

UNITED STATES DEPARTMENT OF LABOR

MAURICE J. TOBIN, Secretary

WOMEN'S BUREAU

FRIEDA S. MILLER, Director



# STATE MINIMUM-WAGE LAWS AND ORDERS

July 1, 1942—January 1, 1949

SUPPLEMENT TO BULLETIN 191



BULLETIN OF THE WOMEN'S BUREAU, No. 227

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON : 1949

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For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C.  
Price 20 cents

UNITED STATES DEPARTMENT OF LABOR

WALTER P. REED, Secretary

WOMEN'S BUREAU

FRANK S. MILLER, Director

# STATE MINIMUM-WAGE LAWS AND ORDERS

July 1, 1912-January 1, 1919

SUPPLEMENT TO BULLETIN 101



Bureau of the Women's Bureau, No. 22

UNITED STATES

GOVERNMENT PRINTING OFFICE

WASHINGTON, D. C.

Printed by the Government Printing Office, Washington, D. C.

## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, April 28, 1949.*

SIR: I have the honor to transmit an analysis of State minimum-wage orders now current which either have been revised or newly issued since publication of the Bureau's Bulletin 191 in 1942. Eighty-one orders and four statutes fixing rates are included in this Supplement and these represent 23 of the 30 jurisdictions now having minimum-wage laws on the statute books. Fifty-seven of the 85 changes have occurred since the end of World War II.

The research and analyses of the various orders and changes in laws included in this Supplement are the work of Mary Loretta Sullivan and Alice Angus, both of the staff of the Bureau's Division on Women's Labor Law and Civil and Political Status. Valuable assistance was given by Elizabeth Batson of the Editorial Section. The report was compiled under the direction of Margaret L. Plunkett, Chief of the Labor Law Division.

Respectfully submitted.

FRIEDA S. MILLER, *Director.*

Hon. MAURICE J. TOBIN,  
*Secretary of Labor.*

# STATE MINIMUM-WAGE LAWS AND ORDERS

July 1, 1942—January 1, 1949

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## SUMMARY

This bulletin was prepared by the Women's Bureau as a Supplement to Bulletin 191, "State Minimum-Wage Laws and Orders," issued in 1942. In the present analysis, only orders becoming effective since July 1, 1942, and now current are included. Therefore, Bulletin 191 must be consulted for analyses of currently effective orders issued prior to that date. In the present Supplement, the orders of each State are arranged chronologically according to the effective date. If the order is a revision, this fact is noted and the number and effective date of the superseded order are shown. If more than one revision of an order was made in the 6½-year period, only the one that is currently effective is shown, but appropriate references for all intermediate revisions are noted.

### State action

Of the 130 minimum-wage orders and statutory rates in effect in June 1942, 62 have been revised or amended in the 6½-year period following, and a total of 23 additional orders have been issued by nine jurisdictions. Of these 23 orders all but 1 established minimum wages for the industry for the first time. The exceptions were Kentucky and Minnesota which during this period issued orders for workers in hotels and restaurants and retail trade, respectively. These industries had previously been covered by the any occupation orders of these States.

Of the 30 jurisdictions with minimum-wage laws, 3 (Kansas, Louisiana, Oklahoma) have no minimum wages in effect at the present time and 4 (Alaska, Colorado, Maine, Ohio) took no action, up to January 1, 1949, towards revising existing minimum wages or issuing new orders for additional industries. Twenty-two States and Territories established minimum wages in the period: Arizona, California, Connecticut, District of Columbia, Hawaii, Illinois, Kentucky, Massachusetts, Minnesota, Nevada, New Hampshire, New Jersey, New York, North Dakota, Oregon, Pennsylvania, Puerto Rico, Rhode Island, South Dakota, Utah, Washington, and Wisconsin. (This includes three with statutory rates—Nevada, South Dakota, and Hawaii—which amended their laws in the period to set higher basic

minima.) In addition, Arkansas, through a change in the overtime provisions of its hour law, indirectly improved its statutory rate. Nine jurisdictions issued orders for industries not previously covered by an individual occupation wage order: Illinois,<sup>1</sup> Minnesota, New York, and Puerto Rico for retail trade; Kentucky, Massachusetts, New Jersey, Pennsylvania, Rhode Island, and Puerto Rico for restaurants or public housekeeping; Massachusetts for amusement and recreation occupations; and New Jersey for beauty parlors. Puerto Rico also adopted orders for tobacco, sugar, hospitals, beer and carbonated drinks, theaters and movies, bakery and confectionery, construction, transportation, laundry and dry cleaning, furniture, and quarrying.

*Number of current orders issued or statutory rates revised, by State,  
July 1942-January 1949*

State	Number	State	Number	State	Number
Arizona	2	Massachusetts	8	Pennsylvania	1
Arkansas	Law	Minnesota	1	Puerto Rico	13
California	10	Nevada	Law	Rhode Island	2
Connecticut	4	New Hampshire	1	South Dakota	Law
District of Columbia	5	New Jersey	3	Utah	4
Hawaii	Law	New York	7	Washington	5
Illinois	11	North Dakota	3	Wisconsin	32
Kentucky	2	Oregon	7		

<sup>1</sup> Order was declared void, June 1949.

<sup>2</sup> One of these is the all-industries order which covers all industries except hotels and restaurants and laundries.

<sup>3</sup> All occupations order and annually revised canning order.

### Distribution of highest basic rates

Of the 66 orders <sup>2</sup> for which wage rates were set by wage boards during the period, 22 established rates as high as 60 cents an hour, 2 setting rates of 70 cents or better; 22 set minimum rates ranging from 50 to 59 cents. Twelve orders fall in the 40- to 49-cent range; 10 fall below 40 cents. Of the 52 orders issued since the end of World War II, only 10 fall below 50 cents.

### Amendments to minimum-wage laws

At the time the 1942 analysis was published only one State—Connecticut—had amended its statute to cover adult males as well as women and minors in its minimum-wage law. Since that time, Massachusetts, New York, and Rhode Island have also amended their wage laws to extend coverage to adult males. These and other amendments to minimum-wage laws, 1943 through 1948, appear on pages 50 to 55. These changes should be used in connection with the folders following p. 52, in Bulletin 191.

<sup>1</sup> Order declared void by Circuit Court of Sangamon County, June 1949.

<sup>2</sup> Because of the diversity of coverage of the Puerto Rican orders and the involved methods of payment set out in these orders, Puerto Rico is not included in this count. Likewise excluded are the 2 orders that do not set wage rates.

## Summary of orders by industry

The summary showing the industries covered by State minimum-wage rates (pp. 4 to 8) includes all currently effective orders, irrespective of date of issuance, and therefore replaces a similar summary section appearing on pages 3-5 of Bulletin 191. As in the earlier bulletin, classification is by industry or occupation, in accordance with the usual practice of the State in issuing orders. An asterisk indicates that a revision of the order was made or a new wage set since July 1, 1942, and that the order now current is included in the Supplement.

## INDUSTRIES COVERED BY STATE MINIMUM-WAGE RATES

[Asterisk indicates that since publication of the Women's Bureau Bull. 191—"State Minimum-Wage Laws and Orders: 1942"—a new minimum-wage order, revision of a former order, or amendment of the statutory rate applicable to the industry has become effective in the State. The summary following shows the orders by their title and not by the industries and occupations listed in the definition of coverage of any specific order.]

### NONMANUFACTURING

Minimum-wage rates for one or more nonmanufacturing industries have been established in the laws themselves or by minimum-wage orders, and are now in effect in 22 States, the District of Columbia, Alaska, Hawaii, and Puerto Rico. In 6 of these 26 jurisdictions, the minimum-wage laws and, except in Connecticut, all wage orders, are applicable to adult males as well as to women and minors. The States are Connecticut, Massachusetts, New York, Rhode Island, Hawaii, and Puerto Rico.

All 26 jurisdictions have set wages that apply to workers in laundry establishments and the great majority of these jurisdictions cover workers in cleaning and dyeing establishments as well as laundries. Minimum wages for employees in hotels and/or restaurants and in mercantile or retail trade establishments are now established in 23 jurisdictions. In addition a New Jersey order for retail trade will become effective June 6, 1949.

Nineteen of the 26 jurisdictions have established minimum wages for workers in beauty parlors. Twelve jurisdictions have wages applicable to clerical, technical, or professional work, and work in packing plants; 11 have minima for workers in amusement and recreation enterprises and in telephone and/or telegraph establishments; 10 for workers in transportation (intrastate) and for employees of hospitals (not nurses); and 2 for domestic service.

These State minimum-wage rates apply as follows:

**Laundries**

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

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

**Dry cleaning and dyeing**

Eighteen States, the \*District of Columbia, Alaska, \*Hawaii, and \*Puerto Rico. The States are:

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

**Mercantile or retail trade**

Nineteen States, the \*District of Columbia, Alaska, \*Hawaii, and \*Puerto Rico. The States are:

*Arizona.	*Massachusetts.	*Rhode Island.
*Arkansas.	*Minnesota.	*South Dakota.
*California.	*Nevada.	*Utah.
Colorado.	*New Hampshire.	*Washington.
*Connecticut.	*New York.	*Wisconsin.
*Illinois. <sup>1</sup>	*North Dakota.	
*Kentucky.	*Oregon.	

**Hotels and restaurants, or public housekeeping**

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

*Arkansas.	*New York (two orders).	*South Dakota.
*California.	*North Dakota.	*Utah (two orders).
Colorado.	Ohio.	Washington.
*Kentucky.	*Oregon.	*Wisconsin.
*Massachusetts.	*Rhode Island (two orders).	
Minnesota.		
*Nevada.		

In addition, three States—New Hampshire, \*New Jersey, and \*Pennsylvania—cover restaurants only.

<sup>1</sup> Order was declared void, June 1949.

**Beauty culture**

Sixteen States, the \*District of Columbia, Alaska, and \*Hawaii.  
The States are:

*Arkansas.	*Massachusetts.	Ohio.
*California.	Minnesota.	Oregon.
Colorado.	*Nevada.	Washington.
*Connecticut.	New Hampshire.	*Wisconsin.
Illinois.	*New Jersey.	
*Kentucky.	*New York.	

**General and professional offices**

Nine States, the District of Columbia, Alaska, and \*Hawaii.  
The States are:

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

**Amusement and recreation**

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

*Arkansas.	*Massachusetts.	*Wisconsin.
*California.	Minnesota.	
*Kentucky.	*Nevada.	

**Telephone and telegraph**

Seven States, the District of Columbia, Alaska, and \*Hawaii.  
The States are:

*Arkansas (with excep- tions).	Minnesota.	Washington.
*Kentucky.	*Nevada.	*Wisconsin.
	Oregon.	

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

**Packing**

Nine States, Alaska, \*Hawaii, and \*Puerto Rico (leaf tobacco).  
The States are:

*Arkansas.	Minnesota.	*South Dakota.
*California (egg, poultry, dairy, fruit, vegetable).	*Nevada.	*Washington (fruit and vegetable).
*Kentucky.	Oregon (fruit and vege- table).	*Wisconsin.

**Transportation**

Six States, the District of Columbia, Alaska, \*Hawaii, and \*Puerto  
Rico. The States are:

*Arkansas.	*Kentucky.	*Nevada.
*California.	Minnesota.	*Wisconsin.

**Hospitals (not nurses)**

Six States, the \*District of Columbia, Alaska, \*Hawaii, and \*Puerto Rico. The States are:

*Arkansas.	Minnesota.	Oregon.
*Kentucky.	*Nevada.	*Wisconsin.

**Agriculture**

Two States, \*Nevada and \*Wisconsin, and Alaska, \*Hawaii, \*Puerto Rico.

**Domestic service**

One State—\*Wisconsin—and Alaska.

**Miscellaneous**

Apartment houses—Washington	*Cherry stemming and pitting—Oregon
Office and other building cleaning—Massachusetts	*Nut processing, cracking, bleaching, grading, and packing—Oregon
Personal service—Oregon	*Quarrying—Puerto Rico

**MANUFACTURING**

Seventeen States, the \*District of Columbia, Alaska, \*Hawaii, and \*Puerto Rico have established minimum wages for all manufacturing or certain branches of manufacturing. In Hawaii, the law of 1941 applies only to employment not covered by the Federal Fair Labor Standards Act. The States are:

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

These State minimum-wage rates apply as follows:

**All manufacturing**

Ten States, the \*District of Columbia, Alaska, and \*Hawaii. The States are:

*Arkansas.	*Nevada.	*Washington.
*California.	North Dakota.	*Wisconsin.
*Kentucky.	*Oregon.	
Minnesota.	*South Dakota.	

**Certain branches of manufacturing**

Twelve States and \*Puerto Rico. The type of manufacturing covered appears below.

*California.	Minnesota.	*Oregon.
Illinois.	New Hampshire.	Rhode Island.
Maine.	New Jersey.	*Washington.
*Massachusetts.	*New York.	*Wisconsin.

**Wearing apparel:**

- Illinois----- Wash dresses.
- Massachusetts----- Boot and shoe cut stock and findings.  
Corsets.  
Knit goods.  
Men's clothing and raincoats.  
Men's furnishings.  
Millinery.  
Women's clothing.  
Women's and children's underwear, neckwear, and cotton garments.
- Minnesota----- Needlecraft. (In addition to order for "any occupations.")
- New Hampshire--- Clothing and accessories.  
Hosiery and knit goods.
- New Jersey----- Wearing apparel and allied occupations.
- Rhode Island----- Wearing apparel and allied industries.

**Canning:**

- California----- \*Canning and preserving. (In addition to order for "manufacturing.")
- Maine----- Packing fish and fish products in oil, etc.
- Massachusetts----- Canning and food preparations.
- Oregon----- \*Canning, dehydrating, and barreling. (In addition to order for "manufacturing.")
- Washington----- \*Fruit, vegetable, fish, and other canning. (In addition to order for "manufacturing.")
- Wisconsin----- \*Canning or first processing of perishable fresh fruits and vegetables. (In addition to order for "any occupation.")

**Confectionery:**

- Illinois.
- \*Massachusetts.
- \*New York.
- \*Puerto Rico.

**Jewelry:**

- Massachusetts.
- Rhode Island.

**Miscellaneous:**

- Illinois----- Macaroni, spaghetti, and noodles.
- Massachusetts----- \*Bread and bakery products.  
Brushes.  
Druggists' preparations, etc.  
Electrical equipment and supplies.  
Paper boxes.  
Pocketbooks and leather goods.  
Stationery goods and envelopes.  
Toys, games, and sporting goods.
- New Jersey----- Light manufacturing.

**Miscellaneous—Continued**

- Puerto Rico.....
- \*Leaf tobacco.
  - \*Sugar.
  - \*Beer and carbonated drinks.
  - \*Construction.
  - \*Furniture and wood products.

**MINIMUM-WAGE ORDERS, BY STATE**

[Includes all current minimum-wage orders effective since publication of Women's Bureau Bulletin No. 191 in 1942. The 21 orders preceded by an asterisk indicate industries not previously covered by a minimum-wage order for that individual industry.]

**Arizona:**

- Retail trades.
- Laundry and dry cleaning.

**Arkansas:**

- Law amended to permit overtime pay after 8 hours.

**California:**

- Manufacturing.
- Personal service.
- Canning and preserving.
- Professional, technical, clerical, and similar occupations.
- Public housekeeping.
- Laundry, dry cleaning, and dyeing.
- Mercantile.
- Industries handling farm products after harvest.
- Transportation.
- Amusement and recreation.

**Connecticut:**

- Mercantile.
- Beauty shops.
- Cleaning and dyeing.
- Laundry.

**District of Columbia:**

- Public housekeeping.
- Laundry, dry cleaning, and dyeing.
- Retail trade.
- Beauty culture.
- Manufacturing and wholesaling.

**Hawaii:**

- Law amended to increase minimum rates, etc.

**Illinois:**

- \*Retail trade.<sup>1</sup>

**Kentucky:**

- \*Hotels and restaurants.
- All industries and occupations.

**Massachusetts:**

- Candy.
- Beauty culture.
- Laundry and dry cleaning.
- Bread and bakery products.
- Clerical, technical, and similar occupations.
- \*Public housekeeping.
- Mercantile.
- \*Amusement and recreation.

**Minnesota:**

- \*Retail merchandising.

**Nevada:**

- Law amended to increase minimum rates, etc.

**New Hampshire:**

- Retail trade.

**New Jersey:**

- \*Beauty culture.
- \*Restaurants.
- Laundry and cleaning and dyeing.<sup>2</sup>

**New York:**

- \*Retail trade.
- Laundry.
- Beauty service.
- Confectionery.
- Cleaning and dyeing.
- Restaurant.
- Hotel.

**North Dakota:**

- Public housekeeping.
- Mercantile.
- Laundry, cleaning, and dyeing.

<sup>1</sup> Order declared void, June 1949.

<sup>2</sup> In this revision in 1946 the State combined these two industries. Earlier orders covered them separately.

**Oregon:**

- Minors (no wage rate set).
- Nut processing.
- Canning, dehydrating, and barrel-  
ing.
- Laundry, cleaning and dyeing.
- Public housekeeping.
- Mercantile.
- Manufacturing.

**Pennsylvania:**

- \*Restaurants.

**Puerto Rico:**

- \*Tobacco.
- \*Sugar.
- \*Hospitals.
- \*Beer and carbonated drinks.
- \*Hotels, restaurants, soda fountains.
- \*Theaters, movies, etc.
- \*Retail.
- \*Bakery and pastry shops.
- \*Construction.
- \*Transportation.
- \*Laundry and dry cleaning.

- \*Furniture and wood products.
- \*Quarries.

**Rhode Island:<sup>3</sup>**

- Retail trade.
- \*Public housekeeping.

**South Dakota:**

- Law amended to increase minimum  
rate, etc.

**Utah:**

- Retail trade.
- Laundry, cleaning, and dyeing.
- Restaurant.
- Public housekeeping.

**Washington:**

- Canning.
- Packing.
- Manufacturing.
- Mercantile.
- Minors.

**Wisconsin:**

- Any occupation including domestic  
service and agriculture.
- Canning (no separate wage rate set).

