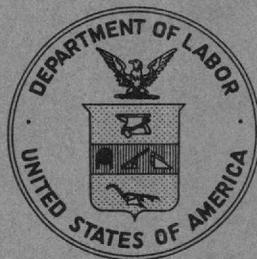


For BOS-R

STATE MINIMUM-WAGE LAWS AND ORDERS

JULY 2, 1954 to MAY 1, 1955

Supplement 2 to Bulletin 247



MAY 1, 1955

U. S. DEPARTMENT OF LABOR
JAMES P. MITCHELL, *Secretary*

WOMEN'S BUREAU
MRS. ALICE K. LEOPOLD, *Director*
WASHINGTON 25, D. C.

SOCIOLOGY DIVISION
SERIAL

JUL 1 1955

BOARDS

3364

STATE MINIMUM WAGE ORDERS AND STATUTORY RATES BECOMING EFFECTIVE
JULY 2, 1954 to MAY 1, 1955

ALASKA

S. 84, Laws 1955, June 27, 1955

ARIZONA

Retail Trades, August 10, 1954

IDAHO

Ch. 154, Laws 1955, May 4, 1955

KENTUCKY

Hotel and Restaurant, July 15, 1954

MASSACHUSETTS

Dry Cleaning, May 1, 1955

NEVADA

A.B. 72, Laws 1955, March 28, 1955

NEW MEXICO

Ch. 200, Laws 1955, June 10, 1955

NEW YORK

Hotel, October 11, 1955

OREGON

Beauty Operators and Manicurists, August 10, 1954

UTAH

Retail Trade, January 11, 1955

Public Housekeeping, February 11, 1955

Restaurant, March 12, 1955

WASHINGTON

Counselors and Leaders in Organized Seasonal
Recreational Camps, June 12, 1954

WYOMING

Ch. 121, Laws 1955, May 20, 1955

PUERTO RICO

Beer, August 1954

Coffee, December 1954

Restaurant, Canteen or Soda Fountain,
January 1955

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>ALASKA: Wage fixed in law. Rate effective June 27, 1955. (Session laws 1955, S.B. 84.)</p>	<p>Employers of 4 or more employees, including bona fide executive, administrative, or professional employees, and outside salesmen (as defined by FLSA Regulations). <u>Exceptions:</u> Persons performing only occasional chores; baby sitters; boys delivering papers part-time; errand boys; part-time employees and aged or partially disabled persons as authorized under work permits of the Labor Commissioner.</p>	<p>Any employee, male or female</p> <p>Employees, not acting in a supervisory capacity, engaged in commerce or other business or in the production of goods or materials. <u>Exceptions:</u> Employees employed in small, mineral or metal, mining operations where 12 or less are employed; employees of employers subject to the Federal Railway Labor Act; and employees "of similar class or classes or employed in similar industry or industries, which employers or industries are exempted from the provisions of FLSA as amended, and the same exemptions, both in interstate and intra-</p>	<p>\$1.25 an hour</p> <p>1½ times regular rate</p>	<p>Over 8 a day, 40 a week.</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
ALASKA -- Con. Wage fixed in law -- Con.		state commerce, are hereby allowed under FISA, in Sec. 13 (a), (b), and (c)".		

