>Public Housekeeping Occupation, No. 1, Aug. 13, 1951.</i> (Supersedes order 1 of May 6, 1946.)</p>	<p>Public housekeeping includes the work of waitresses in restaurants, hotel dining rooms, boarding houses, bars and taverns, and all attendants employed at ice-cream, light-lunch, and refreshment stands, steam table or counter work in cafeterias and delicatessens where freshly cooked foods are served; the work of chambermaids in hotels, lodging houses, and boarding houses; the work of janitresses, car cleaners, and kitchen workers in hotels and restaurants; elevator operators.</p>	<p>Women: Full-time employees: Waitresses or counter girls</p> <p>Chambermaids or kitchen help</p> <p>Part-time employees</p>	<p>\$23.25 a week; \$100.75 a month</p> <p>\$22.15 a week; \$96 a month</p> <p>1/48 of weekly wage</p> <p>(Deductions allowed for meals, lodging, or both, as specified in the order.)</p>	<p>Maximum 9 a day, 58 a week in towns of under 500 population; 8½ a day, 48 a week elsewhere.</p> <p>Do.</p> <p>For each hour worked.</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>North Dakota - Cont. <i>Mercantile Occupation,</i> No. 3, Aug. 14, 1951. (Supersedes order 3 of May 9, 1946.)</p>	<p>Mercantile, i.e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise including the sales force, wrapping force, auditing or checking force; shippers in the mail-order department; receiving, marking, and stockroom employees; and all other women, except those performing office duties solely.</p>	<p>Women: Full-time employees: Experienced Inexperienced (1 year) Part-time employees</p>	<p>\$23.25 a week; \$100.75 a month. \$19.25 a week; \$83.40 a month. 1/48 of weekly wage</p>	<p>Maximum 9 a day, 54 a week in towns of under 500 population; 8½ a day, 48 a week elsewhere. Do. For each hour worked.</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Ohio:</u> <i>Food and/or Lodging Occupations</i>, No. 3, amended, Dec. 15, 1950. (Supersedes order 3, mandatory Mar. 30, 1937.)</p>	<p>Food and lodging establishments include all restaurants, licensed or unlicensed, operated as the principal business of the employer or as a unit of another business; restaurants operated by governmental subdivisions including boards of education, wherein food in liquid and/or solid form is prepared and served for human consumption; catering and banquet service, box-lunch service, or curb service; transit and residential or apartment hotels, motels, apartment houses, tourist homes and tourist cabin reservations offering lodging or living accommodations; boarding houses serving one meal or more a day; rooming houses; hospitals, sanitariums, and rest homes; clubs, private and public. <u>Exception:</u> Establishments operating "soda fountains" where only non-alcoholic beverages such as carbonated</p>	<p>Women and minors: Non-service employees: Cities over 100,000 population Cities of 50,000 to 100,000 population Cities of 5,000 to 50,000 population Elsewhere in the State Service employees ^{35/} in all four classifications above. Employees working 30 hours a week or less at the direction of employer: ^{36/} Non-service employees: Cities over 100,000 population Cities of 50,000 to 100,000 population Cities of 5,000 to 50,000 population Elsewhere in the State Service employees ^{35/} in all four classifications above.</p>	<p>55 cents an hour 53 cents an hour 51 cents an hour 49 cents an hour 40 cents an hour 60 cents an hour ^{37/} 58 cents an hour ^{37/} 56 cents an hour ^{37/} 54 cents an hour ^{37/} 45 cents an hour ^{37/}</p>	<p>Over 24 and up to 48 a week. Do. Do. Do. Do. Up to 24 a week. ^{32/} Do. ^{32/} Do. ^{32/} Do. ^{32/} Do. ^{32/}</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Ohio - Cont. <i>Food and/or Lodging Occupations - Cont.</i></p>	<p>beverages, soft drinks, milk drinks, ice creams, etc., are sold; inmates of institutions, sectarian or nonsectarian; members of religious organizations who receive no compensation for their services; women taking a course of training in housework, or preparing and serving food in training establishments; students, who while regularly enrolled in a recognized or accredited school or other institution of learning, are employed as part-time workers in a restaurant, cafeteria, or lunchroom operated on a non-profit basis by a board of education, school, college, university, hospital or institution, or as nurses' aides in a hospital.</p>	<p>Inexperienced (60 days)</p>	<p>10 cents an hour less than the applicable minimum rates cited above.</p> <p>(By agreement of employer and employee, former may charge employee for meals. Maximum amounts specified in the order. If agreed to by both parties, employer may deduct not more than \$3.25 a week for lodging furnished the employee.)</p>	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Oregon: <i>Laundry, Cleaning and Dyeing Occupation,</i> No. 7, Aug. 29, 1950. (Supersedes order 7 of Feb. 15, 1947.)</p>	<p>Laundry, cleaning and dyeing occupation includes all places where two or more persons are employed in the process of receiving, marking, washing, cleaning, dyeing, ironing, and distributing clothing and materials.</p>	<p>Women and minors</p>	<p>60 cents an hour $1\frac{1}{2}$ times employee's regular rate</p>	<p>8 a day, 44 a week Over 8 a day, over 44 a week, in emergencies, on permit.</p>