<sup>3</sup> Restaurant and hotel restaurant order made mandatory during period.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours	
<b>Alaska</b> .....	No change in law.				
<b>Arizona:</b>					
No. 1-A.....	Retail, i. e., all selling of merchandise to consumer and not for purpose of resale in any form. <i>Exception:</i> Worker under 21 whose chief occupation is that of a student actually attending public or private school. <sup>3</sup>	Women and female minors:		Standard workweek, i. e., 48 a week (8 a day, 6 days) or 42 a week (6 a day, 7 days). <sup>4</sup> Less than 4 days a week, 8 hours each. <sup>5</sup>	
Directory, Apr. 17, 1943.		Experienced.....	\$16 a week.....		Same as for experienced.
Mandatory, June 17, 1943.		Inexperienced: <sup>6</sup>	35 cents an hour.....		
(Supersedes order 1 of Feb. 1, 1939.)		First 6 months.....	{ \$12.50 a week.....		} Same as for experienced.
		Second 6 months.....	{ 27½ cents an hour.....		
	Full-time employee, i. e., one who works 8 hours a day on 4 or more days a week.	{ \$14 a week.....	} Do.		
		{ 30 cents an hour.....		} Less than standard week.	
		Weekly rate prorated.....			
No. 2-A.....	Laundry and dry cleaning includes: (1) Cleaning, dyeing, pressing, processing, or any other work incidental thereto, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind; (2) the collection, sale, resale, or distribution at retail or wholesale of these services; (3) the producing of such services on their own behalf, by establishments, businesses, institutions, clubs, or hospitals which services may be incidental to their present business; (4) Self-Service Laundries, Automatic Laundries, Help-Yourself Laundries, U-Do-Laundries, and any type of rental laundries. <i>Exception:</i> Worker under 21 whose chief occupation is that of a student actually attending public or private school.	Women and minors:		36 a week. Over 36 a week <sup>4</sup> or during periods when basic weekly minimum need not be paid. <sup>7</sup> Actual time worked. Less than 36 a week. <sup>5</sup> 36 a week. Over 36 a week <sup>4</sup> or during periods when basic weekly minimum need not be paid. <sup>7</sup> Actual time worked. Less than 36 a week. <sup>5</sup>	
Directory, July 12, 1948.		Experienced:	\$18.72 a week <sup>7</sup> .....		} Do.
Mandatory, Sept. 12, 1948.		In laundry industry.....	52 cents an hour.....		
(Supersedes order 2 of June 15, 1939.)		If employee on voluntary absence.	.....do.....		} Actual time worked.
		Part time.....	57 cents an hour.....		
		In dry cleaning industry.....	\$21.60 a week <sup>7</sup> .....		} Less than 36 a week. <sup>5</sup>
			60 cents an hour.....		
		If employee on voluntary absence.	.....do.....		} Actual time worked.
		Part time.....	66 cents an hour.....		
		Inexperienced and apprentices (3 months). <sup>8</sup>	90 percent of the applicable minimum rate.		} Less than 36 a week. <sup>5</sup>
		(Deductions from minimum wage for meals, lodging, or both, allowed only on special permit.)			
<b>Arkansas:</b>					
Mar. 20, 1915.....	Manufacturing, mechanical, or mercantile establishment, laundry, express or transportation company, hotel, restaurant, eating	Females:		8 a day, 6 days a week. Do. <sup>9</sup>	
Wage fixed in law.		Experienced.....	\$1.25 a day.....		
Digest (Pope) 1937.		Inexperienced (6 months).....	\$1 a day.....		

secs. 9094, 9096-9100; session laws 1943, Act 70 (amending secs. 9084 and 9095.)	place, bank, building and loan association, insurance company, finance or credit business, or work in any capacity other than occupations expressly exempted by law. <i>Exceptions:</i> Domestic, agricultural or horticultural employment; cotton factory; gathering of fruits or farm products; switchboard operators in public telephone exchanges having less than 500 stations who are exempt under section 13 (a) par. 11 of the Federal Fair Labor Standards Act.	All.....	1½ times employee's regular rate. Pro rata.....	Over 8 a day or on seventh consecutive day. <sup>10</sup> Less than 8 a day.
<b>California:</b> No. 1 R, June 1, 1947...  (Supersedes order 1 NS of June 29, 1942.)	Manufacturing, i. e., any industry, business, or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities, in whole or in part. <i>Exceptions:</i> Any such activities covered by orders for canning and preserving and industries handling farm products after harvest.	Women and minors: Experienced.....	65 cents an hour.....	8 a day, 48 a week (maximum). <sup>11</sup>
		Inexperienced: Women over 18 in skilled or semi-skilled occupations (200 hours). <sup>12</sup> Minors under 18 <sup>12</sup>	50 cents an hour..... do.....	Do. <sup>11</sup> Do. <sup>11</sup>
		Women 18 and over when overtime is permitted by hour law.	1½ times employee's regular rate.	Over 8 a day or over 48 a week in an emergency as defined in order.
		If employee works a split shift.....	65 cents a day in addition to minimum wage.  (Deductions for meals and lodging permitted at prices specified in the order.)	
No. 2 R, June 1, 1947...  (Supersedes order 2 NS of Nov. 23, 1942.)	Personal service, i. e., any industry, business, or establishment operated for the purpose of rendering, 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, bath and massage parlors, physical conditioning and weight control salons, and mortuaries.	Women and minors.....	65 cents an hour.....	8 a day, 48 a week (maximum). <sup>11</sup> Do. <sup>11</sup>
		Minors under 18 <sup>12</sup> . Women 18 and over when overtime is permitted by hour law.	50 cents an hour..... 1½ times employee's regular rate.	Over 8 a day or over 48 a week in an emergency as defined in order.
		If employee works a split shift.....	65 cents a day in addition to the minimum wage.  (Deductions for meals and lodging permitted at the prices specified in the order.)	
No. 3 R, June 1, 1947...  (Supersedes orders 3A of Sept. 14, 1929, 6A of May 9, 1923, and 3NS of Feb. 8, 1943.)	Canning and preserving, i. e., any industry, business, or establishment operated for the purpose of cooking, canning, curing, freezing, pickling, salting, bottling, preserving, or otherwise processing any fruits, vegetables, or seafood when the purpose of such processing is the preservation of the product.	Women and minors..... Minors under 18 <sup>12</sup> ..... Women 18 and over.....	65 cents an hour..... 50 cents an hour..... 1½ times employee's regular rate.	8 a day, 48 a week. <sup>13</sup> Do. <sup>13</sup> Over 8 and up to 12 a day and the first 8 on seventh consecutive day. <sup>14</sup> Over 12 a day and all in excess of 8 on seventh consecutive day. <sup>14</sup>
			Double employee's regular rate...  (Deductions for meals and lodging permitted at prices specified in the order.)	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>1</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>California—Continued</b> No. 4 R, June 1, 1947.... (Supersedes orders 9A of Aug. 28, 1933, and 4 NS of June 28, 1943.)	Professional, technical, clerical, and similar occupations include office workers, clerks, typists, stenographers, office-machine operators, bookkeepers, accountants, accounting clerks, computers, statisticians, tellers, cashiers, collectors, telephone, telegraph, and teletype operators, messengers, board markers, ticket agents, appraisers, teachers, instructors, librarians and their assistants, physicians' and dentists' assistants and attendants, research, X-ray, medical, or dental laboratory technicians and their assistants, and similar occupations. <i>Exceptions:</i> Any such occupation when performed in an industry covered by another minimum wage order; employees licensed or certified by the State and engaged in the practice of law, medicine, dentistry, architecture, engineering, teaching, or accounting; exchange operator of a small telephone company whose duties as operator are incidental to other duties.	Women and minors: Experienced..... Inexperienced: Women over 18 in skilled or semi-skilled occupations (200 hours). <sup>12</sup> Minors under 18 <sup>12</sup> ..... Women 18 and over when overtime is permitted by hour law. If employee works a split shift.....	65 cents an hour..... 50 cents an hour..... do..... 1½ times employee's regular rate. 65 cents a day in addition to the minimum wage. (Deductions for meals and lodging permitted at prices specified in the order.)	8 a day, 48 a week (maximum). <sup>11</sup> Do. <sup>11</sup> Do. <sup>11</sup> Over 8 a day or over 48 a week in an emergency as defined in order.
No. 5 R, June 1, 1947.... (Supersedes orders 12A of Sept. 14, 1923, and 5 NS of June 28, 1943.)	Public housekeeping, i. e., any industry, business, or establishment which provides meals, housing, or maintenance services, and includes restaurants; lunch counters; cafeterias; catering, banquet, or box-lunch service; curb service; boarding houses; all other establishments where food in either solid or liquid form is prepared for and served to the public to be consumed on the premises; hotels and motels; apartment houses; rooming houses; camps; clubs (private and public); hospitals, sanitariums, or rest homes; private schools, colleges, or nurseries; other establishments offering rooms, offices, or lofts for rent; building or house, cleaning or maintenance services. <i>Exception:</i> Graduate nurses or nurses in training in an accredited school.	Women and minors..... Minors under 18 <sup>12</sup> ..... Women 18 and over when overtime is permitted by hour law. If employee works a split shift.....	65 cents an hour..... 50 cents an hour..... 1½ times employee's regular rate. 65 cents a day in addition to the minimum wage. (Deductions for meals and lodging permitted at prices specified in the order.)	8 a day, 48 a week (maximum). <sup>11</sup> Do. <sup>11</sup> Over 8 a day or over 48 a week in an emergency as defined in order.
No. 6 R, June 1, 1947... (Supersedes orders 7A of July 23, 1923, and 6 NS of June 21, 1943.)	Laundry, dry cleaning, and dyeing, i. e., any industry, business, or establishment operated for the purpose of washing, ironing, cleaning, refreshing, restoring, pressing, dyeing, fumigating, moth-proofing, water-proofing, or other processes incidental thereto, on articles	Women and minors: Experienced..... Inexperienced: Women over 18 in skilled or semi-skilled occupations (200 hours). <sup>12</sup> Minors under 18 <sup>12</sup> .....	65 cents an hour..... 50 cents an hour..... do.....	8 a day, 48 a week (maximum). <sup>11</sup> Do. <sup>11</sup> Do. <sup>11</sup>

No. 7 R, June 1, 1947... (Supersedes orders 5A of Apr. 8, 1923, and 7 NS of June 21, 1943.)	or fabrics of any kind, including clothing, hats, drapes, rugs, curtains, household furnishings, textiles, furs, or leather goods; and the collection, distribution, sale or resale at retail or wholesale of these services.	Women 18 and over when overtime is permitted by hour law.	1½ times employee's regular rate.	Over 8 a day or over 48 a week in an emergency as defined in order.
No. 8 R, June 1, 1947... (Supersedes orders 8 A of Aug. 8, 1923, 15A of Sept. 14, 1923, and 8 NS of Aug. 27, 1943.)	Industries handling farm products after harvest, i. e., any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, drying, packing, dehydrating, cracking, shelling, candling, separating, slaughtering, plucking, pasteurizing, ripening, molding, or otherwise preparing any agricultural, horticultural, egg, poultry, rabbit, or dairy products for distribution.	If employee works a split shift.....	65 cents a day in addition to the minimum wage.  (Deductions for meals and lodging permitted at prices specified in the order.)	8 a day, 48 a week (maximum). <sup>11</sup> Do. <sup>11</sup>
No. 9 R, June 1, 1947... (Supersedes order 9 NS of Aug. 27, 1943.)	Transportation, i. e., any industry, business, or establishment operated for the purpose of conveying persons or property from one place to another, whether by rail, highway, air, or water; and all operations or services in connection therewith, including storing or warehousing of goods or property, and the repairing, parking, or maintenance of vehicles.	Women and minors: Experienced.....	65 cents an hour.....	Do. <sup>11</sup> Over 8 a day or over 48 a week in an emergency as defined in order.
		Inexperienced: Women over 18 in skilled or semi-skilled occupations (200 hours). <sup>12</sup>	50 cents an hour.....	
		Minors under 18. <sup>12</sup>	do.....	
		Women 18 and over when overtime is permitted by hour law.	1½ times employee's regular rate.	
		If employee works a split shift.....	65 cents a day in addition to the minimum wage.  (Deductions for meals and lodging permitted at prices specified in the order.)	
		Women and minors: Experienced.....	65 cents an hour.....	8 a day, 48 a week. <sup>13</sup>
		Inexperienced: Women 18 years and over in skilled or semiskilled occupations (200 hours). <sup>12</sup>	50 cents an hour.....	Do. <sup>13</sup>
		Minors under 18. <sup>12</sup>	do.....	Do. <sup>13</sup>
		Women 18 years and over.....	1½ times employee's regular rate.	Over 8 and up to 12 a day and the first 8 on seventh consecutive day. <sup>14</sup>
			Double employee's regular rate..	Over 12 a day and all in excess of 8 on seventh consecutive day. <sup>14</sup>
			(Deductions for meals and lodging permitted at prices specified in the order.)	
		Women and minors.....	65 cents an hour.....	8 a day, 48 a week (maximum). <sup>11</sup>
		Minors under 18. <sup>12</sup>	50 cents an hour.....	Do. <sup>11</sup>
		Women 18 years and over when overtime is permitted by hour law.	1½ times employee's regular rate.	Over 8 a day or over 48 a week in an emergency as defined in order.
		If employee works a split shift.....	65 cents a day in addition to the minimum wage.  (Deductions for meals and lodging permitted at prices specified in the order.)	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>California—Continued</b> No. 10 R, June 1, 1947.  (Supersedes order 10 NS of Aug. 27, 1943.)	Amusement and recreation, i. e., any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public, including but not limited to theaters, night clubs, dance halls, bowling alleys, billiard parlors, skating rinks, riding academies, race tracks, amusement parks, athletic fields, swimming pools, gymnasiums, golf courses, tennis courts, carnivals, broadcasting studios, and wired music studios. <i>Exception:</i> Performers whose activities involve the exercise of artistic talent or athletic proficiency.	Women and minors.....  Minors under 18 <sup>12</sup> ..... Women 18 and over when overtime is permitted by the hour law.  If employee works a split shift.....	65 cents an hour.....  50 cents an hour..... 1½ times employee's regular rate.  65 cents a day in addition to the minimum wage.  (Deductions for meals or lodging permitted at prices specified in the order.)	8 a day, 48 a week (maximum). <sup>11</sup> Do. <sup>11</sup> Over 8 a day or over 48 a week in an emergency as defined in order.
<b>Colorado</b> .....	No change in orders.			
<b>Connecticut:</b> No. 7A for women and minors, 7B for adult males, Mar. 18, 1946.  (Supersedes orders 7A and 7B of June 1, 1942.)	Mercantile trade, i. e., the wholesale or retail selling of commodities and any operation or service incidental thereto, such as buying, delivery, maintenance, repair, office, stock, and clerical work. <i>Exceptions:</i> Gasoline filling stations; selling of food or drink for consumption on the premises whether or not the establishment is devoted exclusively to such purpose unless the person is employed both to sell food or drink for consumption on the premises and to perform a service in the mercantile trade; persons working exclusively as outside salespeople who are paid in whole or in part on a commission basis.	Women and minors; men: Full-time employees other than "minor beginners." Part-time employees other than cooperative students during training period and "minor beginners." Part-time cooperative students (women and minors) enrolled in distributive education programs (6 months). Minor beginners 16 and under 18 years of age (6 months): Full-time employees..... Part-time employees..... All employees <sup>17</sup> .....	\$22 a week.....  55 cents an hour.....  45 cents an hour.....  \$18 a week..... 45 cents an hour..... 1¼ times employee's regular hourly rate. <sup>17</sup>	36 to 44 a week. <sup>15</sup>  Less than 36 a week. <sup>16</sup>  Do. <sup>16</sup>  36 to 44 a week. <sup>15</sup> Less than 36 a week. <sup>16</sup> Over 44 a week. <sup>18</sup>
No. 1A for women and minors, 1B for adult males, Mar. 3, 1947.  (Supersedes orders 1A and 1B of Mar. 3, 1941.)	Beauty shop, i. e., any shop, store, or place, or part thereof, in which is conducted the business of a hairdresser or cosmetician as defined in this State's 1935 Statutes.	Women and minors; men: 3-year operators, i. e., registered hairdressers and cosmeticians: Full time.....  Part time.....  Overtime.....  2-year operators, i. e., licensed assistant hairdressers and cosmeticians; and clerks, i. e., appoint-	\$28 a week.....  \$5.50 a day.....  95 cents an hour.....	On 4 or more days a week irrespective of the hours worked on any day. 8 or less a day on 3 days a week or less. Over 44 a week or if part-time worker over 8 a day. <sup>19</sup>

<p>No. 3, June 2, 1947----- (Supersedes order 3 of Oct. 7, 1940.)</p>	<p>Cleaning and dyeing, i. e., cleaning, dyeing, redyeing, 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, redyed, or pressed. <i>Exception:</i> Any such process when carried on in establishments manufacturing textiles or garments (including hats).</p>	<p>ment clerks, desk clerks, telephone operators, bookkeepers, stenographers or typists, or other clerical workers: Full time.....\$25 a week..... Part time.....\$5 a day..... Overtime.....85 cents an hour..... 1-year operators, i. e., licensed operators: Full time.....\$23 a week..... Part time.....\$4.50 a day..... Overtime.....75 cents an hour..... Maids, porters, and cleaners: Full time.....\$22 a week..... Part time.....70 cents an hour..... Overtime.....75 cents an hour..... Full-time workers voluntarily absent in any week.....Prorated.....</p>	<p>(Deductions for uniforms and maintenance of uniforms permitted, but in no case may the wage paid fall below the minimum.) 60 cents an hour..... 55 cents an hour..... 1½ times employee's regular rate.</p>	<p>} Same as shown for 3-year operators. } Do. 32 to 44 a week. Less than 32 a week. Over 44 a week.<sup>19</sup> Actual time worked. 9 a day, 45 a week.<sup>20</sup> Do.<sup>20</sup> Over 45 a week.<sup>22</sup></p>
<p>No. 2, Sept. 29, 1947---- (Supersedes mandatory order 2 of June 3, 1940.)</p>	<p>Laundry establishment includes any place in which any service in connection with any activity of the laundry occupation is performed for compensation, except in domestic service. Laundry occupation, i. e., (1) washing, ironing, or processing incidental thereto, of laundry wares and all other operations carried on in establishments engaged in this business; (2) collecting, sale, resale, or distribution at retail or wholesale of laundry service and keeping of accounts, billing, and any other clerical work in connection therewith; (3) 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 municipalities.</p>	<p>Women and minors: Experienced..... Inexperienced (13 weeks) <sup>21</sup>..... Experienced and inexperienced..... Women and minors: Employees other than route saleswomen..... Route saleswomen..... Any woman or minor. <i>Exceptions:</i> Executive employees (as defined) and route saleswomen.</p>	<p>55 cents an hour..... 60 cents an hour..... 1½ times employee's regular rate. (Any deduction for meals and lodging must be in accordance with rates set by the Commissioner of Labor. No such deduction permitted if employee is receiving training or new experience at a place other than the regular place of employment.)</p>	<p>Up to and including 44 a week.<sup>16</sup> 9 a day, 48 a week. Over 44 a week.<sup>22</sup></p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942<sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>District of Columbia:</b> No. 4, Jan. 1, 1946..... (Supersedes order 4 of May 8, 1938.)</p>	<p>Public housekeeping, i. e., the work of hostesses, waitresses, cooks, counter girls, salad girls, food checkers, bus girls, vegetable girls, dish and glass washers, kitchen help, chambermaids, parlor maids, linen-room girls, cleaners, janitresses, charwomen, telephone operators, hat-check girls, elevator operators, cashiers, clerical workers, and all such nonprofessional workers as may be properly classified in this occupation in: (1) restaurants, either licensed or unlicensed, whether operated as the principal business of the employer or as a department or unit of another business, (2) lunch counters, (3) cafeterias, (4) catering or banquet or box-lunch service, (5) curb service, (6) boarding houses which offer meals for sale to 5 or more persons, (7) all other establishments where lunches, meals, or food in solid and/or liquid form are prepared for and served to the public, (8) hotels, (9) apartment houses, (10) rooming houses offering rooms for rent to 5 or more persons, (11) auto-camps, (12) clubs, (13) hospitals, (14) private schools, (15) colleges, (16) any other establishments offering rooms for rent to the public, and (17) women engaged in the care and servicing of apartment houses, theaters, office buildings, retail stores, and other similar establishments as well as in those listed above.</p>	<p>Women and minors: Hostesses, telephone operators, hat-check girls, elevator operators, cashiers, clerical workers, and all similar workers. Counter girls, salad girls, food checkers, cooks, bus girls, and all similar workers. Chambermaids, parlor maids, linen-room girls, cleaners, janitresses, charwomen, vegetable girls, dish and glass washers, kitchen help, and all similar workers. Workers in all three classifications above. Waitresses.....  Workers not covered by hour law...  If employee works a split shift, or if spread of hours exceeds 11, or both.</p>	<p>\$23 a week..... \$22.30 a week..... \$19.60 a week..... 50 cents an hour..... \$17.90 a week; \$22.30 where tipping is not allowed. 50 cents an hour..... 5 cents in addition to the legal hourly rate. 60 cents a day in addition to the applicable minimum wage.  (Deductions for meals, lodging, or uniforms permitted at prices specified in the order.)</p>	<p>40 to 48 a week.<sup>4</sup>  Do.<sup>4</sup>  Do.<sup>4</sup>  Less than 40 a week.<sup>5</sup>  36 to 48 a week.<sup>4</sup>  Less than 36 a week.<sup>5</sup> Over 48 a week.</p>
<p>No. 5, July 8, 1946..... (Supersedes order 5 of July 5, 1938.)</p>	<p>Laundry, dry cleaning, and dyeing, i. e., (1) the cleaning, pressing, finishing, refreshing, dyeing, or processing of any article of wearing apparel (including hats), household furnishings, rugs, textiles, fur, leather (including shoes), or fabric whatsoever; (2) collection, sale, resale, or distribution at retail or wholesale of any laundry, dry cleaning, or dyeing service; (3) the work performed by clerical workers and telephone operators in connection with the production and furnish-</p>	<p>Women and minors.....</p>	<p>\$22 a week<sup>23</sup>..... 55 cents an hour..... 55 cents an hour.....</p>	<p>Over 16 and including 44 a week. Over 44 a week.<sup>4</sup> 16 or less a week.</p>