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>ARIZONA: <u>Retail Trades Industry,</u> No. 1-B. Directory, June 10, 1954. Mandatory, August 10, 1954. (Supersedes mandatory order 1-A of June 17, 1943.)</p>	<p>"Retail Trades Industry," i.e., all selling of merchandise to consumer and not for purpose of resale in any form. <u>Exception:</u> Worker under 21 whose chief occupation is that of a student actually attending public or private school.</p>	<p>Women and female minors: Experienced</p> <p>Part-time</p> <p>Inexperienced: <u>3/</u> First 6 months</p> <p>Part-time Second 6 months</p> <p>Part-time</p> <p>Full-time employee, i.e., one who works 8 hours a day on 4 or more days a week</p>	<p>\$26.40 a week</p> <p>55 cents an hour</p> <p>\$24 a week</p> <p>50 cents an hour \$25.20 a week 52½ cents an hour</p> <p>Weekly rate pro-rated</p>	<p>Standard workweek, i.e., 48 a week (8 a day, 6 days) or 42 a week (6 a day, 7 days). <u>1/</u> Less than 4 days a week, 8 hours each. <u>2/</u></p> <p>Same as for experienced. Do. Do. Do.</p> <p>Less than standard week.</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>IDAHO: Wage fixed in law. Rate effective May 4, 1955. (Session laws 1955, ch. 154.)</p>	<p>Any employer: <u>Exception:</u> The United States; any State, or political subdivision, and any labor organization or its representative (other than when acting as an employer); persons employed in a bona fide executive, administrative, or professional capacity; in domestic service; in agricultural labor (as defined); as State and public employees; and as outside salesmen.</p>	<p>Any employee</p>	<p>75 cents an hour (By definition, "wages" include: 1. All tips, gratuities and commissions of every kind; 2. Reasonable <u>1/</u> cost of furnishing board, lodging, or other facilities customarily furnished and used by employe.)</p>	<p>Maximum for females 16 and over, 9 a day, in occupations as specified in Hours law.</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>KENTUCKY: <u>Hotel and Restaurant Industry,</u> Mandatory, July 15, 1954 (as modified by Franklin Circuit Court in compliance with the Mandate of the Kentucky Court of Appeals in Middlekamp v. Willis, 267 S.W. 2d 924). (Supersedes directory order of Feb. 26, 1951.)</p>	<p>Hotels, i.e., all establishments offering lodging accommodations for hire to the general public. <u>Exception:</u> Those having no more than 10 guest rooms, none of which are for transient guests. Restaurants, i. e., establishments preparing and offering for sale food for consumption.</p>	<p>Women and minors: Zone 1 - Cities of 20,000 or more population and contiguous territory within 5 miles thereof: Nonservice Service Zone 2 - Cities of not less than 4,000 nor more than 20,000 population and contiguous territory within 2 miles thereof: Nonservice Service</p>	<p>45 cents an hour 67½ cents an hour 30 cents an hour 45 cents an hour 43 cents an hour 64½ cents an hour 28 cents an hour 42 cents an hour</p>	<p>Up to and including 48 a week. Over 48 a week. <u>1/</u> Up to and including 48 a week. Over 48 a week. <u>1/</u> Up to and including 48 a week. Over 48 a week. <u>1/</u> Up to and including 48 a week. Over 48 a week. <u>1/</u></p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>KENTUCKY -- Con. <u>Hotel and Restaurant Industry</u> -- Con.</p>		<p>Zone 3 - All territory not included in Zones 1 and 2:</p> <p>Nonservice</p> <p>Service</p> <p>Learners 2/ (90 days, on permit)</p> <p>If spread of hours exceeds 12, or employee has more than one interval off duty (excluding any meal period of 1 hour or less), or if both situations occur.</p>	<p>41 cents an hour</p> <p>61½ cents an hour</p> <p>26 cents an hour</p> <p>39 cents an hour</p> <p>5 cents less than applicable minimum wage rate</p> <p>60 cents a day in addition to the hourly wage earned</p>	<p>Up to and including 48 a week.</p> <p>Over 48 a week. 1/</p> <p>Up to and including 48 a week.</p> <p>Over 48 a week. 1/</p> <p>(Same as for Experienced)</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>MASSACHUSETTS: <u>Dry Cleaning Occupation,</u> No. 29-A, May 1, 1955. (Supersedes order No. 29, Mandatory Aug. 2, 1949.)</p>	<p>"Dry Cleaning Occupation," i.e., any activity connected with the cleaning, dyeing, wet-cleaning incidental to dry-cleaning, spotting, finishing, pressing, repairing, altering, or storing of any article of wearing apparel (including hats), household furnishing, rugs, textiles, furs, and leather; or any other employment connected with the cleaning and dyeing industry not covered by another minimum-wage order. <u>Exceptions:</u> Salespersons in this industry who are connected with: (1) The soliciting of sales or opportunities for sales; (2) the collection, distribution, sale or resale of merchandise for dry cleaning service; or (3) services rendered incidental to the sale or resale of dry cleaning services.</p>	<p>Women and minors; men: <u>Experienced</u></p> <p>Inexperienced (320 hours)</p>	<p>80 cents an hour</p> <p>75 cents an hour (Deductions bringing wage below minimum allowed only if consent of employee and approval of Minimum Wage Commission are obtained. If uniforms are required as a condition of employment, the employer must furnish and maintain them; deposit prohibited except on permit.)</p>	<p>Maximum for women and minors, 9 a day, 48 a week. <u>1/2/</u> Do. <u>1/2/</u></p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>NEVADA: Wage fixed in law. Rates effective Mar. 28, 1955. [Compiled Laws (1931 - 1941) and Supplement (1943-49), secs. 2825.41 to 2825.47 as amended session laws 1953, ch. 194; 1955, A.B. 72.]</p>	<p>Private employment. <u>Exception:</u> Domestic service.</p>	<p>Females, 18 years of age and over Experienced</p> <p>Inexperienced (3 months)</p> <p>Females under 18 Experienced</p> <p>Inexperienced</p> <p>All</p>	<p>\$7 a day, \$42 a week 87.5 cents an hour</p> <p>\$5.50 a day, \$32 a week</p> <p>\$6 a day, \$36 a week 75 cents an hour</p> <p>\$5 a day, \$30 a week</p> <p>1½ times employee's regular rate (Deductions for meals and/or lodging allowed as specified in the law.)</p>	<p>8 a day, 48 week, 6 days a week. Less than 8 a day, 48 a week. 1/8 8 a day, 48 a week, 6 days a week.</p> <p>8 a day, 48 a week, 6 days a week. Less than 8 a day, 48 a week. 1/8 8 a day, 48 a week, 6 days a week.</p> <p>Over 8 to 12 a day; over 48 to 56 a week (in emergencies as specified).</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
NEVADA -- Con. Wage fixed in law -- Con.			If special uniforms are required by employer he must furnish and launder them without cost to the employee.)	