<p><i>Hospitals, Sanitariums, Convalescent and Old People's Homes,</i> No. 5, Jan 7, 1951. (Supersedes order 5A of July 22, 1941, as amended Nov. 26, 1941.)</p>	<p>Hospitals, sanitariums, convalescent or old people's homes—cooks, kitchen helpers, waitresses, janitors, charwomen, and all other women and minors employed therein. <u>Exceptions</u>: Trained nurses, student nurses, or other professional or executive help.</p>	<p>Women and minors: Experienced Inexperienced: First 200 hours Second 200 hours</p>	<p>65 cents an hour 40 cents an hour 50 cents an hour $1\frac{1}{2}$ times employee's regular rate.</p>	<p>8 a day, 44 a week. <u>38/</u> Do. <u>38/</u> Do. <u>38/</u> Over 8 a day, over 44 a week, in emergencies. <u>38/</u></p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Oregon</u> - Cont. <u>Minors</u>, No. 10, Oct. 11, 1951.</p> <p>(Supersedes order 10 of July 22, 1941.)</p>	<p>Industries for which the State Wage and Hour Commission has not established by individual or special order a different wage. <u>Exceptions</u>: Minors employed at domestic work and at chores in or about private residences; newspaper carriers and newspaper vendors.</p>	<p>Minors (persons under 18 years of age.)</p>	<p>50 cents an hour</p>	<p>8 a day, 44 a week. (maximum)</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Puerto Rico: <i>Pineapple Industry,</i> No. 17, Sept. 1, 1950.</p>	<p>Pineapple industry includes the production, processing, and canning of pineapples, and any other operation or service related thereto; transportation of the product by the producer.</p>	<p>All employees other than those in an administrative, executive, or professional capacity: In industrial phase of the industry. In agricultural phase of the industry— Zone I <u>40/</u> Zone II <u>40/</u> All employees covered</p>	<p>30 cents an hour</p> <p>Range according to type of work, from \$1.70 a day to \$3.20 a day.</p> <p>Range according to type of work, from \$1.95 a day to \$4 a day.</p> <p>Double the employee's regular hourly rate.</p>	<p>8 a day, 48 a week. <u>11/</u></p> <p>Do. <u>11/</u></p> <p>Do. <u>11/</u></p> <p>Over 8 a day, over 48 a week.</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Puerto Rico - Cont. Coffee Industry, No. 19, Oct. 28, 1950.</p>	<p>Coffee industry includes all agricultural operations necessary for the production of coffee; drying, hulling, and packing or the transportation thereof by the farmer.</p>	<p>All employees: Coffee pickers All others</p>	<p>50 cents an almud which is 4/5 of a liter. ^{41/} \$1.44 a day. ^{41/}</p>	<p>(42)</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Puerto Rico - Cont.</u> <u>Dairy Industry,</u> No. 18, Jan. 1, 1951.</p>	<p>Dairy industry includes all occupations, processes, or services necessary or related to the production of fresh milk, and the handling, bottling, pasteurization, homogenization or processing of the milk and its products, and the transportation thereof by the producer.</p>	<p>All employees: In industrial phase of the industry: Zone I <u>43/</u> Zone II <u>43/</u> In agricultural phase of the industry: Zone I <u>43/</u> Zone II <u>43/</u> All employees covered</p>	<p>35 cents an hour 30 cents an hour Range according to type of work, from 23 cents an hour to 50 cents an hour. Range according to type of work from 20 cents an hour to 40 cents an hour. Double the employee's regular rate. (Care and maintenance of uniforms even when employer furnishes them</p>	<p>8 a day, 48 a week. Do. Do. Do. Over 8 a day, over 48 a week.</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Puerto Rico - Cont. <i>Hospital, Clinic, or Sanitarium Occupations, No. 4, July 1, 1951.</i></p> <p>(Supersedes order 4 of July 17, 1943 as amended Jan. 17, 1944.)</p> <p>See footnotes at end of table.