<p>No. 3, June 16, 1947----- (Supersedes order 3 of Feb. 14, 1938.)</p>	<p>ing of these services; (4) the production of laundry, dry cleaning, or dyeing services on its own behalf by any establishment, business, institution, club, or hospital, which services may be incidental to its principal business.</p> <p>Retail trade, i. e., the selling or offering for sale at retail of any goods, wares, merchandise, articles, or things, and all occupations, operations, and services connected therewith or incidental thereto.</p>	<p>Women and minors----- Employees whose normal workweek is 36 hours or more, voluntarily absent in any week. Part time----- Student under 18 for whom certificate is in employer's file (9 months following original issuance of certificate). Overtime----- If employee works a split shift, or spread of hours exceeds 10, or both.</p>	<p>\$25 a week----- Basic minimum wage may be prorated. 65 cents an hour----- 55 cents an hour----- 65 cents an hour----- 75 cents a day in addition to the applicable minimum wage. (For any uniform laundered by employee 50 cents additional must be paid.)</p>	<p>36 up to and including 44 a week. Actual time worked.  Less than 36 a week.<sup>24</sup> Do.  Over 44 a week.<sup>4</sup></p>
<p>No. 6, Mar. 27, 1948---- (Supersedes order 6 of Sept. 26, 1938.)</p>	<p>Beauty culture includes all services, operations, or processes used or useful in the care, cleansing, or beautification of skin, nails, or hair, or in the enhancement of personal appearance; and all services, operations, or processes incidental thereto.</p>	<p>Women and minors: Operators and all other employees except maids and cleaners.  Maids and cleaners-----  Employee whose normal workweek is 34 hours or more, voluntarily absent in any week. If employee works a split shift, or spread of hours exceeds 10, or both.</p>	<p>\$30.60 a week----- 95 cents an hour----- 95 cents an hour----- \$24.50 a week----- 75 cents an hour----- 75 cents an hour----- Basic minimum wage may be prorated. 95 cents a day in addition to the applicable minimum wage. (If employee furnishes and launders uniforms, \$1.50 a week must be added to minimum wage.)</p>	<p>34 but not more than 44 a week. Less than 34 a week.<sup>5</sup> Over 44 a week. 34 but not more than 44 week. Less than 34 a week.<sup>5</sup> Over 44 a week. Actual time worked.</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>District of Columbia—</b> Continued No. 8, Nov. 17, 1943.... (Supersedes order 8 of June 5, 1939.)</p>	<p>Manufacturing and wholesaling includes the preparing, producing, or processing, or the selling or offering for sale at wholesale of any goods, wares, merchandise, articles, or commodities, and all occupations, operations, and services connected therewith or incidental thereto.</p>	<p>Women and minors: Office, plant, and other employees except maids and cleaners. Part time..... Students under 18 for whom employer has student certificates on file (9 months following issuance of certificate). Overtime..... Maids and cleaners..... Part time..... Overtime..... Employee whose normal working time is 32 hours or more, voluntarily absent in any week. Employee registered under the District of Columbia Apprenticeship Law for whom employer has apprentice wage permit on file (12 months following date of application).</p>	<p>\$30 a week..... 85 cents an hour..... 65 cents an hour..... \$1.12½ an hour..... \$26.40 a week..... 75 cents an hour..... 99 cents an hour..... Basic minimum-wage may be prorated. 80 percent of the minimum weekly rate.  (If employee furnishes and launders uniform \$1.50 a week must be added to the minimum wage; if she launders only, \$1; if she furnishes only, 50 cents.)</p>	<p>32 but not over 40 a week. Less than 32 a week. <sup>24</sup> Do.  Over 40 a week.<sup>4</sup> 32 but not over 40 a week. Less than 32 a week.<sup>24</sup> Over 40 a week.<sup>4</sup> Actual time worked.</p>
<p><b>Hawaii:</b> Revised Laws 1945, ch. 75, as amended by Act 15, session laws, 1945. Amended rates effective July 1, 1945.</p>	<p>All employment. <i>Exceptions:</i> Public employment; persons at a guaranteed monthly salary of \$150 or more; agricultural work in any workweek in which employer has fewer than 20 employees; domestic service; employment by relatives as specified in the act; work in a bona fide executive, administrative, supervisory, or professional capacity or in the capacity of outside salesmen or as outside collectors; the propagating, catching, cultivating, etc., of fish, shellfish, and the various other aquatic forms of animal or vegetable life (including the going to and returning</p>	<p>All employees, 16 years of age and over.</p>	<p>40 cents an hour <sup>25</sup>..... 1½ times regular rate.....  (Reasonable deductions from minimum wage permitted for board and for lodging.)</p>	<p>48 a week. Over 48 a week.</p>

<p><b>Illinois:</b> No. 6* Directory, Aug. 12, 1948.</p>	<p>from work and the loading and unloading of such products prior to first processing); seamen; employments covered by the Federal Fair Labor Standards Act; members of a religious order or individuals donating their services to a hospital, religious, fraternal or charitable organization.</p> <p>Retail trade includes all establishments selling or offering for sale, at retail, to the consumer and not for resale purposes, any goods, wares, merchandise, articles, or things, and all occupations, operations, and services in connection therewith or incidental thereto. <i>Exception:</i> Employees of above establishments engaged in an occupation or industry governed by another minimum-wage order of the State.*</p>	<p>Women and minors: Experienced..... Inexperienced (3 months or 600 hours of actual working time).....</p>	<p>55 cents an hour..... 45 cents an hour..... (Deductions from minimum wage allowed only on permit from Division of Women's and Children's Employment.)</p>	<p>8 a day, 48 a week (maximum).<sup>26</sup> Do.<sup>26</sup></p>
<p><b>Kansas</b>.....</p>	<p>No wage rates now in effect.</p>			
<p><b>Kentucky:</b> Directory, Oct. 1, 1942. Mandatory, Apr. 1, 1943.  (Included also in Bull. 191.)</p>	<p>Hotels and restaurants..... Hotels, i. e., establishments having more than 10 guest rooms which offer lodging accommodations for hire to the general public and have transient guests. Restaurants, i. e., establishments preparing and offering for sale food for consumption.</p>	<p>Women and minors: Zone 1:<sup>27</sup> Service employee, i. e., one engaged in taking of orders and serving of food or beverages to guests or customers seated at tables; one delivering messages or articles, as a bell boy. Nonservice employee, i. e., one not in a service occupation. Zone 2:<sup>27</sup> Service (see above)..... Nonservice (see above)..... Zone 3:<sup>27</sup> Service (see above)..... Nonservice (see above)..... Zone 4:<sup>27</sup> Service (see above)..... Nonservice (see above).....</p>	<p>25 cents an hour..... 37½ cents an hour..... 30 cents an hour..... 45 cents an hour..... 23 cents an hour..... 34½ cents an hour..... 28 cents an hour..... 42 cents an hour..... 21 cents an hour..... 31½ cents an hour..... 25 cents an hour..... 37½ cents an hour..... 20 cents an hour..... 30 cents an hour..... 22 cents an hour..... 33 cents an hour.....</p>	<p>Up to 48 a week. Over 48 a week.<sup>28</sup>  Up to 50 a week. Over 50 a week.<sup>28</sup> Up to 50 a week. Over 50 a week.<sup>28</sup>  Up to 52 a week. Over 52 a week.<sup>28</sup> Up to 52 a week. Over 52 a week.<sup>28</sup></p>

\*Order declared void by Circuit Court of Sangamon County, June 1949.  
See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>Kentucky—Continued</b>                      Directory, Feb. 8, 1947.                      Mandatory, May 27, 1947.                      (Supersedes order of June 1, 1939.)</p>	<p>All occupations. <i>Exceptions:</i> Labor on a farm; domestic service in home of the employer; firms subject to regulation by the State Public Service Commission; employment under any special State wage order. (Two special minimum-wage orders are currently in effect: (1) the laundry, dry cleaning, and dyeing order; (2) the hotel and restaurant order.)</p>	<p>Women and minors: <sup>29</sup>                      Experienced:                      Zone 1 <sup>27</sup> .....                      Zone 2 <sup>27</sup> .....                      Zone 3 <sup>27</sup> .....                      All 3 zones .....</p>	<p>50 cents an hour.....                      45 cents an hour.....                      40 cents an hour.....                      1½ times minimum rate.....                      (Deductions for meals and lodging permitted only when employee is domiciled with employer and a written agreement made as to any such deductions. Order specifies maximum charge for meals and for lodging.)</p>	<p>Up to 48 a week.                      Do.                      Do.                      Over 48 a week.<sup>28</sup></p>
<p><b>Louisiana</b> .....</p>	<p>No orders issued.</p>			
<p><b>Maine</b> .....</p>	<p>No change in order.</p>			
<p><b>Massachusetts:</b>                      Session laws 1946, ch. 545, Sept. 11, 1946.</p>	<p>Coverage of Minimum-Wage Law and existing orders extended to men.</p>			
<p>No. 6.....                      Directory, Sept. 15, 1942.                      Mandatory, Mar. 1, 1943.                      (Supersedes order 6 of Oct. 1, 1937.)</p>	<p>Candy, includes all activities, services, and processes performed by an employee for an employer or his agent in the manufacture of candy and confections, including the making, preparing, processing, handling, and inspecting of such goods or materials, and all activities in any manner connected therewith, such as wrapping, packaging, or preparation for sale or display thereof. <i>Exceptions:</i> Occupations within the industry covered by another minimum-wage order.</p>	<p>Women and minors; men:                      Experienced.....                      Inexperienced (12 months for dippers, stringers, miniature packers; 6 months for other occupations).</p>	<p>40 cents an hour.....                      35 cents an hour.....                      (Deductions from minimum wage allowed only if consent of employee and approval of Minimum Wage Commission are obtained.)</p>	<p>Maximum for women and minors, 9 a day, 48 a week.<sup>30</sup>                      Do.<sup>30</sup></p>
<p>No. 23.....                      Directory, Nov. 1, 1942.                      Mandatory, Apr. 1, 1943.                      (Supersedes order 23 of June 1, 1940.)</p>	<p>Beauty culture, i. e., all services, operations, or processes used or useful in the care, cleansing, or beautification of skin, nails, or hair, or in the enhancement of personal appearance, or as in the General Laws pertaining to Hairdressers.</p>	<p>Women and minors; men:                      Experienced.....                      Inexperienced:                      First 4 months.....                      Second 4 months.....                      Employee voluntarily absent in any week.</p>	<p>\$18 a week.....                      56 cents an hour.....                      \$12 a week.....                      36 cents an hour.....                      \$15 a week.....                      46 cents an hour.....                      Prorated.....</p>	<p>Over 32 a week.<sup>30</sup>                      32 or less a week.<sup>5</sup>                      Over 32 a week.<sup>30</sup>                      32 or less a week.<sup>5</sup>                      Over 32 a week.<sup>30</sup>                      32 or less a week.<sup>5</sup>                      Actual time worked.</p>

No. 1—A, Feb. 1, 1944...  
(Supersedes order 1 of  
Oct. 1, 1937.)

**Laundry and dry cleaning:**

Laundry includes any activity connected with the washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing, or fabric of any kind; the collecting, sale, resale, or distribution at retail or wholesale of laundry services; the producing of laundry service for their own use by business establishments, hospitals, clubs, colleges, private schools or profit-making institutions; or any other employment connected with the laundry industry.

Dry cleaning includes any activity connected with cleaning and dyeing, wet cleaning incidental to dry cleaning, dyeing, spotting, finishing, pressing, receiving, shipping or packaging, repairing, altering, or storing of any fabric which is rendered for hire, sold, resold, or offered for sale or resale incidental to this industry; or the collecting, sale, resale, or distribution at retail or wholesale of dry cleaning services; or any other employment connected with the dry cleaning industry.

*Exceptions:* Occupations within industry covered by another minimum-wage order.

.15-A, Oct. 1, 1944.

Supersedes order 15  
of Nov. 1, 1938.)

Bread and bakery products, includes all activities, services, and processes performed by an employee in the manufacture of bread, doughnuts, biscuits, crackers, and other bakery products, including the making, preparing, processing, handling, and inspection of such goods or materials; wrapping, packaging, and preparation for sale or display thereof, and all other activities incidental thereto or in any manner connected therewith. *Exceptions:* Occupations within the industry covered by another minimum-wage order.

See footnotes at end of table.

Women and minors; men.....

(Deductions from minimum wage or bringing higher wages below the minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained.)

40 cents an hour.....

(Deductions bringing wage below minimum allowed only if consent of employee and approval of Minimum-Wage Commission are obtained.)

Deductions from minimum wage for meals and lodging permitted if employee desires these accommodations. Maximum charges specified in the order.)

Maximum for women and minors, 9 a day, 48 a week.<sup>20 21</sup>

Women and minors; men.....

40 cents an hour.....

(Deductions bringing wage below minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained.)

Maximum for women and minors, 9 a day, 48 a week.<sup>20 21</sup>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 1—Continued

State, order, and effective date 2	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>Massachusetts—Con.</b>                      No. 24-A.....                      Directory, Oct. 15, 1946.                      Mandatory, Mar. 1, 1947.                      (Supersedes order 24 of Aug. 1, 1941.)</p>	<p>Clerical, technical, and similar occupations, i. e., all occupations in any general, business, professional, or technical office or in any laboratory, hospital, library, school, telephone, telegraph, or radio broadcasting establishment, or in messenger service, or other establishments wherein workers are employed in any capacity in which the services of any kind and wheresoever performed are of a clerical or technical character. <i>Exceptions:</i> Such occupations if specifically covered by another minimum-wage order.                      Workers in clerical, technical, and similar occupations include those persons whose duties are related to general office work in any establishment, whether business, medical, dental, technical, or legal, such as office boys or girls, file clerks, general office clerks, stenographers, typists, bookkeepers, cashiers, various office machine operators, telephone and switchboard operators, receptionists, library workers, dental and medical technicians, and laboratory assistants.                      Messengers defined as employees who sort and distribute incoming mail, collect, enclose, stamp, and seal outgoing mail, deliver or obtain letters, messages, packages, documents, records, and other items to or from offices within the establishment or to and from other business concerns.</p>	<p>Women and minors; men: 32                      Experienced (other than messengers).                      Inexperienced (other than messengers) (800 hours in the occupations).                      All messengers.....</p>	<p>60 cents an hour.....                      55 cents an hour.....                      do.....                      (Deductions bringing wage 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.                      If employee launders uniforms, 25 cents per uniform must be added to minimum wage.)</p>	<p>Maximum for women and minors, 9 a day, 48 a week.<sup>30 33</sup>                      Do.<sup>30 33</sup>                      Do.<sup>30 33</sup></p>
<p>o. 25-A.....                      Directory, Dec. 1, 1947.                      Mandatory, Mar. 2, 1948.                      (Supersedes and extends coverage of order 25 of Apr. 15, 1942, and transfers from order 21 of Dec. 1, 1940, employees in establishments now cov-</p>	<p>Public housekeeping, i. e., 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, either to the public, employees, members or guests of members, paying guests, students, or others, whether such service is operating as the principal business of the employer or as a unit of another business.                      Public housekeeping occupations include the work performed by waitresses, cooks, counter and salad workers, food checkers, bus</p>	<p>Women and minors; men:                      Nonservice employees.....                      Service employees.....                      Full-time workers voluntarily absent in any week or part-time workers employed 40 hours or more in week.</p>	<p>50 cents an hour.....                      55 cents an hour.....                      35 cents an hour.....                      40 cents an hour.....                      Regular hourly rate.....                      (Deductions for meals and lodging permitted at prices specified in the order.                      If employee launders uniforms, 25 cents per uniform must be added to minimum wage.)</p>	<p>40 or over a week.<sup>30</sup>                      Less than 40 a week.<sup>33</sup>                      40 or over a week.<sup>30</sup>                      Less than 40 a week.<sup>33</sup>                      For each hour worked.</p>

ered by the Public Housekeeping order.)

and vegetable workers, dish and glass washers, kitchen help, maids, cleaners, chambermaids, housekeepers, housemen, stewards, parlor maids, linen-room girls, check-room attendants, matrons, hosts, hostesses, elevator operators, and janitors. Classification covers, but is not limited to all nonprofessional workers engaged in public housekeeping establishments. *Exceptions:* Occupations within the industry covered by another minimum-wage order.