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>NEW MEXICO: Wage fixed by law. Rates effective June 10, 1955. (Session laws 1955, ch. 200.)</p>	<p>Employers of 4 or more. <u>Exceptions:</u> Persons employed in agriculture; in domestic service in or about a private home; in a bona fide executive, administrative, or professional capacity; by the U.S., or by the State, or any political subdivision; in hospitals, mortuaries, and ambulance services; in activities of an educational, charitable, religious or non-profit organization where no employer-employee relationship exists, or where services are voluntary; foremen, superintendents; supervisors; salesmen or individuals paid on piece-work, flat-rate schedules, or commission basis; primary or secondary school students working after school hours or on vacation; apprentices and learners otherwise provided by law; G.I. bill trainees while under training; inexperienced workers (less than 3 months for any one employer).</p>	<p>Any individual employed by an employer (except Service employees, see Below).</p> <p>Service employees, i.e., persons employed in: restaurants, cafes, drug stores, and other establishments furnishing food or drink for consumption on the premises; laundries; cleaning establishments engaged in cleaning or repairing garments at retail; hotels, motels, tourist courts and other establishments furnishing lodging for hire to the public; gasoline and automotive service stations; bakeries</p>	<p>75 cents an hour</p> <p>50 cents an hour</p>	<p>Maximums for females 16 and over, 8 a day and 48 a week, in occupations as specified in Hours law.</p> <p>Do.</p>