</p>	<p>Hospital, clinic, or sanitarium occupations include any service in a public or private establishment where medical treatment is offered or where patients are interned, as well as any dependency of such establishments, whose employees are not covered by another wage order. Excepts hospitals of municipal governments from the provisions applying to minimum-wage rates and deductions for services.</p>	<p>All employees other than those in an administrative, executive, or professional capacity; registered nurses, student nurses in accredited schools, dietitians, and laboratory and X-ray technicians.</p> <p>All employees, except office employees, chauffeurs and manual laborers (as defined).</p> <p>Office employees Chauffeurs Manual laborers: Skilled (as defined) Semiskilled (as defined) Unskilled (as defined)</p> <p>All employees covered</p>	<p>is employee's responsibility.)</p> <p>31 cents an hour</p> <p>40 cents an hour 50 cents an hour</p> <p>60 cents an hour 45 cents an hour 32 cents an hour</p> <p>Double the employee's regular rate</p> <p>Guaranty of payment for 44-hour week</p>	<p>8 a day, 48 a week.</p> <p>Do. Do. Do. Do.</p> <p>Over 8 a day, over 48 a week.</p> <p>At least 30 a week.</p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Puerto Rico - Cont. <i>Printing, Publishing, and Other Graphic Arts Industry,</i> No. 20, Nov. 5, 1951.</p>	<p>Printing, publishing, and other graphic arts include all work or services necessary or related to the printing or publication of books, newspapers, reviews, pamphlets, maps, plans, music, advertisements, or commercial or other type of printing material, as well as the manufacturing of rubber stamps and all work, service, or products of printing, type setting, electrotyping, stereotyping, ruling, photo-engraving, or any other means of graphic reproduction. It also includes without limitation the preparation, assembling, designing, layout, inserting, binding, and distribution (if done by the administration) of such products.</p>	<p>All employees other than professional, administrative, and executive: Newspapers, monthly or weekly periodicals, photo-engraving: All employees except repair and maintenance. Commercial printing and publishing: All employees except repair and maintenance: Zone I ^{44/} Zone II ^{44/} Repair and maintenance employees: Skilled (as defined) Semiskilled (as defined)</p>	<p>(Deductions allowed for meals, lodging, and laundry at rates specified in the order.)</p> <p>60 cents an hour</p> <p>43 cents an hour</p> <p>40 cents an hour</p> <p>60 cents an hour</p> <p>45 cents an hour</p>	<p>8 a day, 44 a week ^{11/}</p> <p>Do. ^{11/}</p> <p>Do. ^{11/}</p> <p>Do. ^{11/}</p> <p>Do. ^{11/}</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Puerto Rico - Cont. <i>Printing, Publishing and Other Graphic Arts Industry - Cont.</i></p>	<p>Occupations include the acquisition, compilation, writing, translation of news and information, and the supervision, inspection, moving of materials, cleaning, caretaking, and the repair and maintenance of the building.</p>	<p>Unskilled (as defined)</p> <p>Employees not covered by the Federal Fair Labor Standards Act</p> <p>Employees covered by the Federal Fair Labor Standards Act</p> <p>All employees</p>	<p>35 cents an hour</p> <p>Double the employee's regular rate.</p> <p>1½ times the employee's regular rate.</p> <p>Double the employee's regular rate.</p>	<p>Do. <u>11/</u></p> <p>Over 8 a day.</p> <p>Do.</p> <p>Over 44 a week.</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950--JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Rhode Island: <i>Laundry and Dry Cleaning Industries</i>, No. 3-R, June 1, 1951. (Supersedes mandatory order 3 of Sept. 12, 1938.)</p>	<p>"Laundry occupations," i.e., any activity concerned with the washing, ironing, or processing incidental thereto of any kind of fabric or laundry wares; the collection, distribution, or sale of laundry service; the producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, overnight camps, clubs, business establishments, factories, bakeries, self-service laundries, automatic laundries, and any type of rental laundries, and other like establishments. <u>Exceptions:</u> Wards or charges of charitable organizations.</p> <p>"Dry cleansing occupation," i.e., any activity concerned with the cleaning, refreshing, or restoration of any fabric and/or of any article of wearing apparel including pressing</p>	<p>Women and minors; men: Experienced Inexperienced (30 days) Experienced and inexperienced: <u>Ex-ceptions:</u> Driver salesmen and driver saleswomen - they must receive not less than the basic minimum for all hours worked over 45 a week.</p>	<p>70 cents an hour 65 cents an hour \$1.05 an hour</p>	<p>Up to 45 a week. <u>45/</u> Do. <u>45/</u> Over 45 a week. <u>46/</u></p>