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, tourists' camps, clubs, hospitals, private schools, colleges, and other establishments offering rooms for rent.

No. 26-A  
Directory, July 1, 1943.  
Mandatory, Oct. 1, 1948.

(Supersedes orders 3 of Oct. 1, 1937 and 26 of June 15, 1945.)

Mercantile, i. e., 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, industrial, commercial, or industrial 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.

Order applies to all functions within mercantile occupations not specifically governed by another Massachusetts minimum-wage order. Salespersons in both laundry and dry-cleaning establishments are transferred from coverage of the order for those industries (see No. 1-A above) and brought under the provisions of this present order. *Exceptions:* Occupations determined by the Minimum Wage Commission to be of such a nature that it is impossible for employer to keep true records of the number of hours worked by the employee. Employer must have exemption permit.

Women and minors; men:<sup>23</sup>

Full-time employees:

Experienced.....

\$22.50 a week.....

36 but not more than 44 a week.<sup>35</sup>

Inexperienced (1,040 hours)<sup>34</sup>.....

55 cents an hour.....  
\$20.50 a week.....

Over 44 a week.<sup>30</sup>  
36 but not more than 44 a week.<sup>35</sup>

Part-time employees:

Experienced.....

55 cents an hour.....

Less than 36 a week.<sup>33</sup>

Inexperienced (1,040 hours)<sup>34</sup>.....

50 cents an hour.....

Do.<sup>33</sup>

(Deductions bringing wage below the minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained.)

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>Massachusetts—Con.</b>                      No. 27.....                      Directory, Oct. 1, 1948.                      Mandatory, Feb. 1, 1949.</p>	<p>Amusement and recreation, i. e., all activities and services performed in connection with a business or enterprise engaged in or operated for the purpose of furnishing entertainment or recreation to the public, including but not limited to motion-picture and other theaters, night clubs, dance halls, bowling alleys, billiard parlors, skating rinks, riding academies, race tracks, amusement parks and centers, athletic fields, ball parks and stadiums, swimming pools and beaches, gymnasiums, golf courses, tennis courts, carnivals, circuses, broadcasting studios, boathouses, arenas, and other similar establishments.</p> <p>Term includes work performed by ushers, attendants, announcers, pin boys; ticket collectors, sellers, or punchers; billiard rack men, game attendants, amusement machine operators, caddies, and doormen. <i>Exceptions:</i> Performers whose activities involve exercise of artistic talent or athletic proficiency; students or members participating in any activities conducted by summer camps for children under 18; schools, colleges, religious or other nonprofit organizations declared exempt by the Minimum Wage Commission; occupations within the industry covered by another minimum-wage order.</p>	<p>Women and minors; men:                      Regular employees.....                      Casual employees <sup>38</sup>.....                      Caddies:                      Experienced.....                      Inexperienced (one who has "carried" for less than fifteen 18-hole rounds of golf).</p>	<p>62½ cents an hour.....                      55 cents an hour.....                      \$1.25 a round.....                      \$1 a round.....</p> <p>(Deductions bringing wage below the minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained.                      Deductions for meals and lodging permitted; maximum prices specified in the order.)</p>	<p>(<sup>36</sup>) (<sup>37</sup>)                      (<sup>36</sup>) (<sup>37</sup>)</p>
<p><b>Minnesota:</b>                      No. 18, June 30, 1947....</p> <p>(Separates this industry from the All Occupations order of July 11, 1938.)</p>	<p>Retail merchandising business, i. e., the trade of selling any commodity, article, goods, wares, or merchandise to the consumer and not for the purpose of resale in any form.</p>	<p>Women and minors:                      Experienced:                      Class A and Class B cities <sup>39</sup>.....                      Class C cities <sup>39</sup>.....                      Class D cities <sup>39</sup>.....                      Inexperienced, 18 years of age or over:</p>	<p>\$22.50 a week.....                      55 cents an hour.....                      do.....                      \$21.50 a week.....                      50 cents an hour.....                      do.....                      \$20 a week.....                      45 cents an hour.....                      do.....</p>	<p>36 to 48 a week.                      Over 48 a week.<sup>40</sup>                      Less than 36 a week.                      Same as for class A and B cities.                      Do.</p>

		Class A and Class B cities: <sup>39</sup>		
		First 3 months.....	\$19 a week..... 40 cents an hour..... do.....	} Same as for experienced.
		Second 3 months.....	\$20.50 a week..... 45 cents an hour..... do.....	
		Class C cities: <sup>39</sup>		
		First 3 months.....	\$17.50 a week..... 37 cents an hour..... do.....	} Do.
		Second 3 months.....	\$19 a week..... 40 cents an hour..... do.....	
		Class D cities: <sup>39</sup>		
		First 3 months.....	\$16 a week..... 34 cents an hour..... do.....	} Do.
		Second 3 months.....	\$17.50 a week..... 37 cents an hour..... do.....	
		Minors under 18 years of age in each class of cities.	Rates same as for inexperienced in first 3 months.	} Do.
			(Deductions for meals allowed. Amounts specified in order.)	
<b>Nevada:</b>				
Wage fixed in law. Rates effective Mar. 22, 1945. (1941 Supp. to Compiled Laws, secs. 2825.45-46; session laws: 1943, ch. 88; 1945, ch. 166.)	Private employment. <i>Exception:</i> Domestic service.	Females:		
		*Experienced.....	\$4 a day, \$24 a week..... 50 cents an hour.....	} 8 a day, 48 a week. Less than 8 a day; less than 48 a week. <sup>11</sup> 8 a day, 48 a week.
		Inexperienced (3 months).....	\$3 a day, \$18 a week (if stipulated by employer and employee).	
		All.....	1½ times employees' regular rate. (Deductions for meals and/or lodging allowed as specified in the law.)	} Over 8 to 12 a day; over 48 to 56 a week (in emergencies as specified).
<b>New Hampshire:</b>		Women and minors:		
No. 5-A, Dec. 30, 1946. (Supersedes order 5 of Jan. 6, 1941.)	Retail trade, i. e., any retail establishment or any retail activity, unless and until the specific employment is governed by a minimum-wage order other than this general retail trade order.	Experienced.....	50 cents and hour.....	} 10¼ a day, 54 a week (maximum). <sup>8 41</sup> Do. <sup>9 41</sup>
		Inexperienced (6 months) <sup>42</sup> .....	35 cents an hour.....	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
New Jersey: No. 5, Jan. 10, 1943....	Beauty culture (For provisions see Bull. 191, p. 30.)			
No. 6, Aug. 13, 1943....	Restaurant, i. e., any eating or drinking place which prepares and offers food or beverage for human consumption either on any of its premises or by such service as catering, banquets, box lunch, or curb service, to the public, to employees, or to members or guests of members. <i>Exceptions:</i> Person working in a nonprofit institution who, while so working, receives from such institution benefits of a charitable or educational nature or instruction and training in a recognized profession and whose work for such institution is an incident of his or her receipt of such benefits; persons subject to the provisions of another minimum-wage order of the State. <sup>43</sup>	<p>Women and minors: Service employees, i. e., employees whose duties relate solely to the serving of food to patrons seated at tables, or at tables and counters in establishments where all food is prepared in a kitchen separate from the room in which food is served, and to the performance of duties incidental thereto, and who customarily receive gratuities from such patrons. Nonservice employees, i. e., employees not in service group.</p> <p>If employee works a split shift or spread of hours exceeds 10 a day.</p>	<p>32½ cents an hour <sup>44</sup>..... 35½ cents an hour..... 48¾ cents an hour.....</p> <p>45 cents an hour <sup>44</sup>..... 48 cents an hour..... 67½ cents an hour..... 50 cents a day in addition to the applicable minimum wage.</p> <p>(Deductions for meals of both service and nonservice employees and for meals and lodging of residential employees allowed as specified in the order.)</p>	<p>24 up to 48 a week. Less than 24 a week.<sup>5</sup> Over 48 a week.<sup>45</sup></p> <p>24 up to 48 a week. Less than 24 a week.<sup>5</sup> Over 48 a week.<sup>45</sup></p>
No. 7, Oct. 23, 1940.  (Supersedes orders 1 (laundry) of July 11, 1938 and 4 (cleaning and dyeing) of May 6, 1940.)	Laundry and cleaning and dyeing, i. e., any activity in any capacity in the marking, sorting, washing, cleansing, collecting, ironing, assembling, packaging, pressing, receiving, shipping, or delivery, or any other activity, including clerical work, directly incidental or essential to the laundering, cleansing, or renovating of any article of clothing, nappery, blankets, rugs, carpets, draperies, bed clothing, fabric, textile, fur, or leather, when such activity is not performed in the original process of manufacture. The term "clerk" includes employees coming under the jurisdiction of this order, who are engaged only in clerical or accounting work, regardless of where such work is performed, or engaged in selling of cleaning, dyeing, laundry, and other kindred services in retail outlets, including the handling of the same, for the purpose of receipt or delivery over a store counter, but not engaged in any other processing of such articles.	<p>Women and minors: Other than clerks (18 years and over): Zone A <sup>46</sup>..... Zone B <sup>46</sup>..... Clerks (18 and over).....</p> <p>Minors under 18.....</p>	<p>50 cents an hour <sup>47</sup>..... 45 cents an hour <sup>47</sup>..... \$22 a week..... At hourly minimum rate applicable to nonclerical workers. do.....</p>	<p>10 a day, 54 a week (maximum for laundries).<sup>24</sup> Do.<sup>24</sup> 30 to 48 a week.<sup>24</sup> Less than 30 a week.<sup>24</sup> 8 a day, 40 a week (maximum).</p>

New York:  
Session laws 1944, ch.  
792, July 1, 1944.

No. 7-----  
Directory, Nov. 12,  
1945.  
Mandatory, May  
19, 1947.

No. 1-a, Oct. 19, 1947---  
(Supersedes order 1 as  
revised June 15,  
1940.)

Coverage of Minimum-Wage Law extended  
to men.

Retail trade, i. e., selling or offering for sale at  
retail and/or wholesale any goods, wares,  
merchandise, articles or things, and all occu-  
pations, operations, and services in connec-  
tion therewith or incidental thereto. *Excep-  
tions:* Establishment engaged solely in  
wholesale trade; employment exclusively at  
wholesale in an establishment engaged in  
both wholesale and retail trade which real-  
izes less than 25 percent of its gross annual  
receipts from retail sales; employees in any  
workweek when employed solely at an oc-  
cupation or in any industry governed by an-  
other minimum-wage order of the State.

Laundry, includes (a) the washing of fabrics or  
textiles of any kind whatsoever and the  
ironing, pressing, repairing or processing in-  
cidental to such washing; (b) the collection,  
distribution, or rental at wholesale or retail  
of the articles so processed; (c) the engaging  
in any of the processes mentioned in (a) or  
(b) above for their own use by business es-  
tablishments, clubs, or institutions except  
where the processing is incidental to the  
manufacture or sale of a commodity; (d) all  
occupations, operations, and services in con-  
nection with or incidental to the processes  
mentioned above. *Exception:* Laundry em-  
ployee in a week when working solely at a  
nonlaundry occupation covered by another  
minimum-wage order of the State.

Women and minors; men-----  
Employee whose normal hours are  
over 30 and up to 40, taking volun-  
tary leave in any week.  
Cooperative students and pharmacy  
apprentices.

Part-time employees-----  
Overtime:  
In communities having a popula-  
tion of:  
10,000 and over-----  
Over 5,000 and under 10,000-----  
  
5,000 and under <sup>48</sup>-----

If employee works a split shift, or  
spread of hours exceeds 11, or both.

Women and minors; men:  
Zone I <sup>50</sup>-----

In cases of voluntary leave, new  
employees, or total stoppage of  
plant, as specified.

Zone II <sup>50</sup>-----

In cases of voluntary leave, new  
employees, or total stoppage of  
plant, as specified.

Employees whose normal workweek  
is 30 hours or less:

Zone I <sup>50</sup>-----

Zone II <sup>50</sup>-----

\$21 a week-----  
52½ cents an hour-----

50 cents an hour-----

75 cents an hour-----

57½ cents an hour-----

79 cents an hour-----

52½ cents an hour-----

79 cents an hour-----

52½ cents an hour-----

79 cents an hour-----

75 cents a day in addition to the  
applicable minimum wage.

\$23 a week-----

57½ cents an hour-----

86 cents an hour-----

57½ cents an hour-----

\$21 a week-----

52½ cents an hour-----

79 cents an hour-----

52½ cents an hour-----

62½ cents an hour-----

57½ cents an hour-----

(Deductions for meals and  
lodging permitted at rates  
specified in order. Special  
permit required before an  
employer may charge em-  
ployees for cost of uniforms.

Over 30 and up to 40 a week.  
Actual time worked.

Up to and including 48 a  
week.  
Over 48 a week,<sup>48</sup>  
30 or less a week.<sup>24</sup>

Over 40 a week,<sup>48</sup>  
Over 40 but not more than 44  
a week.  
Over 44 a week,<sup>48</sup>  
Over 40 but not more than 48  
a week.  
Over 48 a week,<sup>48</sup>

Over 30 but not more than 40  
a week.  
From fortieth to forty-first  
hour of workweek.  
Over 41 a week,<sup>48</sup>  
Actual time worked.

Over 30 but not more than 40  
a week.  
From fortieth to forty-first  
hour of workweek.  
Over 41 a week,<sup>48</sup>  
Actual time worked.

Do.<sup>5</sup>

Do.<sup>5</sup>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>New York</b>—Continued No. 2-a, Oct. 19, 1947... (Supersedes order 2 of Mar. 27, 1939.)</p>	<p>Beauty service, includes all establishments which perform services or operations in the care, cleansing, or beautification of the skin, nails, or hair, or in the enhancement of personal appearance of women and children, and also services or operations incidental thereto. Order covers all occupations including but not limited to maids, cleaning women, cashiers, receptionists, appointment clerks and clerical workers. <i>Exceptions:</i> Barbers, manicurists, or other workers in barber shops which perform services primarily for men; beauty service employee in a week when working solely at a nonbeauty service occupation covered by another minimum-wage order of the State.</p>	<p>Women and minors; men: Employees other than maids and cleaning women: Experienced: Full time: <sup>41</sup> Zone I <sup>42</sup>.....  In case of voluntary leave, new employees, or total stoppage of business, as specified. Zone II <sup>42</sup>.....  In case of voluntary leave, new employees, or total stoppage of business, as specified. Part time: Zone I <sup>43</sup>.....  Zone II <sup>43</sup>.....  Learners (6 months): Full time: <sup>41</sup> Zone I <sup>42</sup>.....  In case of voluntary leave, new employees, or total stoppage of business, as specified.</p>	<p>\$26 a week..... 81¼ cents an hour.....  97½ cents an hour..... 65 cents an hour.....  \$23.40 a week..... 73 cents an hour.....  88 cents an hour..... 58½ cents an hour.....  \$6.96 a day..... \$3.48 a day <sup>43</sup>..... 97½ cents an hour..... \$6.24 a day..... \$3.12 a day <sup>43</sup>..... 88 cents an hour.....  \$23.40 a week..... 73 cents an hour.....  88 cents an hour..... 58½ cents an hour.....</p>	<p>40 or less a week. Over 40 and including 44 a week. Over 44 a week.<sup>43</sup> Actual time worked.  40 or less a week. Over 40 and including 44 a week. Over 44 a week.<sup>43</sup> Actual time worked.  Over 4 but not over 8 a day. 4 or less a day. Over 8 a day.<sup>43</sup> Over 4 but not over 8 a day. 4 or less a day. Over 8 a day.<sup>43</sup>  40 or less a week. Over 40 and including 44 a week. Over 44 a week.<sup>43</sup> Actual time worked.</p>

Zone II <sup>50</sup> .....	\$21.20 a week..... 66¼ cents an hour.....	40 or less a week. Over 40 and including 44 a week.
	79½ cents an hour.....	Over 44 a week. <sup>49</sup>
	53 cents an hour.....	Actual time worked.
In case of voluntary leave, new employees, or total stoppage of business, as specified.		
Part time:		
Zone I <sup>52</sup> .....	\$6.24 a day..... \$3.12 a day <sup>53</sup> ..... 88 cents an hour.....	Over 4 but not over 8 a day. 4 or less a day. Over 8 a day. <sup>45</sup>
Zone II <sup>52</sup> .....	\$5.65 a day..... \$2.83 a day <sup>53</sup> ..... 79½ cents an hour.....	Over 4 but not over 8 a day. 4 or less a day. Over 8 a day. <sup>45</sup>
Maids and cleaning women:		
Zone I <sup>52</sup> .....	\$23.40 a week..... 58½ cents an hour.....	35 but not over 40 a week. Less than 35 but over 18 a week.
	75 cents an hour.....	Up to and including 18 a week.
	75 cents an hour.....	Over 40 a week. <sup>45</sup>
Zone II <sup>52</sup> .....	\$21.20 a week..... 53 cents an hour.....	35 but not over 40 a week. Less than 35 but over 18 a week.
	67½ cents an hour.....	Up to and including 18 a week.
	67½ cents an hour.....	Over 40 a week. <sup>45</sup>
	(Deductions for meals and lodging permitted at rates specified in order. Actual cost of uniforms may be charged against employee's wage but only to extent that such wage exceeds minimum.)	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours	
<b>New York—Continued</b> No. 3-a, Nov. 30, 1947...  (Supersedes directory order 3 of Nov. 14, 1938, which became mandatory May 1, 1944.)	Confectionery, includes all activities, services, and processes in the manufacture, preparation, and packaging of candy, confections, sweetmeats, chewing gum, sweetened cough drops, and sugared nuts; all occupations necessary to the production of the articles specified, including but not limited to office, clerical, maintenance, wrapping, packaging, and shipping. <i>Exception:</i> Confectionery employee in a week when working solely at a nonconfectionery occupation covered by another minimum-wage order of the State.	Women and minors; men.....	57½ cents an hour; \$23 a week..... 86¾ cents an hour.....	8 a day, 40 a week. <sup>24</sup> Over 8 a day or over 40 a week; if both, whichever total is greater. <sup>48</sup>	
		Establishments employing 9 or more confectionery workers in any week:			
		From Sept. 1 to Apr. 1.....	\$16.43 a week <sup>54</sup> .....	3 days or less in week having 3 or more workdays.	
			\$18.40 a week <sup>54</sup> .....	If called to work on 4th day, regardless of whether a work assignment is given.	
			\$18.40 plus 57½ cents for each hour worked beyond the 4th day up to and including the 40th hour. <sup>54</sup>	On more than 4 days in any workweek.	
		From Apr. 1 to Sept. 1.....	\$11.50 a week <sup>54</sup> .....	2 days or less in week having 2 or more workdays.	
			\$13.80 a week <sup>54</sup> .....	If called to work on third day, regardless of whether a work assignment is given.	
			\$13.80 plus 57½ cents for each hour worked beyond the third day up to and including the 40th hour. <sup>54</sup>	On more than 3 days in any workweek.	
		Establishments employing 8 or fewer confectionery workers.	62½ cents an hour.....	24 or less a week at direction of employer. <sup>24</sup>	
			57½ cents an hour.....	Over 24 up to and including 40 a week.	
	93¾ cents an hour.....	Over 8 in any day when workweek is 24 or less.			
No. 4-a, Nov. 30, 1947...  (Supersedes directory order 4 of May 8, 1939, which became mandatory Feb. 14, 1944.)	Cleaning and dyeing includes (a) all types of cleaning, dyeing, pressing, or processing incidental thereto, of materials belonging to the ultimate consumer, i. e., clothing, hats, household furnishings, rugs, textiles, furs, leather, upholstered goods, or fabrics of any kind whatsoever; (b) the soliciting, collecting, selling, reselling, or distributing at retail or wholesale of cleaning, dyeing, and pressing services; (c) all office, clerical, packing, or other occupations (including plant	Women and minors; men:			
		Full-time employees.....	\$17.25 a week..... 57½ cents an hour..... 86 cents an hour.....	24 to 30 a week. Over 30 to 40 a week. Over 40 a week. <sup>48</sup>	
		Part-time employees.....	57½ cents an hour..... 57½ cents an hour.....	Less than 24 a week. <sup>6</sup> Actual time worked.	
		In cases of voluntary leave, new employees, total stoppage of plant.			
		If employee works a split shift.....	86 cents an hour for each hour worked on day a split shift occurs.		

maintenance) incidental or related to the processes described in (a) and (b) above. *Exceptions:* Cleaning, dyeing, or pressing when a process in the manufacture of new materials or of second-hand materials being processed for resale; establishments insofar as they are covered by the laundry minimum-wage order; employee in a cleaning and dyeing establishment in a week when working solely at a noncleaning and dyeing occupation covered by another minimum-wage order of the State.