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>NEW YORK: <u>Hotel Industry, No. 6-C,</u> <u>Oct. 11, 1954.</u></p> <p>(Supersedes order No. 6-b of Feb. 15, 1953.)</p>	<p>"Hotel Industry" includes 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. The industry includes but is not limited to commercial hotels, apartment hotels, resort hotels, lodging houses, boarding houses, furnished-room houses, children's camps, adult camps, tourist camps, tourist homes, auto camps, residence clubs, membership clubs, dude ranches, Turkish baths, and Russian baths. <u>Exceptions:</u> Eating or drinking places customarily offering lodging accommodations of less than 5 rooms to the public, to employees, or to members or to guests of members; establishments in which lodging accommodation is not available to the public</p>	<p>Women and minors; men: All-year hotels: Nonresidential employees: Nonservice: In New York City</p> <p>In remainder of the State</p> <p>Service (except bell boys and baggage porters): In New York City</p> <p>In remainder of the State</p>	<p>75 cents an hour $\frac{1}{2}$</p> <p>72 cents an hour $\frac{1}{2}$</p> <p>50 cents an hour $\frac{1}{2}$</p> <p>Do. $\frac{1}{2}$</p>	<p>Over 30 up to and including 40 a week.</p> <p>Over 30 up to and including 44 a week (43 a week after Feb. 15, 1956).</p> <p>Over 30 up to and including 40 a week.</p> <p>Over 30 up to and including 44 a week (43 a week after Feb. 15, 1956).</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
NEW YORK -- Con. <u>Hotel Industry</u> -- Con.	<p>or to members or guests of members, but is incidental to instruction, medical care, religious observance, or to the care of handicapped or destitute persons, or other public charges; caddies; Turkish bath employees employed by concessionaires, or by independently operated Turkish baths, unless employed in connection with lodging facilities of the establishment; 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, junior college, institute, 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.</p>	<p>Bellboys and Baggage Porters In New York City</p> <p>In remainder of the State</p> <p>Service and non-service: Part time</p> <p>Overtime: In New York City</p> <p>In remainder of the State</p> <p>Residential employees: In New York City</p>	<p>48 cents an hour <u>1/</u></p> <p>45 cents an hour <u>1/</u></p> <p>4 cents an hour in addition to the applicable minimum hourly rate</p> <p>1½ times the applicable minimum hourly rate</p> <p>Do.</p> <p>\$28 a week <u>1/</u></p>	<p>Over 30 up to and including 40 a week.</p> <p>Over 30 up to and including 44 a week (43 a week after Feb. 15, 1956).</p> <p>30 or less a week at the discretion of the employer.<u>2/</u></p> <p>Over 40 a week. <u>4/</u></p> <p>Over 44 a week (over 43 after Feb. 15, 1956). <u>4/</u></p> <p>44 or less a week</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>NEW YORK -- Con. <u>Hotel Industry</u> -- Con.</p>		<p>In the remainder of the State Overtime</p> <p>On any day the spread of hours exceeds 10 or there is more than one interval off duty (excluding any meal period of one hour or less), or where both situations occur</p>	<p>\$26 a week <u>1/</u></p> <p>1½ the applicable prorated minimum rate</p> <p>75 cents in addition to the hourly wages earned</p>	<p>Do.</p> <p>Over 44 a week.</p>
		<p>Resort hotels: Nonservice Chambermaids Service</p>	<p>\$28 a week <u>1/</u></p> <p>\$24 a week <u>1/</u></p> <p>\$20 a week <u>1/</u></p>	<p>)48 or less) but more) than 24 hours or 3 days a week.</p>
		<p>Part time</p>	<p>1/40 of the applicable minimum weekly wage</p>	<p>24 hours or less or 3 days or less a week.^{2/}</p>
		<p>Overtime</p>	<p>1½ the applicable prorated minimum rate</p>	<p>Over 48 hours a week or on 7th consecutive day. <u>3/</u></p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>NEW YORK -- Con. <u>Hotel Industry</u> -- Con.</p>			<p>(The minimum wage shall be subject to no deductions except as authorized by statute.</p> <p>Any employer in the establishments covered must furnish, launder, clean, and maintain uniforms. If employee furnishes uniforms at the request or direction of employer or as a condition of employment, employer must reimburse him or her for the cost thereof within the period specified.</p> <p>In lieu of laundering and maintaining uniforms, employer may elect to pay regularly to employees an</p>	

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>NEW YORK -- Con. <u>Hotel Industry</u> -- Con.</p>			<p>additional 3 cents an hour.)</p>	