State, title and number, of order, and effective date <u>2/</u>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Rhode Island - Cont. <i>Laundry and Dry Cleansing Industries - Cont.</i></p>	<p>or other work incidental thereto or performed in connection therewith; the collection, distribution, or sale of dry cleaning service; the producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, clubs, and like business establishments or by automatic cleansers, self-service cleansers, or other types of rental cleansers.</p>			

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Utah:</u> <i>Restaurant Occupation,</i> No. 2, Nov. 20, 1947 as amended in May 1951. ^{47/}</p> <p>(Supersedes orders 4 of Aug. 5, 1940 and 2 of June 1, 1946.)</p>	<p>"Restaurant," i.e., any place selling food or beverages in solid or liquid form to be consumed on the premises. <u>Exceptions:</u> Retail ice- cream or retail soft-drink (non-alcoholic) establish- ments where as much as 90 percent of the business volume is from ice-cream or soft-drink sales.</p>	<p>Women and minors: Experienced full-time employees in: Class 1 cities ^{48/} Class 2 cities ^{48/} Class 3 cities ^{48/} Class 4 cities ^{48/} All cities - Volun- tary absence of employee whose normal workweek is 48 hours. Experienced part-time employees in: Class 1 cities ^{48/} Class 2 cities ^{48/} Class 3 cities ^{48/} All 3 classes of cities Inexp. ^{50/} (3 months): Full-time employees Part-time employees</p>	<p>\$21 a week \$20 a week \$19 a week \$17 a week Weekly wage to be prorated.</p> <p>57 cents an hour 54½ cents an hour 52 cents an hour "Regular rate"</p> <p>\$1 a week less than the applicable minimum weekly wage. 2 cents an hour less than the rates prescribed for ex- periented employ- ees. (Furnishing of meals to employees al- lowed if a mutual agreement has been signed and copy filed with Indus- trial Commission.)</p>	<p>48 a week. ^{49/} Do. ^{49/} Do. ^{49/} Do. ^{49/} Actual working time</p> <p>First 2 in any day. Do. Do. After first 2 in any day. ^{49/}</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Washington:</u> <i>Minors</i>, No. 49, July 10, 1950. (Supersedes order 42 of Oct. 1, 1942.)</p>	<p>Minors employed in any industry or establishment who are not expressly covered by a special industrial welfare order. <u>Exceptions:</u> Agricultural labor; domestic work or chores performed in or about private residences; specific occupations listed in the order such as newspaper vendors and newspaper carriers.</p>	<p>Minors, i.e., persons under 18 years of age, not expressly covered by another minimum-wage order.</p>	<p>50 cents an hour</p>	<p>8 a day, 6 days a week (maximum). <u>Exceptions:</u> 16 and 17-year old groups employed in seasonal industries; cases of emergency.</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Washington - Cont.</u> <i>Manufacturing and General Working Conditions</i>, No. 50, July 17, 1950.</p> <p>(Supersedes order 40 of Sept. 7, 1942 and order 30 of 1922.)</p>	<p>Manufacturing, i.e., any industry, business or establishment, wholesale or retail, operated for the purpose of making, remodeling, repairing or fashioning by preparing and combining materials by nature or machinery, or producing goods, wares and merchandise by some industrial process, including but not being confined to work performed in dressmaking, millinery, drapery and furniture-covering houses, garment, art needlework, furmaking operations, shoe manufacturing and repairing, creameries, candy, floral, bakeries, biscuit-making and book-binding establishments. <u>Exceptions:</u> Processing by canning, freezing or otherwise of fruits and vegetables, fish or marine or other agricultural products; any industry or occupation specifically covered</p>	<p>Women and minors: Experienced</p> <p>Inexperienced: First 320 hours Next 160 hours</p>	<p>65 cents an hour</p> <p>55 cents an hour 60 cents an hour</p>	<p>8 a day. (Maximum set by Hour Law for mechanical and other establishments. The term "mechanical" is interpreted by the State to include manufacturing). Do. Do.</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Washington</u> - Cont. <i>Manufacturing and General Working Conditions</i> - Cont.</p>	<p>by another minimum-wage order; employees covered by a certificate of the Wage and Hour Division of the Department of Labor, permitting the employment of learners, messengers, or handicapped persons at a wage rate lower than the minimum fixed by this order; minors engaged in vocational education, work experience or apprentice-training program under conditions specified in the order.</p>			