No. 5-a, Nov. 30, 1947..

(Supersedes directory order 5 of June 3, 1940, which became mandatory July 17, 1944.)

Restaurant, i. e., any eating or drinking place which prepares and offers food or beverages for human consumption either on any of its premises or by such service as catering, banquet, box lunch, or curb service, to the public, to employees, or to members or guests of members; and services in connection therewith or incidental thereto. *Exceptions:* Eating or drinking places operated by establishments customarily offering lodging accommodations of 5 or more rooms to the public; establishments where the service of food or beverage is not available to the public but is incidental to instruction, medical care, religious observance, or to the care of handicapped or destitute persons, or other public charges; restaurant employee in a week when working solely at an occupation or in any industry governed by another minimum-wage order of the State.

Women and minors; men:

Service employees:

New York City.....

Communities of 10,000 or over, except New York City.....

Communities of less than 10,000...  
Nonservice (counter waitresses usually nonservice, but exception made on permit):

New York City.....

Communities of 10,000 or over, except New York City.....

Communities of less than 10,000...  
Service and nonservice:

Part time.....

Overtime.....

If employee works a split shift, or spread of hours exceeds 10, or both.

If meals not furnished to employee.

32 cents an hour and meals.....

31 cents an hour and meals.....

30 cents an hour and meals.....

52 cents an hour and meals.....

51 cents an hour and meals.....

50 cents an hour and meals.....

4 cents additional for each hour worked up to 24 a week.

1½ times applicable minimum rate.

75 cents a day "in addition to the hourly wages earned."

10 cents an hour additional for each hour worked.

(Deductions allowed for lodging.

In lieu of laundering uniforms, employer may elect to pay employee regularly an additional 3 cents per hour.)

Over 24 to 45 a week.<sup>58</sup>

Do.<sup>55</sup>

Do.<sup>55</sup>

Over 24 to 45 a week.<sup>55</sup>

Do.<sup>55</sup>

Do.<sup>55</sup>

30 or less a week, at direction of employer.<sup>55</sup>

Over 45 a week.<sup>18</sup>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

32

STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>New York</b> —Continued No. 6-a, Nov. 30, 1947. (Supersedes directory order 6 of Nov. 25, 1940, which became mandatory July 17, 1944.)	Hotel, i. e., any establishment which, as a whole or part of its business activities, offers lodging accommodations for hire to the public, to employees, or to members or guests of members, and services in connection therewith or incidental thereto. <i>Exceptions:</i> Eating or drinking places customarily offering lodging accommodations of less than 5 rooms to the public, to employees, or to members or guests of members; establishments in which lodging is incidental to instruction, medical care, religious observance, or to the care of handicapped or destitute persons, or other public charges; caddies; camp counselors in children's camps, and employees who assist them and receive supervision and training as part compensation; enrolled students in a recognized college, university, or vocational high school who must acquire experience through employment in a hotel; campers working 4 hours or less a day in a children's camp; hotel employee in a week when working solely at an occupation or in an industry covered by another minimum-wage order of the State.	Women and minors; men: All-year hotels: Nonresidential employees: Service employees: In communities having population of: 1,000,000 or more..... 25,000 to 1,000,000..... Less than 25,000..... Nonservice, i. e., other than service employees (counter waitresses usually nonservice, but exception made on permit): In communities having population of: 1,000,000 or more..... 25,000 to 1,000,000..... Less than 25,000..... Service and nonservice: Part time.....  If employee works a split shift, or spread of hours exceeds 10, or both.  Residential employees: In communities having population of: 1,000,000 or more: If lodging but no meals furnished..... If lodging and meals furnished..... 25,000 to 1,000,000: If lodging but no meals furnished..... If lodging and meals furnished..... Less than 25,000: If lodging but no meals furnished.....	38 cents an hour..... 36 cents an hour..... 33 cents an hour.....  59 cents an hour..... 57 cents an hour..... 54 cents an hour.....  3 cents in addition to the applicable minimum rate for each hour worked up to 24 a week; applicable minimum rate for 24 to 30 hours.  50 cents a day in addition to the hourly wages earned (not applicable to residential employees).  \$21.75 a week..... \$16.35 a week.....  \$20.75 a week..... \$15.35 a week.....  \$19.75 a week.....	Over 24 to 45 a week, <sup>53</sup> Do. <sup>55</sup> Do. <sup>55</sup>    Do. <sup>55</sup> Do. <sup>55</sup> Do. <sup>55</sup>  30 or less a week (at direction of employer). <sup>55</sup>    45 a week or less. Do. Do. Do. Do. Do.

		If lodging and meals furnished.	\$14.35 a week.....	Do.
		Both residential and nonresidential employees.	1½ times basic minimum rate applicable to employee.	Over 45 a week. <sup>48</sup>
		Resort hotels: <sup>48</sup>		
		Service.....	\$16 a week.....	} Over 3 and including 6 days a week.
		Chambermaids.....	\$19 a week.....	
		Nonservice.....	\$22 a week.....	} Hours actually worked. <sup>33</sup>
		Employees working 3 days or less in any week.	¼ of the applicable weekly rate.	
		All employees.....	25 percent of applicable weekly wage or compensatory time as specified.	On seventh consecutive day.
		Employees in resort hotels and residential employees in all-year hotels:		
		In cases of voluntary leave; employees hired, dismissed, or whose employment terminates within the week; stoppage of service in establishment, as specified.	Prorated.....	Actual time worked.
			(Deductions from minimum wage allowed for meals furnished to nonresidential employees of all-year hotels and for lodging and/or meals of resort-hotel employees. Rates specified in order.)	
		Women:		
		Full-time employees:		
		Waitresses or counter girls.....	\$17.43 a week; \$75.53 a month.....	9 a day, 58 a week in towns under 500 population; 8½ a day, 48 a week elsewhere (maximum).
		Chambermaids or kitchen help.....	\$16.61 a week; \$71.98 a month.....	Do.
		Part-time employees.....	¼ of weekly wage.....	For each hour worked.
			(Deductions allowed for meals, lodging, or both, as specified in order.)	
		Women:		
		Full-time employees:		
		Experienced.....	\$16.90 a week; \$73.23 a month.....	9 a day, 54 a week in towns under 500 population; 8½ a day, 48 a week elsewhere (maximum).
		Inexperienced (1 year) <sup>56</sup> .....	\$14.04 a week; \$60.84 a month.....	Do.
		Part-time employees.....	¼ of weekly wage.....	For each hour worked.

**North Dakota:**

No. 1, May 6, 1946.....

(Supersedes order 1 of Dec. 16, 1932, as amended June 15, 1939.)

Public housekeeping, i. e., 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; and elevator operators.

No. 3, May 9, 1946.....

(Supersedes order 3 of Dec. 16, 1932, reprinted Aug. 15, 1939.)

Mercantile, i. e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise including the sales force, wrapping force, auditing or checking force, the shippers in the mail-order department, the receiving, marking, and stockroom employees, and all other women, except those performing office duties solely.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942<sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>North Dakota—Con.</b> No. 4, Mar. 10, 1947.... (Supersedes order 4 of Dec. 16, 1932, reprinted Aug. 15, 1939.)	Laundry, cleaning, and dyeing, i. e., any place where clothes are washed, cleaned, or dyed by any process, by any person, firm, institution, corporation, or association; all processes connected with the receiving, marking, washing, cleaning, ironing, and distribution of washable or cleanable materials; work performed in laundry departments of hotels and factories.	Women: Experienced..... Inexperienced: <sup>56</sup> First 2 months..... Next 3 months..... Part time.....	\$18 a week, \$78 a month (with laundry privileges at 33½ percent, not to exceed \$5 maximum per week). \$14 a week, \$60.65 a month (with laundry privileges as above). \$16 a week, \$69.35 a month (with laundry privileges as above). 1/48 of weekly minimum for each hour worked. 1/38 of weekly minimum for each hour worked.	38 to 48 a week. Do. Do. Under 32 a week. 32 and under 38 a week.
<b>Ohio.....</b>	No change in orders.			
<b>Oklahoma.....</b>	No orders now in effect.			
<b>Oregon:</b> No. 10, July 22, 1941.... (Supersedes order 9 of July 22, 1941.)	Any occupation.....	Minors (persons under 18 years of age).	(57).....	8 a day, 44 a week.
No. 11, Aug. 1, 1942.... (Supersedes order 10 of July 22, 1941.)	Nut processing and cracking.....	Women and minors: Cracking and shelling..... Processing, bleaching, grading, and packing.	40 cents an hour <sup>58</sup> ..... 1½ employee's regular rate..... 40 cents an hour..... 1½ employee's regular rate.....	8 a day, 44 a week. Over 8 a day, over 44 a week in emergency. 10 a day, 60 a week. Over 10 a day, over 60 a week in emergency.
No. 2, June 8, 1946.... (Supersedes orders of Apr. 1, 1942 and Aug. 27, 1943, and order 2 of June 20, 1944.)	Canning, dehydrating, and barreling operations, i. e., work in the canning or processing of fresh fruit, vegetables, fish, shellfish, or crustacea, or in the barreling or preserving of fresh fruit and berries. <i>Exception:</i> Farmer who processes only the product of his own farm.	Women and minors..... Women 18 years and over.....	66 cents an hour <sup>58</sup> ..... Time and a half..... Double time..... Time and a fourth..... Time and a half..... Double time.....	10 a day. Over 10 to 12 a day. Over 12 a day. Seventh day—First 8 hours. Seventh day—Over 8 to 12 hours. Seventh day—Over 12 hours.
No. 7, Feb. 15, 1947.... (Supersedes orders 6 of July 22, 1941, and	Laundry, cleaning and dyeing, i. e., work in places where two or more persons are employed in the process of receiving, marking, washing, cleaning, dyeing, ironing, and dis-	Women and minors.....	50 cents an hour..... 75 cents an hour.....	8 a day, 44 a week. Over 8 a day, over 44 a week in emergency on permit.

<p>7 of June 13, 1944.) No. 14, Jan. 13, 1948 ---- (Supersedes orders 13 of July 22, 1941, and 14 of June 13, 1944.)</p>	<p>tributing clothing and materials. Public housekeeping, includes work of waitresses, cooks, counter and salad workers, food checkers, bus and vegetable workers, dish and glass washers, kitchen help, maids, chambermaids, housekeepers, barmaids, linen-room girls, cleaners, janitresses and janitors, charwomen and housemen, check-room attendants, matrons, elevator operators, and all others employed in hotels, restaurants, boarding houses offering meals for sale to the public, rooming houses offering rooms for rent, apartment houses, auto camps, cafeterias, light-lunch stands, retail candy, ice-cream and soft-drink parlors, delicatessens, beer parlors, and clubs (private and public), as well as matrons, car cleaners in transportation industries and other work of like nature.</p>	<p>Women and minors: Experienced -----  Inexperienced: <sup>59</sup> First 200 hours -----  Next 200 hours -----</p>	<p>65 cents an hour ----- 97½ cents an hour -----  40 cents an hour ----- 60 cents an hour -----  50 cents an hour ----- 75 cents an hour -----</p>	<p>8 a day, 44 a week.<sup>11</sup> Over 8 a day, over 44 a week in emergency on permit.  8 a day, 44 a week.<sup>11</sup> Over 8 a day, over 44 a week in emergency on permit. 8 a day, 44 a week.<sup>11</sup> Over 8 a day, over 44 a week in emergency on permit.</p>
<p>No. 9, May 5, 1948 ----- (Supersedes orders 8 of July 22, 1941, and 8 of July 15, 1944.)</p>	<p>Mercantile, includes work in any business or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail.</p>	<p>Women and minors: Experienced -----  Inexperienced (400 hours) -----  Regular employees -----  Students working only after school or on Saturdays (800 hours).</p>	<p>65 cents an hour ----- 97½ cents an hour -----  50 cents an hour ----- 75 cents an hour -----  97½ cents an hour -----  50 cents an hour -----</p>	<p>8 a day, 44 a week.<sup>11</sup> Over 8 a day, over 44 a week in emergency on permit. 8 a day, 44 a week.<sup>11</sup> Over 8 a day, over 44 a week in emergency on permit. Sundays or legal holidays (unless establishment regularly open such days). 8 a day, 44 a week.</p>
<p>No. 8, Oct. 19, 1948 ----- (Supersedes order 7 of July 22, 1941.)</p>	<p>Manufacturing, i. e., any industry, business, or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities, in whole or in part. <i>Exceptions:</i> Any such activity covered by another minimum-wage order of the State; women employed in administrative, executive, or professional capacities, defined as: (1) Work predominantly intellectual, managerial or creative, which requires exercise of discretion and independent judgment and for which the remuneration is not less than \$200 a month; or (2) employees licensed or certified by the State who are engaged in the practice of any of the recognized professions.</p>	<p>Women and minors ----- Regularly employed woman or minor -----  Any woman or minor -----</p>	<p>65 cents an hour ----- 1½ employee's regular rate or 1½ the minimum. ----- 97½ cents an hour -----</p>	<p>8 a day, 44 a week.<sup>36</sup> Sundays or legal holidays (unless Sunday in regularly scheduled workweek). Over 8 a day or over 44 a week in emergency, on permit.</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

36

STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Pennsylvania:</b> No. 3 ----- Directory, Aug. 1, 1943. Mandatory, Oct. 1, 1947.	Restaurant, i. e., any activity connected with the preparation or offering of food and/or beverage for remuneration, for human consumption either on the employer's premises or elsewhere by such service as catering, banquet, box-lunch or curb service, whether such service is operated as the principal business of the employer or as a unit of another business, to the public, to employees, to members or guests of members, or to paying guests.	Women and minors: Full-time employees: Service----- Nonservice----- Service and nonservice-----  Part-time employees: Service-----  Nonservice-----	29 cents an hour----- 39 cents an hour----- 1½ times the basic hourly rate applicable to employee.  32 cents an hour-----  42 cents an hour-----  (Deductions allowed for meals and lodging as specified in order. In lieu of laundering uniforms employer may elect to pay employee 35 cents for each required laundering.)	Over 24 to 44 a week. Do. Over 44 a week. <sup>60</sup>  24 or less a week at direction of employer. <sup>61</sup> Do. <sup>61</sup>
<b>Puerto Rico</b> <sup>62</sup> No. 1, Mar. 26, 1943-----	The processing of leaf tobacco, i. e., the receiving, weighing, stowing, classification or grading, fermentation, stemming, packing or baling, warehousing, drying, or any other operation related to the handling of leaf tobacco before it is used in the manufacture of cigars, cigarettes, or other like products.	All employees-----	25 cents an hour <sup>63</sup> ----- 1½ times employee's regular rate.	40 a week. Over 40 a week. <sup>64</sup>
No. 3, Apr. 28, 1943-----	Sugar, i. e., the production of sugar cane in both the agricultural and the industrial phases.	Workers performing operations not expressly enumerated in the order: <sup>65</sup> In agricultural phase of the industry.  In the industrial phase of the industry.	\$1.40 a day for small and interior farms; \$1.50 a day for others. Twice the minimum rate (to be prorated). 33 cents an hour-----  Twice the minimum rate-----	8 a day. Over 8 a day. <sup>64</sup> 8 a day. Over 8 a day. <sup>64</sup>
No. 4, July 17, 1943, amended Jan. 17, 1944.	Hospital, clinic, or sanitarium, i. e., any public or private establishment where medical treatment is offered or where patients are interned.	All workers other than professional and office employees, registered nurses, student nurses in accredited schools, dietitians, laboratory technicians, and manual laborers, such as plumbers, electricians, carpenters, painters, etc.		