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>OREGON: <u>Beauty Operators and Manicurists, No. 1,</u> August 10, 1954.</p> <p>(Supersedes order 1 of July 22, 1941, Supplemented Aug. 6, 1941.)</p>	<p>"Beauty operators and manicurists," i.e., those providing services or operations used or useful in the care, cleansing or beautification of the skin, scalp, nails or hair, or in the enhancement of personal appearance, and all services or operations incidental thereto, including services of maids, cashiers, receptionists or appointment clerks. <u>Exceptions:</u> Women employed in administrative, executive, or professional capacities, i.e., work predominantly intellectual, managerial, or creative which requires exercise of discretion and independent judgment and for which remuneration is not less than \$250 a month.</p>	<p>Women and minors</p> <p>Overtime</p>	<p>75 cents an hour</p> <p>1½ times the regular hourly rate.</p> <p>(Employee may not be required to contribute from the minimum wage for the purchase or maintenance of uniforms, tools or equipment or for the laundering and cleaning of uniforms.</p>	<p>For female beauticians, 10 a day, 44 a week; for others, 8 a day, 44 a week.</p> <p>All overtime, in emergencies, on permit.</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>UTAH: <u>Retail Trade Occupations, No. 1, as amended Jan. 11, 1955.</u> (Supersedes order 1 of Sept. 1, 1947 as amended, June 1, 1952.)</p>	<p>"Retail Trade Occupations," i.e., any industry or business, operated for the purpose of selling, offering for sale, or distributing 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: Experienced: In Salt Lake City and Ogden</p> <p>In Logan, Provo, Murray and Tooele</p> <p>In other cities and towns over 2,500 population</p> <p>In towns or municipalities of 2,500 or less (1950 U. S. Census) and all unincorporated areas</p> <p>Inexperienced (6 months or 1000 hours) <u>3/</u></p> <p>Minors 14 to 16, doing delivery work, chore work, or odd jobs in the establishment, not otherwise provided for in the order</p>	<p>70 cents an hour</p> <p>67 cents an hour</p> <p>64 cents an hour</p> <p>56 cents an hour</p> <p>5 cents less an hour than applicable minimum wage for experienced employees</p> <p>55 cents an hour</p>	<p>8 a day, 48 a week, 6 days a week for women; 8-14-6 for minors under 18. <u>1/ 2/</u></p> <p>Do. <u>1/ 2/</u></p> <p>Do. <u>1/ 2/</u></p> <p>Do. <u>1/ 2/</u></p> <p>8 a day, 44 a week, 6 days a week. <u>2/</u></p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>UTAH -- Con. <u>Retail Trade Occupations</u> -- Con.</p>		<p>If employee works a split shift</p> <p>Handicapped employees unable to produce same as able bodied employee</p>	<p>55 cents a day in addition to the applicable minimum wage</p> <p>66 2/3% of applicable minimum wage</p> <p>(Permits furnishing of meals and lodging to employees at a charge not in excess of retail price, if a mutual agreement has been signed and copy filed with Industrial Commission.</p> <p>If uniforms are required, employer must supply free and provide for care and upkeep.)</p>	

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>UTAH -- Con. <u>Public Housekeeping Industry, No. 3</u> as amended Feb. 11, 1955. (Supersedes order 3 of Dec. 1, 1947, as amended Nov. 16, 1952.)</p>	<p>"Public Housekeeping Industry," i.e., hotels, boarding houses, rooming-houses, motels, 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 the establishment unless or until their specific occupation is governed by another minimum-wage order. <u>Exceptions:</u> Registered nurses, licensed practical nurses, and resident managers.</p>	<p>Women and minors: <u>4/</u> In cities over 10,000 population: Experienced Learners (2 months)</p> <p>In cities over 3,000 and under 10,000 population: Experienced Learners (2 months)</p> <p>In cities under 3,000 population and all other unincorporated areas: Experienced Learners (2 months)</p>	<p>70 cents an hour 65 cents an hour</p> <p>65 cents an hour 60 cents an hour</p> <p>60 cents an hour 55 cents an hour</p> <p>(Permits furnishing of meals and lodging to employees at a charge not in excess of retail price, if a mutual agreement has been signed and copy filed with Industrial Commission.</p>	<p>8 a day, 48 a week, 6 days a week. <u>4/ 5/</u></p> <p>Do. <u>4/ 5/</u> Do. <u>4/ 5/</u></p> <p>Do. <u>4/ 5/</u> Do. <u>4/ 5/</u></p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>UTAH -- Con. <u>Public Housekeeping</u> <u>Industry</u> -- Con.</p>			<p><u>Exception: Re-</u> <u>sort hotels under</u> <u>the conditions</u> <u>specified.</u> If uniforms are required, em- ployer must sup- ply and bear entire cost of same, including purchase price, maintenance and laundry.)</p>	