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><u>Washington</u> - Cont. <i>Food Processing Industry</i>, No. 51, Mar. 12, 1951. (Supersedes order 38 of July 3, 1942.)</p>	<p>Food processing, i. e., any industry, business or establishment operated for the purpose of processing by canning, freezing, cooking or otherwise of food for human or other consumption, including the processing of fruit, vegetables, fish, shellfish, dog food, or any other products for the purpose of preserving them for food purposes, for human or other consumption. <u>Exceptions:</u> (Same as the two last Exceptions shown for the Manufacturing Order.)</p>	<p>Women and minors</p>	<p>65 cents an hour</p>	<p>(51)</p>

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Washington - Cont. <i>Fresh Fruit and Vegetable Packing Industry</i>, No. 52, Apr. 16, 1951. (Supersedes order 39 of Sept. 7, 1942.)</p>	<p>Fresh fruit and vegetable packing industry, i.e., any industry, business, establishment, person, firm, association or corporation engaged in handling, packing, packaging, grading, storing or delivering to storage or to market or to a carrier for transportation to market, any agricultural or horticultural commodity in its raw or natural state as an incident to the preparation of such products for market. <u>Exceptions:</u> Same as for the Food Processing Industry; employees specifically covered by another minimum-wage and welfare order.</p>	<p>Women</p>	<p>65 cents an hour</p>	<p>(51)</p>
<p><i>Telephone and Telegraph Industry</i>, No. 53, May 1, 1951. (Supersedes order 27 of Dec. 14, 1921.)</p>	<p>Telephone and telegraph industry includes any business or establishment operated primarily for the purpose of transmitting messages for the public by telephone or telegraph for hire.</p>	<p>Women and minors: Experienced Inexperienced (160 hours)</p>	<p>65 cents an hour 50 cents an hour</p>	<p>(51) (51)</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1950—JANUARY 1, 1952 ^{1/}

State, title and number of order, and effective date ^{2/}	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>Wisconsin: <i>Factories Canning or First Processing Fresh Fruits and Vegetables</i>, special order, 1951, (order issued each season).</p>	<p>Canning or first processing fresh fruits or vegetables.</p>	<p>Women 18 years and over; girls and boys 16 to 18 years of age.</p>	<p>1½ times employee's regular rate ^{52/}</p>	<p>Over 9 to 11 a day or over 54 to 60 a week, whichever is greater, on 12 emergency days during the season of actual canning of a product. ^{53/}</p>