		Regular employees (as defined).....	\$42 a month <sup>66</sup> .....	8 a day, 6 days a week.
		Temporary employees.....	\$1.75 a day <sup>66</sup> .....	Do.
		Both regular and temporary employees 18 years and over.....	Twice the applicable minimum rate.	Over 8 a day. <sup>64</sup>
			(Deductions for meals, lodging, or laundry permitted as specified in the order. If given all of these services, \$17 a month may be deducted from wages of permanent employees and 65 cents a day from nonpermanent employees.)	
No. 5, Mar. 13, 1944, modified June 5, 1944.	Beer and carbonated drinks, i. e., the preparation, production, distribution, or sale of beer, with or without alcohol, or of any soft drink prepared with carbonated water.	All employees:		
		Beer.....	30 cents an hour.....	8 a day, 48 a week.
		Carbonated drinks.....	30 cents an hour.....	Do.
		Both industries, employees 18 years or over.....	Twice employee's regular rate....	Over 8 a day or over 48 a week. <sup>64</sup>
No. 6, June 15, 1944, modified Apr. 14, 1945.	Hotel, restaurant, canteen, or soda fountain....	All employees:		
		Regular workers (as defined):		
		Employees 18 years and over:		
		Zone I <sup>67</sup> .....	\$10 a week.....	8 a day, 48 a week.
		Zone II <sup>67</sup> .....	\$8.50 a week.....	Do.
		Minors:		
		Zone I <sup>67</sup> .....	\$8 a week.....	8 a day, 40 a week.
		Zone II <sup>67</sup> .....	\$7 a week.....	Do.
		Temporary workers:		
		Employees 18 years and over:		
		Zone I <sup>67</sup> .....	30 cents an hour.....	8 a day, 48 a week.
		Zone II <sup>67</sup> .....	25 cents an hour.....	Do.
		Minors:		
		Zone I <sup>67</sup> .....	22½ cents an hour.....	8 a day, 40 a week.
		Zone II <sup>67</sup> .....	18½ cents an hour.....	Do.
		Employees 18 years and over.....	Twice employee's regular rate....	Over 8 a day or over 48 a week. <sup>64</sup>
			(Deductions allowed for meals and lodging as specified in the order.)	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Puerto Rico</b> —Continued No. 7, Apr. 4, 1945.....	Theaters and movies, i. e., establishments or places where plays or other artistic productions are given by actors, musicians, or singers for profit, or where moving pictures are shown for profit.	All employees: Employees 18 years and over: Zone I <sup>68</sup> ----- Zone II <sup>68</sup> -----  Minors between 14 and 18 years: Zone I <sup>68</sup> ----- Zone II <sup>68</sup> -----	35 cents an hour ----- 25 cents an hour ----- Twice employee's regular rate -----  30 cents an hour ----- 20 cents an hour -----	8 a day, 40 a week. <sup>69</sup> Do. <sup>69</sup> Over 8 a day or over 40 a week. <sup>64</sup>  8 a day, 40 a week. <sup>69</sup> Do. <sup>69</sup>
No. 8, June 5, 1945.....	Retail business, i. e., any activity, process, operation, work, or service necessary or incidental or related to retail sales, or the transferring directly to the consumer of goods, merchandise, or articles, for compensation, regardless of whether such sales or transfers originate or take place within or outside such establishment or place, or in its name, or for its benefit.	All workers: Employees 18 years and over: Regular (as defined): Zone I <sup>70</sup> ----- Zone II <sup>70</sup> ----- Zone III <sup>70</sup> ----- Special employees, i. e., those selling merchandise priced at 25 cents or less: Zone I <sup>70</sup> ----- Zone II <sup>70</sup> ----- Zone III <sup>70</sup> ----- Temporary: Zone I <sup>70</sup> ----- Zone II <sup>70</sup> ----- Zone III <sup>70</sup> ----- All employees -----	\$12 a week ----- \$10 a week ----- \$8 a week -----  \$10 a week ----- \$3.50 a week ----- \$7 a week -----  30 cents an hour ----- 25 cents an hour ----- 20 cents an hour ----- Twice employee's regular rate -----	8 a day, 48 a week. Do. Do.  Do. Do. Do.  Do. Do. Do. Over 8 a day or over 48 a week. <sup>64</sup>
No. 9, July 5, 1945.....	Bakeries and pastry shops.....	All employees -----   Employees 18 years and over -----	75 percent of the applicable minimum wage.  (Deductions allowed for meals and lodging. Amounts for each zone specified in the order.)  The minimum varies according to zone and type of occupation. In Zone I, the range is from 25 to 82½ cents an hour, in Zone II, from 20 to 60 cents an hour. <sup>68</sup> Twice the applicable minimum rate.	8 a day, 48 a week.   Over 8 a day, or over 48 a week. <sup>64</sup>

No. 11, July 1, 1946, amended Nov. 1, 1946.	Construction, includes skilled, semiskilled, and unskilled workers in or incidental to the industry.	Minors under 18.....	66 $\frac{2}{3}$ percent of applicable minimum rate.	8 a day, 40 a week.
		All employees.....	The minimum varies according to type of work. For skilled workers range extends from 60 cents to \$1.10 an hour. For semiskilled workers minimum is 45 cents an hour; for unskilled, 32 cents an hour.	8 a day, 44 a week. <sup>71</sup>
No. 12, Jan. 2, 1947, amended Feb. 1, 1948.	Transportation includes any act, process, operation, work, or service, necessary or incidental or related to the transportation or carrying of persons or things from one place to another, by or in any kind of vehicle or locomotive apparatus of a company, corporation or authority. <i>Exceptions:</i> Transportation performed by the Federal, Insular, or Municipal Governments for purposes entirely governmental; transportation work incidental to an employer's business, if such business is covered by another order.	Employees 18 years and over.....	Twice employee's regular rate...	Over 8 a day or over 44 a week. <sup>64</sup>
		All employees.....	Minimum varies according to type of work and skill of worker. Range extends from 55 cents an hour for chauffeurs of trailers or semitrailers to 25 cents for unskilled railroad workers.	8 a day, 48 a week. <sup>71</sup>
		If employee works a split shift.....	Twice employee's regular rate... 1 $\frac{1}{2}$ employee's regular rate..... Twice regular rate of pay.....	Over 8 to 9 hour shift. After 9 a day.
No. 13, July 1, 1947.....	Laundry and dry cleaning, i. e., any act, process, operation, service, or work performed in connection with the washing, cleaning, starching, ironing, or dyeing of clothes or material of any kind. Includes the preparing, wrapping, collecting, delivery, return, transporting, and distributing of said clothes or material.	All employees:		
		Employees other than piece workers (rates specified in the order), and messengers and drivers.	25 cents an hour.....	8 a day, 48 a week. <sup>71</sup>
		Messengers.....	\$7.50 a week.....	Do. <sup>71</sup>
		Drivers.....	40 cents an hour.....	Do. <sup>71</sup>
No. 14, Sept. 15, 1948...	Furniture and other wooden products, includes the processes of designing, building, assembling, altering, and repairing furniture made of wood, metal, straw, or any other kind of material, and other classes of wooden products.	Employees 18 years and over.....	Twice employee's regular rate...	Over 8 a day, over 48 a week. <sup>64</sup>
		All employees:		
		Experienced employees making doors, windows, or blinds.	75, 60, 40, and 30 cents an hour according to classification.	8 a day, 48 a week. <sup>71</sup>
		All other experienced employees.....	60, 45, 30, and 25 cents an hour.	Do. <sup>71</sup>
		Inexperienced:		
First 6 months.....	15 cents an hour.....	Do. <sup>71</sup>		
Last period of the apprenticeship...	85 percent of the minimum fixed for the particular occupation.	Do. <sup>71</sup>		
Employees 18 and over.....	Twice employee's regular rate...	Over 8 a day or over 48 a week. <sup>64</sup>		

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Puerto Rico</b> —Continued No. 15, Nov. 22, 1948.....	Quarrying includes any act, process, operation, work, or service necessary or related to the extraction, transportation, crushing, or delivery of stone, gravel, or other quarry products.	All employees.....	Range from \$1 an hour to 35 cents an hour, according to occupational classification. <sup>65</sup>	8 a day, 44 a week. <sup>71</sup>
<b>Rhode Island:</b> Session laws 1945, ch. 1624, July 1, 1945.  No. 5..... Directory order of June 15, 1942, became mandatory Nov. 15, 1944.	Coverage of Minimum-Wage Law and existing orders extended to men.	Employees 18 years and over.....	Twice employee's regular rate...	Over 8 a day or over 44 a week. <sup>64</sup>
No. 4R..... Directory, Sept. 1, 1946. Mandatory, Sept. 1, 1948.  (Supersedes mandatory order No. 4 of Mar. 18, 1940.)	Retail trade occupations include all employment in or for an industry or business selling or offering for sale any type of merchandise, wares, goods, articles, or commodities to the consumer. Also includes all work connected with the soliciting of sales or opportunities for sales and/or the distributing of such merchandise, wares, goods, articles, or commodities and the rendering of services incidental to the sale, use, or upkeep of the same whether performed on the employer's premises or elsewhere. Covers all types of retail trade occupations unless and until specific types of occupations are governed by individual wage order. <i>Exception:</i> Home delivery of newspapers.	Women and minors, men: Experienced.....  Employee taking voluntary leave in week when normal hours are 36 or more.  Inexperienced salespersons (3 months). <sup>73</sup> Employee taking voluntary leave in week when normal hours are 36 or more.  Both groups.....  Students under 18 <sup>73</sup> If employee works a split shift, or spread of hours exceeds 12, or both.	\$22 a week <sup>72</sup> ..... 55 cents an hour..... Prorated.....  \$21 a week <sup>72</sup> ..... 50 cents an hour..... Prorated.....  75 cents an hour..... \$1 an hour..... 45 cents an hour..... 75 cents a day in addition to the applicable minimum wage.	36 to 44 a week. Less than 36 a week. <sup>24</sup> Actual time worked.  36 to 44 a week. Less than 36 a week. <sup>24</sup> Actual time worked.  Over 44 a week. <sup>74</sup> On seventh consecutive day. Less than 36 a week.

No. 6..... Directory, Mar. 1, 1947. Mandatory, Sept. 15, 1947.	Public housekeeping, i. e., all employment connected directly or indirectly with the offering or furnishing of rooms and/or lodging for remuneration to the public, to employees, to members or guests of members, to paying guests, students, or others, whether such service is operated as the principal business of the employer or as a unit of another business. <i>Exceptions:</i> Employment on a farm or domestic service in a private home, unless these are operated as rooming houses. The term public housekeeping occupations expressly includes such occupations as chambermaid, parlormaid, linen-room worker, elevator operator, cashier, clerical worker such as room clerk and desk clerk, coat-room attendant, matron, charwoman, telephone operator, cleaner, janitor, bellboy, porter, doorman, and all workers that may be properly classified in this occupation in any establishment furnishing rooms and/or lodging for remuneration.	Women and minors; men: Service, i. e., workers employed as bellboys, page boys, or porters who customarily receive gratuities. Nonservice.....	30 cents an hour..... 35 cents an hour..... 50 cents an hour..... 55 cents an hour..... 75 cents a day in addition to the hourly wage.	40 or over a week. Less than 40 a week. 40 or over a week. Less than 40 a week.
<b>South Dakota:</b> Wage fixed in law. (Session laws: 1943, ch. 76, effective July 1, 1943; 1945, ch. 77.) <sup>#</sup> (Amends ch. 309 of 1923.)	Factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.	Females over 14 years of age: In cities with population of 2,500 or over. Elsewhere.....	\$15 a week..... Prorated..... \$12 a week..... Prorated..... To be fixed by Industrial Commissioner.	10 a day, 54 a week (maximum). Less than 54 a week. 10 a day, 54 a week (maximum). Less than 54 a week.

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942<sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><b>Utah:</b>                      No. 1, Sept. 1, 1947-----                      (Supersedes orders 2 and 3 of June 3, 1940, as amended June 25, 1940, and 1 of Apr. 1, 1946.)</p>	<p>Retail trade includes any industry or business operated for the purpose of selling, offering for sale, or the distribution of goods, wares, and merchandise at retail to selected individuals or to the general public and rendering services incidental to such operations.</p>	<p>Women and minors:                      Full-time workers:                      Experienced:                      Class 1 cities<sup>76</sup>-----                      Class 2 cities<sup>76</sup>-----                      Class 3 cities<sup>76</sup>-----                      Class 4 cities<sup>76</sup>-----                      Employee whose normal hours are 40 or over taking voluntary leave in week:                      Class 1 cities<sup>76</sup>-----                      Class 2 cities<sup>76</sup>-----                      Class 3 cities<sup>76</sup>-----                      Inexperienced (6 months or 1,000 hours):<sup>78</sup>                      Each class of city<sup>76</sup>-----                      Employee whose normal hours are 40 or over taking voluntary leave in week:                      Class 1 cities<sup>76</sup>-----                      Class 2 cities<sup>76</sup>-----                      Class 3 cities<sup>76</sup>-----                      Part-time work (at employer's election):                      Experienced and inexperienced:                      Class 1 cities<sup>76</sup>-----                      Class 2 cities<sup>76</sup>-----                      Class 3 cities<sup>76</sup>-----                      Vocational students and minors:                      Class 1 cities:<sup>76</sup>                      Experienced-----                      Inexperienced-----                      Class 2 cities:<sup>76</sup>                      Experienced and inexperienced.</p>	<p>\$23 a week-----                      \$22 a week-----                      \$21 a week-----                      \$18 a week-----                      50 cents an hour-----                      2½ cents per hour less than provided for cities in class 1.                      5 cents per hour less than provided for cities in class 1.                      \$2 a week less than for experienced workers in respective classes. (See above.)                      48 cents an hour-----                      2½ cents per hour less than provided for cities in class 1.                      5 cents per hour less than provided for cities in class 1.                      58 cents an hour (need not exceed weekly minimum for 40-48-hour week).                      2½ cents per hour less than provided for cities in class 1.                      5 cents per hour less than provided for cities in class 1.                      58 cents an hour-----                      53 cents an hour-----                      2½ cents per hour less, respectively, than provided for cities in class 1.</p>	<p>40 to 48 a week,<sup>77</sup>                      Do.<sup>77</sup>                      Do.<sup>77</sup>                      Do.<sup>77</sup>                      Actual time worked.                      Do.                      Do.                      40 to 48 a week.<sup>77</sup>                      Actual time worked.                      Do.                      Do.                      Less than 40 a week.<sup>3</sup>                      Do.<sup>3</sup>                      Do.<sup>3</sup>                      Less than 4 a day, by reason of school attendance.                      Do.                      Do.</p>

<p>No. 4, Sept. 1, 1947----- (Supersedes orders 5 (laundry) of June 16, 1941, and 4 (laundry, cleaning and dyeing) of Sept. 1, 1946.)</p>	<p>Laundry, cleaning, and dyeing industries: Laundry, i. e., any place where washing, ironing, cleaning, pressing, or processing incidental thereto of any kind of washable fabric is conducted. Cleaning, dyeing, and pressing includes only those places or divisions of establishments where the cleaning, dyeing, or pressing of particular fabrics is conducted as a process aside from usual laundry practice attending other things.</p>	<p>Class 3 cities:<sup>76</sup> Experienced and inexperienced. Minors 14 to 16 doing delivery or chore work or odd jobs in the establishment: Class 1 cities <sup>76</sup>----- Class 2 cities <sup>76</sup>----- Class 3 cities <sup>76</sup>----- If employee works a split shift----- All women-----  Women and minors: In laundry industry----- In cleaning, dyeing, and pressing industry. In both industries-----</p>	<p>5 cents per hour less, respectively, that provided for cities in class 1. 40 cents an hour----- 2½ cents per hour less than provided for cities in class 1. 5 cents per hour less than provided for cities in class 1. 50 cents a day in addition to the applicable minimum wage. 1½ times employee's regular rate. \$22 a week----- \$24.20 a week----- Time and one-half individual worker's regular hourly rate. 55 cents an hour----- \$2 a week less than the minimum.</p>	<p>Do. 8 a day, 44 a week (maximum).<sup>79</sup> Do.<sup>79</sup> Do.<sup>79</sup> Over 48 a week in emergency.<sup>77</sup> 44 a week. Do. Over 44 a week.<sup>77</sup> 30 but less than 44 a week. Less than 30 a week.<sup>5</sup> 44 a week.</p>
<p>No. 2, Nov. 20, 1947----- (Supersedes orders 4 of Aug. 5, 1940 and 2 of June 1, 1946.)</p>	<p>Restaurant, i. e., all places selling food or beverages in solid or liquid form to be consumed on the premises. <i>Exceptions:</i> Retail ice cream or retail soft drink (nonalcoholic) establishments where as much as 90 percent of the business volume is from ice-cream or soft-drink sales.</p>	<p>Women and minors:<sup>81</sup> Experienced full-time employees: Class 1 cities <sup>76</sup>----- Class 2 cities <sup>76</sup>----- Class 3 cities <sup>76</sup>----- Class 4 cities <sup>76</sup>----- All cities—Voluntary absence of employee whose normal work-week is 48 hours. Experienced part-time employees: Class 1 cities <sup>76</sup>----- Class 2 cities <sup>76</sup>----- Class 3 cities <sup>76</sup>----- Class 4 cities <sup>76</sup>----- Inexperienced (3 months):<sup>80</sup> Full time----- Part time-----</p>	<p>\$21 a week----- \$20 a week----- \$19 a week----- \$17 a week----- To be prorated----- 43¾ cents an hour----- 57 cents an hour----- 41½ cents an hour----- 54½ cents an hour----- 42½ cents an hour----- 55 cents an hour----- 40 cents an hour----- 50 cents an hour----- \$1 a week less than the established minimum wage. 2 cents an hour less than rate prescribed for experienced employees.</p>	<p>44 a week.<sup>77</sup> 48 a week.<sup>77</sup> Do.<sup>77</sup> Do.<sup>77</sup> Do.<sup>77</sup> Actual working time. Over 2 up to and including 8 a day. First 2 in day. Same as above. Do. Do.</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

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STATE MINIMUM-WAGE LAWS AND ORDERS

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<b>Utah</b> —Continued No. 3, Dec. 1, 1947 ----- (Supersedes orders 6 of July 14, 1941, and 3 of July 1, 1946.)	Public housekeeping, i. e., all hotels, boarding houses, rooming houses, auto camps, apartment houses, resort hotels, hospitals, institutions, building space to rent for business, manufacturing, commercial enterprises, and other public service. Includes linen-room girls, maids, cleaners, elevator operators, and any other female or minor employee connected with these establishments unless or until their specific occupation is governed by another minimum-wage order. <i>Exceptions:</i> Registered nurses; resident managers.	Women and minors: <sup>61</sup> Women 18 and over: Full time: Class 1 cities: <sup>63</sup> Experienced ----- Inexperienced (2 months) ----- Class 2 cities: <sup>63</sup> Experienced ----- Inexperienced (2 months) ----- Class 3 cities: <sup>63</sup> Experienced ----- Inexperienced (2 months) ----- Part time: At employer's election: Class 1 cities: <sup>62</sup> Experienced ----- Inexperienced (2 months) ----- Class 2 cities: <sup>62</sup> Experienced ----- Inexperienced (2 months) ----- Class 3 cities: <sup>62</sup> Experienced ----- Inexperienced (2 months) ----- At employee's election: Class 1 cities: <sup>62</sup> Experienced ----- Inexperienced (2 months) ----- Class 2 cities: <sup>62</sup> Experienced ----- Inexperienced (2 months) ----- Class 3 cities: <sup>62</sup> Experienced ----- Inexperienced (2 months) ----- Overtime: Employees over 21 ----- Minors 16 and under 18: Class 1 cities: <sup>63</sup> Experienced ----- Inexperienced (2 months) ----- Class 2 cities: <sup>63</sup> Experienced ----- Inexperienced (2 months) -----	\$22.80 a week; 47½ cents an hour \$21.60 a week; 45 cents an hour \$21.60 a week; 45 cents an hour \$20.40 a week; 42½ cents an hour \$19.20 a week; 40 cents an hour \$18 a week; 37½ cents an hour 50 cents an hour 47½ cents an hour 47½ cents an hour 45 cents an hour 42½ cents an hour 40 cents an hour 45 cents an hour 42½ cents an hour 40 cents an hour 40 cents an hour 42½ cents an hour 40 cents an hour 37½ cents an hour 35 cents an hour 1½ employee's regular rate \$20.90 a week; 47½ cents an hour \$19.80 a week; 45 cents an hour \$19.80 a week; 45 cents an hour \$18.70 a week; 42½ cents an hour	48 a week. <sup>77</sup> Do. <sup>77</sup> Do. <sup>77</sup> Do. <sup>77</sup> Do. <sup>77</sup> Do. <sup>77</sup> Less than 48 a week. <sup>5</sup> Do. <sup>5</sup> Do. <sup>5</sup> Do. <sup>5</sup> Do. <sup>5</sup> Less than 48 a week. <sup>5</sup> Do. <sup>5</sup> Do. <sup>5</sup> Do. <sup>5</sup> Do. <sup>5</sup> Do. <sup>5</sup> Over 8 a day or work on 7th consecutive day. 44 a week (maximum for minors, includes meal period). <sup>6</sup> Do. <sup>6</sup> Do. <sup>6</sup> Do. <sup>6</sup>

		Class 3 cities: <sup>83</sup> Experienced..... Inexperienced (2 months).....	\$17.60 a week; 40 cents an hour.. \$16.50 a week; 37½ cents an hour. (Deductions from the minimum wage for meals and lodging permitted only if mutually agreed to by employer and employees. Charge may not exceed the retail prices of such accommodations. Industrial Commission must approve.)	Do. <sup>4</sup> Do. <sup>4</sup>
<b>Washington:</b> No. 38, July 3, 1942..... (Supersedes order 34 of May 6, 1937.)	Cannery or freezing plant (fruit, vegetable, fish, shellfish, dog foods, or any other products preserved for food purposes).	Women and minors <sup>83</sup> .....	52½ cents an hour <sup>84</sup> ..... Time and a half..... 1½ times employee's regular rate.	Up to 12 a day. Over 12 a day. Work on seventh consecutive day.
No. 39, Sept. 7, 1942..... (Supersedes order 32 of Oct. 1, 1934.)	Fresh-fruit packing, vegetable packing, or dried fruit industries.	Women and minors <sup>83</sup> .....	40 cents an hour <sup>84</sup> ..... Time and a half..... 1½ times employee's regular rate.	Up to 12 a day. Over 12 a day. Work on seventh consecutive day.
No. 40, Sept. 7, 1942..... (Supersedes order 29 of Jan. 22, 1922.)	Manufacturing.....	Women and minors: <sup>83</sup> Experienced, i. e., one who has served an apprenticeship at plant where employed, or having served an apprenticeship has been 3 months in the plant where employed at the particular work at which she was an apprentice elsewhere. Inexperienced: <sup>85</sup> First 320 hours..... Next 160 hours.....	35 cents an hour <sup>85</sup> ..... 25 cents an hour..... 32½ cents an hour.....	8 a day, 6 days a week (maximum). Do. Do.
No. 41, Sept. 7, 1942..... (Supersedes order 28 of Dec. 31, 1921.)	Mercantile.....	Females and minors <sup>83</sup> .....	32½ cents an hour.....	Do.
No. 42, Oct. 1, 1942..... (Supersedes order 31 of Oct. 27, 1922 and 24 of Oct. 4, 1921.)	Occupations not covered by a special industrial welfare order. (Agricultural work, domestic service, and specific occupations listed in the order exempted.)	Minors, i. e., boys 14 and under 18 years of age; girls 16 and under 18 years of age. <sup>83</sup>	25 cents an hour.....	8 a day, 6 days a week.
<b>Wisconsin:</b> No. C-5, Feb. 10, 1947.. (Supersedes order 1 of June 10, 1932.)	Any occupation, trade, or industry other than domestic service and agriculture. (See entries following.)	Women and minors: In cities having a population of: 3,500 or over..... 1,000 but less than 3,500..... Elsewhere in the State.....	45 cents an hour <sup>82 87</sup> ..... 40 cents an hour <sup>82 87</sup> ..... 38 cents an hour <sup>82 87</sup> .....	Women: In general, 9 a day, 50 a week, hotels 10 a day, 55 a week; minors under 18, 8 a day, 40 a week. <sup>88</sup>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS EFFECTIVE SINCE 1942 <sup>1</sup>—Continued

State, order, and effective date <sup>2</sup>	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
Wisconsin—Continued No. C-5, Feb. 10, 1947, as amended Apr. 5, 1948.	Industrialized agriculture, i. e., truck gardens, cherry and other fruit orchards, gardens conducted or controlled by canning companies and the culture or harvesting of sugar beets and cranberries.	Women and minors.....	38 cents an hour <sup>87</sup> .....	
			(Deductions for board and lodging allowed as specified in order C-5.)	
No. C-5a, Feb. 10, 1947.	Domestic service in private homes. <i>Exception:</i> Casual employment of minors under 18 in or around a home in work usual to the home of the employer and not in connection with or a part of the business, trade, or profession of the employer, such as caring for children, mowing lawns, raking leaves, shoveling snow, etc. Order defines casual employment as employment outside school hours, for a period of not more than 5 consecutive hours and not more than 10 hours in a week.	Women and minors: If board only is furnished: In cities of: 3,500 or over.....	\$12 a week.....	45 or more a week.
		1,000 but less than 3,500..... Elsewhere in State.....	\$10.75 a week..... \$10.25 a week.....	Do. Do.
		If both board and lodging are furnished: In cities of: 3,500 or over..... 1,000 but less than 3,500..... Elsewhere in State.....	\$8 a week..... \$7.25 a week..... \$7 a week.....	Do. Do. Do.
		Geographic areas same as those shown above.	Rates same as the hourly rates of the general order. (See p. 45.)	Less than 45 a week.
	Agriculture other than industrialized agriculture.	Women and minors: If board only is furnished..... If board and lodging are furnished..... If board, lodging, and washing are furnished..... All.....	\$10.25 a week..... \$7.25 a week..... \$6.50 a week..... 38 cents an hour.....	45 or more a week. Do. Do. Less than 45 a week.
Special order, 1948 (order issued each season).	Canning or first processing of fresh fruits or vegetables.	Women 18 years and over; girls and boys 16 to 18 years of age.	1½ times employee's regular rate.	Over 9 to 11 a day or over 54 to 60 a week, whichever is greater, on 12 emergency days during season. <sup>88</sup>

<sup>1</sup> Provisions of flat-rate laws also included.<sup>2</sup> Where only one date is shown the order became mandatory on that date. A "directory" order is nonmandatory for a period during which publicity is the only penalty for failure to pay the minimum wage.<sup>3</sup> Revision omits the exception as to the area around Nogales. It makes no other change.<sup>4</sup> Maximum hours 8 a day, 48 a week.<sup>5</sup> Employee must be paid at least 4 hours' wages on any day called to work.<sup>6</sup> Number not to exceed 33¼ percent of women employed in establishment, except that 1 learner is permitted if less than 3 women employed.<sup>7</sup> The basic weekly minimum need not be paid from June 1 through Aug. 31, by establishments in the counties of Cochise, Gila, Graham, Greenlee, Maricopa, Pima, Pinal, Santa Cruz, and Yuma; and from Dec. 16 through Mar. 15, by establishments in Apache, Coconino, Mohave, Navajo, and Yavapai counties.<sup>8</sup> Number not to exceed 10 percent of women and minors employed in establishment, except that 1 learner is permitted if less than 4 women and minors employed.

<sup>9</sup> The Attorney General of Arkansas, in an opinion dated Apr. 17, 1947, said that the 1943 amendment to the State's wage-hour law made the \$1.25 and \$1 minimum-wage rates applicable to a day of 8 hours.

<sup>10</sup> Women may be employed on 7 days a week if and when an industry engaged in handling perishable products would suffer an irreparable injury or if the Labor Commissioner determines that exigency requires such overtime.

<sup>11</sup> Employee must be paid at least ½-day's wage on any day called to work.

<sup>12</sup> Number not to exceed 10 percent of persons regularly employed in the establishment.

<sup>13</sup> Maximum, but adult women exempted during periods when processing is necessary to prevent perishable products from spoiling. Employee must be paid at least 2 hours' wages on any day called to work.

<sup>14</sup> Up to 72 hours in any 7 consecutive days permitted by the order but 24 hours must elapse before a woman who has worked these hours is again employed by the employer.

<sup>15</sup> A full-time employee (one regularly working 36 but not more than 44 hours a week) who is required to work longer hours than his or her regularly established schedule must be paid for the excess hours up to 44 a week at his or her regular rate of pay. If a work-week of less than 44 hours is voluntary with any such employee the weekly wage may be prorated and a proportionate amount deducted; if such hours are required by employer, however, employee must be paid the minimum part-time hourly rate or his or her regular rate, whichever is higher.

<sup>16</sup> Employee called to work on any day must be paid at least 4 hours' wages at the part-time rate or his or her regular rate, whichever is higher. In laundries having a workday of less than 4 hours on Saturday, workers called in on that day must be paid at least 3 hours' wages.

<sup>17</sup> The overtime provision is not mandatory in the case of bona fide executive, administrative, and professional employees, as defined. Employer must elect annually whether he will pay for overtime of employees working on a commission basis, at a minimum wage of \$1 per hour plus commission or the actual overtime rate, i. e., including salary and commission, at time and a quarter.

<sup>18</sup> Maximum hours for women and minors in mercantile establishments 8 a day (10 allowed 1 day a week), 48 a week. Under certain specified conditions, hours exceeding these are permitted in the week before Christmas and, if permit is obtained, in cases of emergency or seasonal or peak demand.

<sup>19</sup> Maximum hours for women and minors in beauty shops 9 a day (10 allowed 1 day a week), 48 a week.

<sup>20</sup> Unless a suspension of work due to a break-down or an Act of God occurs, an employee called to work on any day must be paid at least 4 hours' wages at the minimum rate or his or her regular rate, whichever is higher.

<sup>21</sup> Number receiving this rate limited to 1 for every 15 workers subject to this order.

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

<sup>23</sup> Weekly wage may not be prorated unless the employee: (1) Takes time off at her own request, or (2) begins full-time employment and works only part of a week when first employed, or (3) resigns after having been a full-time employee.

<sup>24</sup> Employees, other than minor students on days when schools are in session, must be paid at least 4 hours' wages on any day called to work. New York's retail order, in

addition to exemption of students, exempts from payment of the minimum daily wage stores or businesses having not more than 1 employee in any week.

<sup>25</sup> The 40-cent hourly rate, established in the 1945 law, supersedes the following hourly rates set by ch. 159, session laws of 1943, which became effective July 1, 1943: 30 cents for the city and county of Honolulu and 25 cents for the counties of Hawaii, Maui, and Kauai. The act authorizes the Department of Labor and Industrial Relations to make regulations providing for payment of a lower hourly rate to learners, apprentices, etc., and to children 14 years of age and under.

<sup>26</sup> The woman's hours law of Illinois permits 9 hours a day, 54 hours a week in mercantile establishments during 4 weeks in calendar year.

<sup>27</sup> In the hotel and restaurant order: Zone 1 includes incorporated cities having a population of 60,000 or over; Zone 2—Incorporated cities having between 15,000 and 60,000 population; Zone 3—Incorporated cities having between 4,000 and 15,000 population; Zone 4—Rest of State. The first 3 of these zones include, in addition to the above, incorporated cities and territory, any part of which lies within a radius of 5 miles (zone 1) or 1 mile (zones 2 and 3) of the corporate limits thereof.

In the all-occupations order: Zone 1 includes cities of 20,000 or more population and contiguous territory within 5 miles thereof; Zone 2—Cities having between 4,000 and 20,000 population and contiguous territory within 2 miles thereof; Zone 3—Rest of State.

<sup>28</sup> Maximum hours for women and girls in practically all industries 10 a day, 60 a week.

<sup>29</sup> Learners may be employed only by special permit from Commissioner of Industrial Relations who must fix rate for each learner. Maximum learning period 720 hours. Number may not exceed one-third of the total number of regular full-time employees. Employer must obtain learner certificate for worker before he can pay rates lower than those fixed in order.

<sup>30</sup> Maximum hours for women and minors, 9 a day, 48 a week. In manufacturing establishments and hotels, if employment is determined by labor department to be seasonal, 52 hours a week allowed if weekly average for year does not exceed 48 hours. In extraordinary emergencies overtime allowed in public service or other businesses requiring shifts, if and when conditions specified in the hours statute are met.

The Massachusetts hour law authorizes the Labor Commissioner to permit employment of office workers for more than 9 hours a day but not more than 48 hours a week. Law specifically exempts from the maximum hour provisions: (1) Persons employed exclusively as personal secretaries, (2) persons declared by the Commissioner to be employed in a supervisory capacity, and (3) professional personnel in hospitals. Commissioner may permit hospital employees to be employed for more than 9-48 hours in an emergency.

<sup>31</sup> Employee who reports for duty on any day at the time set by the employer must be paid at least 3 hours' wages at the applicable minimum rate, unless employment on that day is rendered impossible by conditions beyond the employer's control and this fact is verified by the Minimum Wage Commission.

<sup>32</sup> Order requires that home workers be employed at the established minimum rates or the equivalent in piece rates.

<sup>33</sup> Employee who reports for duty on any day at the time set by the employer must be paid at least 3 hours' wages at the applicable minimum rate. The Massachusetts public housekeeping, mercantile, and clerical orders provide that if employee is unable or unwilling to accept 3 hours' employment the Minimum Wage Commission may grant permission to employer to employ such employee for less than 3 hours.

<sup>34</sup> The State's recently issued order for mercantile occupations set the learning period at 1,040 hours (had been 6 months in the previous order).

<sup>35</sup> During peak periods not to exceed 8 weeks in year the Minimum Wage Commission may grant employer special permit to employ worker 48 hours a week at the weekly minimum established in this order, provided worker is given compensatory hours for such employment.

<sup>36</sup> Employee must be paid at least 2 hours' wages on any day called to work.

<sup>37</sup> Motion-picture theaters and other places of amusement are covered by the State's hour law for women which sets a maximum of 9 hours a day, 48 hours a week for women and minors.

<sup>38</sup> Casual employee, one not regularly employed who reports for work as an extra at the direct request of employer, when such employment depends upon weather conditions, time, or public response to specific performances. Pin boys and ushers are casual employees for the purpose of this order.

<sup>39</sup> Class A—Cities of more than 50,000 inhabitants.

Class B—Cities of 20,000 to 50,000 inhabitants.

Class C—Cities, towns, villages, boroughs, and townships of 10,000 to 20,000 inhabitants.

Class D—Cities, towns, villages, boroughs, and townships of less than 10,000 inhabitants.

<sup>40</sup> Maximum hours for women and girls in mercantile occupations 54 a week except in cases of emergency or when Industrial Commission grants special exemption.

<sup>41</sup> Hour law permits suspension of the hour provisions for regular employees during the 7 days before Christmas, if weekly average for year does not exceed 54 hours.

<sup>42</sup> Authorization of Labor Commissioner required for employment of learners. Number may not exceed 10 percent of total number of women and minors employed in the establishment, except that each establishment is allowed 1 learner. For part-time workers, the learning period must be computed on a cumulative basis until 1,040 hours have been worked or 1 year of part-time employment work.

<sup>43</sup> The New Jersey minimum-wage law exempts hotels from its coverage.

<sup>44</sup> Guaranteed weekly wages of \$8.50 (service) and \$11.50 (nonservice) are established in the order for workers whose hours total as much as 24 in any week.

<sup>45</sup> Maximum hours for women 18 years and over, 10 a day, 54 a week.

<sup>46</sup> Zone A includes Bergen, Camden, Essex, Hudson, Mercer, Middlesex, Morris, Passaic, and Union counties.

Zone B includes Atlantic, Burlington, Cape May, Cumberland, Gloucester, Hunterdon, Monmouth, Ocean, Salem, Somerset, Sussex, and Warren counties.

<sup>47</sup> If 40 hours' work is not available to an employee in any week, a bonus of 10 percent must be added to the applicable minimum rate, when employee's total wage for the week is less than the amount she would receive for 40 hours.

<sup>48</sup> Maximum hours 8 a day, 48 a week for females and male minors between 16 and 18 years of age. To make one or more short days in week, 10 hours allowed on 1 day and up to 9 hours on the 4 remaining days, but weekly hours may not exceed 48. In mercantile establishments, the 8-48-hour maximum does not apply to week before Christmas and two weeks in year for inventory.

Hours law expressly exempts from its maximum hour and day-of-rest provisions females over 16 employed in: (1) Beauty parlors in cities and towns of less than 15,000 population; (2) resort or seasonal hotels or restaurants in rural communities and in places of under 15,000 population.

<sup>49</sup> The mandatory order for retail trade split the population group of under 10,000 in the directory order, so as to shorten for the small-sized communities the period to which the overtime rate applies. Rates not changed.

<sup>50</sup> Zone I includes the City of New York, the counties of Westchester and Nassau, and all communities having a population of over 10,000.

Zone II includes all communities having a population of 10,000 or less except communities of 10,000 or less in Nassau and Westchester counties.

A laundry located in zone II which does business with an agent who services customers in zone I or which maintains directly or indirectly a route, office, or drop store in zone I must be considered in zone I for weeks in which such business is done and must pay the higher minimum-wage rates of zone I.

<sup>51</sup> Full-time employees defined as persons other than maids and cleaning women who work in the establishment on more than 3 days in any week.

<sup>52</sup> Zone I includes the City of New York and all communities having a population of more than 50,000 or, if located in Erie, Nassau, or Westchester counties, of more than 15,000.

Zone II includes the rest of the State.

<sup>53</sup> Employee required to report for duty on any day, whether or not assigned to actual work, must be paid this amount.

<sup>54</sup> Employer is not obliged to pay guaranteed weekly wages: (1) To new employees or employees who voluntarily absent themselves during the period with which the guarantees are concerned; (2) to employee-students 16 to 18 years of age who are required to attend a full-time school during the period with which the guarantees are concerned, when work is available to them for such period; (3) to accountants and bookkeepers employed to work occasionally for the establishment; (4) in case of an Act of God, fire, flood, public disaster, or plant-wide mechanical breakdown.

<sup>55</sup> Employee called to work on any day, whether assigned to duty or not, must be paid for the maximum length of the stint she is hired to work (3 hours, if 1 shift; 6 hours, if 2 shifts; 8 hours, if 3 shifts) at the applicable minimum rate. Employee-students exempted from this provision on any workday when they are required to attend school.

<sup>56</sup> Number of learners paid less than the experienced rates may not exceed 25 percent of an establishment's employees.

<sup>57</sup> Revision of the order applying to minors, effective the same day order No. 9 in Bulletin 191 became effective, omitted the minimum-wage provision. A letter from the State's enforcing agency explained that this was done because "wages for women and minors are provided for in the several industrial orders."

<sup>58</sup> Pieceworkers must be paid a rate which will enable at least 50 percent of such workers to earn not less than the minimum.

<sup>59</sup> Permit must be obtained before employer may hire workers at the inexperienced rate.

<sup>60</sup> Maximum hours for women and girls, 10 a day, 48 a week.