FOOTNOTES

- 1/ Provisions of flat-rate laws also included.
- 2/ Where only one date is shown the order became mandatory on that date. A "directory" order is non-mandatory for a period during which publicity is the only penalty for failure to pay the minimum wage.
- 3/ Part-time workers, called for less than one-half day's work, must be paid for at least 2 hours at the employee's regular hourly rate.
- 4/ Colorado's hour law sets 8 hours a day as the maximum women and girls may be employed in various establishments among which are laundries, mercantile (see fn. 6), hotels, and restaurants. In emergencies, longer hours are allowed, provided premium overtime is paid and employer has first obtained a relaxation permit from the Industrial Commission.
- 5/ Number of employees receiving this lower rate may not exceed 20 percent of the total number of employees in any establishment at any one time. If fewer than 5 persons employed, establishment may employ one inexperienced person at this rate.
- 6/ An interpretation of the State's maximum-hour law by the Attorney General states that the term "mercantile establishment" includes beauty parlors. The 8-hour day established by that law applies, therefore, to women employed in beauty service occupations as well as to those in mercantile and the other industries listed in the law.
- 7/ The number of Junior Operators paid less than the established rate for Senior Operators may not exceed 20 percent of the total number of operators. In shops employing less than 5 operators one Junior Operator may be employed at the "Junior" rate.
- 8/ The minimum fair-wage rate of all orders issued or in effect on July 1, 1951 became 75 cents an hour on October 1, 1951, in accordance with the provision contained in the 1951 amendment to the State's Minimum-Wage Law. The minimum hourly rate established by the laundry order was 70 cents.
- 9/ Employee called to work on any day must be paid for at least 4 hours for that day at his or her regular rate or the minimum rate, whichever is higher. (Adult males employed in cleaning and dyeing occupations must be paid for 4 hours at the minimum rate.) If a laundry's regular working day on Saturday is less than 4 hours, the guaranteed daily wage may be for 8 hours.
- 10/ Maximum hours for women and minors in "manufacturing and mechanical establishments," under which terms laundries and cleaning and dyeing are included, are 9 a day, 48 a week. In emergencies, Labor Commissioner may allow 10 hours a day, 55 hours a week, for 8 weeks in any calendar year. In a National emergency, the number of weeks may be extended under the conditions specified in the Statute.
- 11/ Employee called to work on any day must be compensated for a minimum of 4 hours' earnings at his or her regular rate. In Connecticut mercantile establishments where instances of regularly scheduled employment of less than 4 hours have been agreed to in writing by employer and employee, and approved by the Labor Department, the 4-hour guaranteed wage may be waived, provided the minimum daily pay in every instance is at least twice the applicable minimum hourly rate.
- 12/ Number of beginners over the age of 18 may not exceed 5 percent of the persons regularly employed in the establishment.
- 13/ For an employee receiving a commission or bonus as part of his earnings, overtime may be figured at \$1 an hour in addition to an exclusive of all other earnings, or at 1½ times the regular hourly rate which when computed will include commissions in addition to the established hourly or weekly wage or any combination thereof.
The order expressly exempts from the overtime provisions: (1) executive, administrative, and professional employees; (2) outside salesmen and automobile-service mechanics under the conditions specified.
- 14/ Maximum hours for females employed in mercantile establishments, 8 a day, 48 a week.
- 15/ Defined as a person holding a registered hairdresser's and cosmetician's license issued by the State of Connecticut, or a person holding an assistant hairdresser's and cosmetician's license who has achieved 2,000 hours of experience under such license.
- 16/ Includes appointment clerks, desk clerks, telephone operators, bookkeepers, stenographers, typists, and other clerical employees. Workers with less than 3 months' or 600 hours' experience are termed "learner clerks."
- 17/ Part-time operators and clerks are defined as those employed on one, two, or three days a week, irrespective of the number of hours worked on any one day.
- 18/ Maximum hours for women and minors employed in hairdressing or manicuring establishments 9 a day, (10 allowed on 1 day in week), 48 a week, 6 days a week.

FOOTNOTES—Continued

- 19/ Defined as a person holding an assistant hairdresser's and cosmetician's license issued by the State who has not as yet achieved 2,000 hours of experience under this license.
- 20/ Defined as a person holding an operator's license issued by the State who has not yet achieved 2,000 hours of experience under this license.
- 21/ Employees, other than full-time students under 18 years of age on days when schools are in session, must be paid at least 4 hours' wages on any day called to work.
- 22/ Maximum hours for women and minors 8 a day, 48 a week.
- 23/ Maximum hours for women and girls employed in hotels and restaurants in Kentucky are 10 a day, 60 a week.
- 24/ The Minimum Wage Commission may grant to any school, college, university, or summer camp, an educational employment license, permitting payment of less than the established minimum-wage rate in the case of students enrolled and employed in such institutions.
- 25/ Employee reporting for work on any day at the time set by the employer, must be paid for at least 3 hours at the applicable minimum rate. Under certain conditions, the Minimum Wage Commission may grant employer permission to employ workers for less than 3 hours. The Massachusetts Public Housekeeping order excludes charitable organizations, hospitals, schools, colleges, universities, and summer camps from the 3-hour provision; the mercantile order excludes newsboys.
- 26/ The hour law provides that if employment is determined by the labor department to be seasonal, women may be employed 52 hours a week, but the year's weekly average may not exceed 48 hours. The law permits overtime employment of hospital employees in emergencies, if Commissioner authorizes such employment. Personal secretaries and persons declared by the labor commissioner to be employed in a supervisory capacity are expressly exempted from the hour law's provisions.
- 27/ The Minimum-Wage Commission may grant to any person, including a learner or apprentice, whose employment in barbering or hairdressing or in food processing occupations is part of a Cooperative Educational Program including an On-the-Job-Training Program or an Apprentice-Training Program, a special license authorizing employment at wages less than the applicable minimum wage rates set by the order and for such period of time as shall be fixed by the Commission and stated in the license.
- 28/ Order requires that home workers be employed at the established minimum rates or the equivalent in piece rates.
- 29/ The Minimum-Wage Commission may grant employer a special permit for a 48-hour week to cover peak periods of not more than 8 weeks in calendar year, at the weekly rate established in the order, if he can show compensatory hours of employment.
- 30/ Maximum set by hour law for women and minors employed in mercantile establishments 9 a day, 48 a week.
- 31/ Labor Commissioner is authorized to make regulations with reference to the service of students employed in restaurants who receive meals in lieu of pay.
- 32/ Employee reporting for work on any day pursuant to employer's instructions must be paid for at least 8 hours' employment. New Hampshire does not specifically state whether the regular rate or the minimum rate is to be used. Ohio's order bases such payment on the minimum hourly rate.
- 33/ Maximum hours for women and minors in other than manufacturing establishments, 10½ a day, 54 a week, but dining and restaurant services operated in connection with and incidental to hotels are expressly exempted from the hour law.
- 34/ Ushers in motion-picture theaters required to report for work on any day, must be paid for at least 4 hours; the guarantee shall be 2 hours, however, on those days on which a theater is open only in the evenings from 8 p.m. on.
- 35/ Definition of "service employees" includes bell boys and page boys.
- 36/ The part-time rate shall not apply to full-time employees who voluntarily absent themselves for any period in a week.
- 37/ High-school students enrolled in the part-time cooperative school-work program, known as the program of distributive education, conducted by the Ohio Department of Education, are excluded for a period not exceeding one school year from the provision providing for premium rates for part-time workers.
- 38/ Hours regulation not applicable in the event of disaster within the community.
- 39/ Order expressly prohibits the employment of minors and of minor girls in several hazardous occupations.