<sup>61</sup> Employee must be paid at least 3 hours' wages on any day called to work if she reports for duty at the beginning of a work shift.

<sup>62</sup> Order 2, promulgated in February 1943, covered the sugar industry but the Supreme Court of Puerto Rico declared it void and unconstitutional. Order 3 was accordingly adopted.

Order 10 covering the dairy industry was also declared void by the Territorial Supreme Court.

<sup>63</sup> This minimum has been in effect since Mar. 1, 1945. An escalator clause in the order set minimum hourly rates of 20 cents, 22½ cents, and 24 cents, respectively, for periods beginning Mar. 26, 1943, Apr. 16, 1943, and Mar. 1, 1944.

<sup>64</sup> Hours law sets 8 hours a day, 48 hours a week as the maximum for women employees, and 8 and 40 hours as the maximum for minors under 18, in practically all occupations and industries. Overtime permitted for adult workers if double time is paid. Order, as revised in 1948, set time and a half for overtime.

<sup>65</sup> The order establishes specific rates for numerous occupations in which women are not customarily employed.

<sup>66</sup> Rates as amended in 1944. The 1943 order contained escalator clauses fixing minimums of from \$30 a month to \$40 a month for permanent employees in the periods specified and from \$1.25 a day to \$1.60 a day for temporary employees during these same periods.

<sup>67</sup> Zone I—Aguadilla, Arecibo, Bayamon, Caguas, Guayama, Mayagüez, Ponce, Río Piedras (including Hato Rey) and San Juan.

Zone II—All other places.

<sup>68</sup> Zone I—San Juan and Río Piedras.

Zone II—All other places.

<sup>69</sup> Employee who works 4 hours or less a day during more than one performance of a show or movie is entitled to pay for 4 hours' work at the applicable minimum rate. Employee who works 3 hours or less during only one performance of a show or movie is entitled to pay for 3 hours' work at the minimum rate for that particular zone.

<sup>70</sup> Zone I—San Juan and Río Piedras.

Zone II—Aguadilla, Arecibo, Bayamon, Caguas, Fajardo, Guayama, Humacao, Mayagüez, and Ponce.

Zone III—All other places.

<sup>71</sup> Employee must be paid at least 4 hours' wages on any day called to work, under conditions specified in the order.

<sup>72</sup> No reduction may be made in wage because of summer or seasonal schedules of store, or in week in which a holiday occurs.

<sup>73</sup> Before employing worker at either the inexperienced rate or the rate for students, certificate must be secured for each worker.

<sup>74</sup> Maximum for women and minors, 9 a day, 48 a week. If 5-day week is worked, daily hours may be 9½.

<sup>75</sup> The provisions of the 1943 act enacted for a 2-year period were made permanent in 1945.

<sup>76</sup> For retail trade:

Class 1—Salt Lake City and Ogden.

Class 2—Logan, Provo, Murray, and Tooele.

Class 3—Bingham, Brigham City, Eureka, Helper, Midvale, Park City, Price, American Fork, Bountiful, Cedar City, Lehi, Payson, Richfield, Smithfield, Spanish Fork, Springville, St. George.

Class 4—All other towns or municipalities.

For restaurants, classification is same as for retail trade except that Price and Helper are transferred from class 3 to class 2 cities and Nephi and Vernal are added to the class 3 group. Maximum population for the class 4 group is fixed at 5,000 rather than 2,500.

<sup>77</sup> Hours law sets a maximum week of 48 hours for women and 44 hours for minors under 18, permitting overtime in emergencies as specified. The restaurant and public-housekeeping orders require that a ½-hour meal period be included as working time.

<sup>78</sup> Special permit required for each learner or apprentice employed. Employer must register learners with Industrial Commission. Number may not exceed 25 percent of the women and minor employees having workweek of 40 hours or over.

<sup>79</sup> Employee must be paid at least 2 hours' wages on any day called to work.

<sup>80</sup> Number may not exceed 1 for every 5 experienced workers.

<sup>81</sup> Employment of girls under 18 prohibited in this industry. Boys 16 and under 18 may be employed 8 hours a day, 44 hours a week. Persons under 18 may not serve beer to customers in restaurants.

<sup>82</sup> Class 1—Cities of over 10,000 population.

Class 2—Cities of 3,000 and under 10,000 population.

Class 3—Cities of under 3,000 population.

<sup>83</sup> Permit must be obtained for the employment of minors under 18 years of age.

<sup>84</sup> At least one-half the women and minors employed at a piecework rate must receive an average wage based on above rate. All pieceworkers in canneries must receive a guarantee of 45 cents an hour.

<sup>85</sup> Experienced pieceworkers must be paid at a rate that will enable at least 75 percent of them to earn the minimum rate. The other 25 percent must be paid at the prevailing piecework rate, but in no case shall their earning be less than 30 cents an hour.

<sup>86</sup> Number may not exceed 25 percent of the total number of women employed except by permit in emergencies.

<sup>87</sup> Piece rates on a particular kind of work are deemed adequate if they yield to 75 percent of the women and minors, 3 cents per hour more than the prescribed minimum.

<sup>88</sup> Maximum hours; however, under the 9-50 hour law women may be employed 10 hours a day, 55 hours a week, during emergency periods not exceeding 4 weeks a year, if time and a half employee's regular rate is paid. Industrial Commission must be notified of such overtime within 24 hours.

Attendants in sanitariums required to be on duty for more than 55 hours a week must be paid, as a minimum, for 55 hours a week.

<sup>89</sup> During the canning season maximum hours are 9 a day, 54 a week, except on 12 emergency days when women and minors 16 to 18 years of age may be employed 11 hours a day, 60 hours a week. The Industrial Commission may waive hour limits and overtime pay for boys 16 and 17 years of age in 10 weeks of year. 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.

## STATE MINIMUM-WAGE LAWS

### Digests of amendments becoming effective between July 1942 and January 1949\*

\* Cf "Analysis of State Minimum-Wage Laws," Women's Bureau Bull. 191, folders following p. 52.

#### California:

Session laws 1943, ch. 425 ----- Requires the Division of Industrial Welfare to determine, upon request, whether wages exceeding the minimum fixed by the Commission have been correctly computed and paid. Authorizes the Division to examine employer's documents relative to employment of women and minors and to enforce payment of any sums found to be due and unpaid.

(Adds subsection 1195.5 to Deering's Labor Code 1937.)

Effective Aug. 4, 1943.

Session laws 1947, ch. 1188 ----- Provides that no wage order shall be effective unless compliance is had with the provisions governing the appointment and operation of wage boards; specifically provides that Commission may revise a wage order upon following the procedure established for issuance of original order; increases payment of wage board members to \$15 per diem (formerly \$5) and necessary travel expenses while engaged in a conference.

(Amends Statutes 1913, ch. 324 as amended.)

Effective Sept. 19, 1947.

#### Hawaii:

Session laws 1943, Act 159 ----- Amends the wage and hour law to raise the minimum wage in the city and county of Honolulu from 25 cents to 30 cents an hour, and in the counties of Hawaii, Maui, and Kauai from 20 cents to 25 cents an hour.

(Amends session laws 1941, Act 66.)

Section on rates effective July 1, 1943; rest of Act, May 11, 1943.

Excludes from coverage of the act members of a religious order or individuals donating their services to any hospital, religious, fraternal, or charitable organization.

Tightens provision regarding divulging of information secured by labor department agents during inspections, to permit disclosures to officials concerned with, and solely for the purposes of, the administration of laws under the jurisdiction of the Commission of Labor and Industrial Relations.

Empowers the director or his representative to obtain restitution whenever illegal deductions from an employee's wages are discovered in the course of a wage and hour inspection; provides that, if such restitution is made, a prosecution may not be instituted or maintained.

- Session laws 1945, Act 15----- Raises the minimum wage to 40 cents an hour for workweek of 48 hours or less, but provides that the labor department may, by regulation, establish a lower rate for children 14 years of age and under; continues the provision requiring time and one-half employee's regular rate for work in excess of 48 hours a week; removes geographic differential; tightens enforcement provisions. Amends coverage (1) to provide that agricultural employees shall be excluded only in weeks when the employer has less than 20 employees; (2) to broaden the exemption for workers engaged in the processing or distribution of the various aquatic forms of animal or vegetable life; and (3) to remove the exemption for employees of street, suburban, or interurban electric railways or local trolleys or motor bus carriers.
- (Amends session laws of 1941 and 1943.)  
Effective July 1, 1945.
- Massachusetts:**
- Session laws 1946, ch. 545----- Extends coverage of the minimum-wage law to all persons employed in the occupations covered thereby, regardless of age or sex, in the same manner and to the same extent as if such persons had been expressly included; provides that existing orders and regulations shall be similarly applicable.
- (Amends General Laws 1932, ch. 151, as amended.)  
Effective Sept. 11, 1946.
- Session laws 1948, ch. 362----- Amends definition of "occupation" specifically to include industries or businesses not operated for profit, but excluding, in addition to domestic service in the home of the employer and labor on a farm, work by persons being rehabilitated or trained under rehabilitation or training programs in charitable, educational, or religious institutions, or work by members of religious orders.
- (Amends General Laws 1932, ch. 151, sec. 2, as amended.)  
Effective May 24, 1948.
- Nevada:**
- Session laws 1945, ch. 166----- Increases the minimum wage from \$3 to \$4 per day of 8 hours and from \$18 to \$24 per week of 48 hours; establishes a 50-cent hourly minimum; grants employee the right to recover unpaid wages in a civil action within a 2-year period; expressly provides that any agreement to accept a wage less than the minimum shall be invalid.
- (Amends sec. 2825.41 of the 1941 Supplement to the Nevada Compiled Laws of 1929.)  
Effective Mar. 22, 1945.

## New York:

- Session laws 1944, ch. 792 ----- Adds a new section (663-a) to prohibit the employment of a male 21 years of age or over in an occupation at lower standards or rates of wages than those fixed for women and minors in such occupation under a directory or mandatory minimum-wage order. Provides that sections relating to publication of names, court review, record keeping and the posting of orders, wage collection, and penalties, respectively, shall be applicable in case of an employer's failure to comply with the provisions of this amendment or with any wage order.
- (Amends ch. 32 of the 1931-35 Cumulative Supplement to Consolidated Laws of 1930, ch. 584, art. 19.)
- Effective July 1, 1944.
- Session laws 1946, ch. 972 ----- Adds a new subsection (subsection 9 of section 656) requiring that the wage board hold public hearings prior to its report and recommendations, and that the testimony at such hearings be submitted to the Commissioner together with the board's report. Extends the time limit for submission of such report to the Commissioner from the previous 60-day period to 90 days, and provides that the Commissioner in his discretion may extend the time to 180 days; requires wage board to submit a record of its activities with its report. Amends the provisions governing action on the wage board report to require that Commissioner hold public hearings, notice of which shall be given to all interested parties, and permitting him to reject the wage board's report or to accept it in whole or in part.
- (Amends as above.)
- Effective Apr. 23, 1946.
- Session laws 1947, ch. 221 ----- Deletes word "directory" from text and repeals provisions relating to directory orders; provides that orders shall be made by the Commissioner as mandatory orders, to be effective within 60 days from date of making.
- (Amends as above.)
- Effective Mar. 20, 1947.
- Session laws 1948, ch. 353 ----- Requires Commissioner to file report of wage board and recommendations with the Secretary of the Department of Labor. Extends the time limit for action by the Commissioner in accepting or rejecting the report from previous 10-day period to 30-day period; deletes phrase "mandatory or directory wage order" and substitutes phrase "minimum wage order." Fixes 60 days from date of making as date an order becomes effective.
- (Amends as above.)
- Effective July 1, 1948.

**Puerto Rico:**

Acts of 1942, Act 9----- Amends the minimum-wage law to stipulate  
 (Amends sec. 12, Act 8 of that the Minimum Wage Board may clas-  
 1941.) sify any occupation, business, or industry  
 according to the nature of the services to  
 be rendered, and approve minimum-wage  
 scales suitable for different kinds of work,  
 for the purpose of fixing for each classifi-  
 cation the highest rate of minimum wage.

Effective Mar. 20, 1942.

Provides that the board may also approve  
 minimum wages for different zones or dis-  
 tricts, where advisable, due to differing  
 conditions, if such action does not give  
 competitive advantage to other zones or  
 districts.

Acts of 1942, Act 44----- Adds a section to the minimum-wage law to  
 (Adds sec. 10-A to Act 8 of provide that the Governor of Puerto Rico  
 1941.) may, by proclamation, require the Mini-  
 mum Wage Board to appoint a minimum-  
 wage committee to investigate the condi-  
 tions in a certain occupation, business, or  
 industry where a strike, lock-out, emer-  
 gency, or controversy in regard to wages  
 exists, or has existed within the 6 months  
 preceding the proclamation, and to fix the  
 minimum wage that shall be paid in the  
 industry in question. Provides that wages  
 so fixed shall be retroactive to the date on  
 which laborers returned or may return to  
 work.

Effective Apr. 23, 1942.

Provides that, in case the committee fails to  
 submit its report within 15 days or within  
 the extension of time granted by the board,  
 or does not come to an agreement, the  
 board may dissolve the committee and  
 either appoint another or make the in-  
 vestigation itself. Once the report is  
 rendered, a mandatory wage order must be  
 issued under prescribed procedure.

Acts of 1945, Act 217----- Provides for a membership of 3 instead of 9  
 (Amends sections of Act 8 of on the Minimum Wage Board; revises  
 1941.) procedural provisions and authorizes in-  
 vestigation of several industries simultane-  
 ously.

Effective May 11, 1945.

Acts of 1947, Act 451----- Transfers administration and enforcement of  
(Amends Act 8, Acts of 1941, wage orders issued under the Minimum  
as amended.) Wage Act from the Minimum Wage  
Effective May 14, 1947. Board to the Commissioner of Labor;  
modifies the procedure for issuing wage  
orders by eliminating provisions for mini-  
mum wage committees and providing  
instead for appointment by the chairman  
of the Minimum Wage Board of an equal  
number of representatives of labor and  
management as special members of the  
Minimum Wage Board for the industry or  
occupation for which issuance of a wage  
order is being considered; provides for op-  
portunity for hearing of interested parties  
followed by issuance of mandatory order.

Acts of 1948, Act 48----- Strengthens various provisions of the Act so  
(Amends Act 8 of 1941 as as to speed up the procedure for the prep-  
amended.) aration and promulgation of mandatory de-  
Effective June 10, 1948. crees. Enhances the investigating powers  
of the Board and the authority of the Com-  
missioner of Labor to enforce the Board's  
wage orders.

**Rhode Island:**

Session laws 1945, ch. 1624----- Adds a new section (16-A) to prohibit the  
(Amends ch. 289, General employment of a male 21 years of age or  
Laws 1938, as amended.) over in an occupation at lower standards  
Effective July 1, 1945. or rates of wages than those fixed for  
women and minors in such occupation  
under a directory or a mandatory mini-  
mum-wage order; provides that sections  
providing for court review, record-keep-  
ing, penalties, and wage collection, respec-  
tively, shall be applicable in case of an  
employer's failure to comply with the  
provisions of this amendment or with any  
wage order.

**South Dakota:**

Session laws, 1943, ch. 76----- Increases the minimum wage for experienced  
(Amends sec. 17.0607, Code women and girls in cities of 2,500 popula-  
1939.) tion or over from \$12 per week to \$15  
Effective July 1, 1943. per week. Effective "until the end of the  
next regular session of the legislature."

Session laws 1945, ch. 77----- Makes permanent the 1943 increase in  
(Amends sec. 17.0607, Code minimum-wage rates, for women and girls  
1939, as amended.) in cities of 2,500 population or over.  
Effective Feb. 17, 1945.



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Your Job Future After College. Leaflet. 1947. (Rev. 1948.)

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Occupations for Girls and Women—Selected References. Bull. 229. (In press.)

Training for Jobs—for Women and Girls. [Under public funds available for vocational training purposes.] Leaflet 1. 1947.

### EARNINGS

Earnings of Women in Selected Manufacturing Industries, 1946. Bull. 219, 14 pp. 1948. 10¢.

**LABOR LAWS**

Summary of State Labor Laws for Women. 8 pp. 1949. Multilith.

**Minimum Wage:**

State Minimum-Wage Laws and Orders, 1942: An Analysis. Bull. 191  
52 pp. 1942. 20¢. Supplement, July 1, 1942—January 1, 1949. Bull.  
227. (Instant publication.)

State Minimum-Wage Laws. Leaflet 1, 1948.

Model Bill for State minimum-wage law for women. Mimeo.

Map showing States having minimum-wage laws. (Desk size; wall size.)

**Equal Pay:**

Equal Pay for Women. Leaflet 2. 1947. (Rev. 1948.)

Chart analyzing State equal-pay laws and Model Bill. Mimeo.

Texts of State laws (separates). Mimeo.

Model Bill for State equal-pay law. Mimeo.

Selected References on Equal Pay for Women. 10 pp. 1949. Mimeo.

Movement for Equal-Pay Legislation in the United States. 5 pp. 1949.  
Multilith.

**Hours of Work and Other Labor Laws:**

State Labor Laws for Women, with Wartime Modifications, Dec. 15, 1944.  
Bul. 202:

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12 pp. 1945. 5¢.

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V. Explanation and Appraisal. 66 pp. 1946. 15¢.

Supplements through 1948. Mimeo.

Working Women and Unemployment Insurance. Leaflet. (In press.)

Maps of United States showing State hour laws, daily and weekly. (Desk  
size; wall size.)

**LEGAL STATUS OF WOMEN**

International Documents on the Status of Women. Bull. 217. 116 pp. 1947.  
25¢.

Legal Status of Women in the United States of America, January 1, 1948.

United States Summary. Bull. 157. (In preparation.)

Reports for States, territories and possessions (separates). Bulls. 157-1  
through 157-54. 5¢ and 10¢ each.

The Political and Civil Status of Women in the United States of America.  
Summary, including Principal Sex Distinctions as of January 1, 1948.  
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Women's Eligibility for Jury Duty. Leaflet. July 1, 1949.

Reply of United States Government to Questionnaire of United Nations Eco-  
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Part I. Public Law. In 6 sections: A and B, Franchise and Public Office; C,  
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 vision of Sp. Bull. 19. 1944.) 48 pp. 1949. 15¢  
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 Washing and Toilet Facilities for Women in Industry. Sp. Bull. 4. 11 pp.  
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 1946.) 12 pp. 5¢.  
 Safety Clothing for Women in Industry. Sp. Bull. 3. 11 pp. 1941. 10¢.  
 Supplements: Safety Caps; Safety Shoes. 4 pp. ea. 1944. 5¢ each.  
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 Women in the Federal Service, 1923-1947. Part I. Trends in Employment.  
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 Night Work for Women in Hotels and Restaurants. Bull. 233. (In press.)

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 Women in Latin America: Legal Rights and Restrictions. (Address before  
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**THE WOMEN'S BUREAU**—Its purpose and functions. Leaflet. 1949.

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