- 40/ Zone I includes farms (1) in the municipalities of Aguadilla, Cidra, Corozal, Lajas, Les Piedras, Mayaguez, Morovis, Naranjito, San German, Toa Alto; (2) in certain small villages; (3) in the municipal jurisdiction of Bayamon; and (4) in any other municipality of the mountainous region of Puerto Rico or of the West Coast. Zone II. Includes farms located in the remainder of the Territory.
- 41/ Order provides that the minimum-wage increase or decrease according to the price of coffee set by a Production Board. A scale of prices attached to the order shows the minimum-wage rates applicable as the price of the product is increased or decreased.
- 42/ "Day" is defined in the order as a period of 8 hours of work in any 24 consecutive hours. No maximum hours are established for the industry in the order or in the law.
- 43/ Zone I includes dairies in the municipalities of Loiza, Canovanas, Carolina, Caguas, Trujillo Alto, Rio Piedras, San Juan, Guaynabo, Catano, Bayamon, Toa Baja, Toa Alta, and Dorado, as well as any dairy the products of which are sold in whole or in part in any of the above-mentioned municipalities. Zone II includes all dairies other than those included in Zone I.
- 44/ Zone I includes the capital; Zone II, all other localities in the Territory.
- 45/ Employee called to work on any day must be paid for not less than 4 hours at the employee's regular rate. Provision not applicable to work done on Saturdays.
- 46/ Maximum hours for women and minors, 9 a day, 48 a week. If 5-day week is worked, daily hours may be 9-3/5.
- 47/ The 1951 amendment of this order changes the minimum-wage rates for part-time employees. None of the provisions of the 1947 order were changed.
- 48/ Class 1 - Salt Lake City and Ogden; Class 2 - Provo, Helper, Price, Logan, Murray, and Tooele; Class 3 - Bingham, Brigham City, Eureka, Midvale, Park City, American Fork, Bountiful, Cedar City, Lehi, Payson, Richfield, Smithfield, Spanish Fork, Springville, St. George, Nephi, and Vernal; Class 4 - Towns of 5,000 population or under.
- 49/ Hour law establishes a maximum week of 48 hours for women and 44 hours for minors under 18, permitting overtime in emergencies as specified. The order requires that a 1-hour meal period be included as working time.
Order defines part-time employee as one who works less than 8 hours a day or less than 48 hours a week.
- 50/ Number may not exceed 1 learner to every 5 experienced employees in the establishment.
- 51/ Maximum hours of work are not established by this order; it contains a provision, however, which states that the hours of employment of women and minors "shall be subject to any applicable statutes of the State and the United States." The canning and packing of perishable fruits and vegetables are expressly exempted from the State's 8-hour law.
- 52/ No basic minimum-wage rate set in this order. The State's order for any occupation, trade, or industry sets three rates according to size of city or town: 45 cents in cities of 3,500 population or over; 40 cents in cities of 1,000 up to 3,500; and 38 cents elsewhere in the State.
- 53/ During the canning season, maximum hours for women and minors are 9 a day, 54 a week, except on 12 emergency days in the season of actual canning of a product when women and minors 16 to 18 years of age may be employed 11 hours a day, 60 hours week. Hour limitation and overtime pay may be waived for boys of 17 years in 10 weeks during canning season under conditions specified in the order. Before and after the canning season, maximum hours are 9 a day, 50 a week, for women 18 years and over; 8 a day, 48 a week for boys and girls of 17 years; and 8 a day, 40 a week for boys and girls of 16 except that during school vacations they may work 48 hours a week.

ANALYSIS OF STATE MINIMUM-WAGE LEGISLATION

JULY 1, 1950—JANUARY 1, 1952

During the one and one-half year period covered by this analysis, Connecticut, Minnesota, and New Hampshire amended their minimum-wage laws as summarized below.

MINIMUM WAGE

CONNECTICUT

Amends the minimum-wage law to establish a statutory minimum of 75 cents an hour; retains wage-board procedure; and extends court review to include power to remand to the commissioner for modification and, if necessary, resubmission to a wage board. Wage orders in effect or issued before July 1, 1951 must be modified to provide a basic hourly minimum of 75 cents by October 1, 1951. Deletes the provision authorizing wage board to set wage differentials on the basis of sex. (Public Act 352, approved and effective 7/5/51.)

MINNESOTA

Amends the minimum-wage law to exempt domestic service in a private home and agricultural employment; deletes provision that if Industrial Commission is of the opinion that one-sixth or more of the women or minors employed in an occupation are paid less than living wages it shall proceed to establish minimum wages, and substitutes therefor the requirement that interested persons shall be entitled to notification and opportunity for hearing; provides that minimum wages be fixed on an hourly basis and that the Commission consider the prevailing number of hours of work in various industries when making minimum-wage orders; makes advisory boards mandatory where formerly discretionary, but provides that their recommendations shall be advisory only; reduces from one-fourth to one-tenth the ratio of employers or employees required to initiate reconsideration of wage rates; provides for court review. (Ch. 453, approved 4/18/51; effective 7/1/51.)

NEW HAMPSHIRE

Adds a section entitled Records and Adjustments to the minimum-wage law to require every employer subject to the law to keep records of hours worked by, and wages paid to, his employees; to make such records available to inspection by the labor commissioner or his authorized representative at any reasonable time and to furnish any such official, upon demand, a sworn statement of the same. Authorizes the commissioner to make necessary adjustments of wages found to be below the minimums established. (Ch. 82, approved and effective 4/20/51.)