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>UTAH -- Con. <u>Restaurant Occupation, No. 2 as amended</u> Mar. 12, 1955.</p> <p>(Supersedes order 2 of Nov. 20, 1947, as amended May 1951 and April 2, 1953.)</p>	<p>"Restaurant," i.e., any place selling food or beverages in solid or liquid form to be consumed on the premises. <u>Exceptions:</u> Retail ice-cream or retail soft-drink (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: Experienced In cities over 50,000 population: Salt Lake City, Ogden</p> <p>In cities over 5,000 and under 50,000 population In cities over 2,500 and under 5,000 population In cities and towns having a population of less than 2,500 (1950 Census) and all other incorporated and unincorporated areas</p> <p>Inexperienced (less than 3 months recognized experience in the occupation) ?/</p>	<p>60 cents an hour</p> <p>57 cents an hour</p> <p>55 cents an hour</p> <p>49 cents an hour</p> <p>4 cents an hour less than the established minimum wage.</p> <p>(Furnishing of meals to employees allowed if a mutual agreement has been signed</p>	<p>8 a day, 48 a week, 6 days a week, for women; 8-44-6 for minors under 18. <u>6/</u> Do. <u>6/</u> Do. <u>6/</u> Do. <u>6/</u></p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>UTAH -- Con. <u>Restaurant Occupation--</u> Con.</p>	<p>(never employed in any occupation) 2/</p> <p>First-year learners 2/</p>	<p>and copy filed with Industrial Commission. If uniforms are required by the establishment, employer must furnish, launder, and maintain them.)</p>		

See footnotes at end of table.

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>WASHINGTON: <u>Counselors and Leaders in Organized Seasonal Recreational Camps, No. 54, June 12, 1954.</u></p>	<p>"Counselor or Leader Occupations in Organized Seasonal Recreational Camps," i.e., only an established resident group camp, established and maintained for recreation, education, vacation, or religious purposes for use by organized groups wherein these activities are conducted on a closely supervised basis and wherein day-to-day living facilities, including food and lodging, are provided either free of charge, or by payment of fee. Includes all work involving duties primarily relating to guidance, instruction, supervision, and care of campers, whether such work involves direct charge of, or responsibility for, such activities, or merely assistance to persons in charge. Includes but not limited to: Head counselor, assistant head counselor, specialist counselor or instructor (swimming, arts and crafts, etc.), group or</p>	<p>Women and minors Non-resident: Experienced (3 seasons <u>1/</u> of employment in the counselor staff) <u>2/</u> Apprentice counselors (at least 1 but less than 3 seasons <u>1/</u> of employment in any counselor staff occupation) <u>2/</u> First-year learners (never employed in any counselor staff occupation) <u>2/</u> Resident: Experienced (3 seasons <u>1/</u> of employment in the counselor staff) <u>3/</u> Apprentice counselor (at least 1 but less than 3 seasons <u>1/</u> of employment in any counselor staff occupation) <u>2/</u> First-year learners (never employed in any counselor staff occupation) <u>2/</u></p>	<p>\$31.20, 6-day week \$22.20, 6-day week \$16.20, 6-day week \$25.00, 6-day week <u>3/</u> \$16.00, 6-day week <u>3/</u> \$10.00, 6-day week <u>3/</u></p>	

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>WASHINGTON -- Con. <u>Counselors and Leaders in Organized Seasonal Recreational Camps -- Con.</u></p>	<p>division leader, camp mother, teacher, supervising counselor, senior counselor, counselor, general counselor, bunk counselor, assistant counselor, co-counselor, junior counselor and counselor aide. <u>Exceptions:</u> Camp cooks or kitchen help as defined in Public Housekeeping Order No. 46 and Order No. 49 (Minors), or any other type of work other than counselors or leaders; pre-season training; women or minor (16 and over) members or associate members of the group or association, who may serve as volunteer counselors or leaders provided written agreement requirement (applicable to all persons in the camp except paying campers) has been complied with; resident campers under 16 whose duties are limited to a maximum of 24 hours weekly provided (1) prepared instructions and supervision related to their responsibility are given them by</p>			

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>WASHINGTON -- Con. <u>Counselors and Leaders in Organized Seasonal Recreational Camps</u> -- Con.</p>	<p>administrators and/or counselors; (2) neither bunk responsibility nor responsibility for educational or physical activities of campers devolves on them, except as part of their instruction program; (3) a copy of this regulation is furnished to their parents or guardians.</p>			

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>WYOMING: Wage fixed by law. Rate effective May 20, 1955. (Session laws 1955, ch. 121.)</p>	<p>Any occupation in which individuals are gainfully employed. <u>Exceptions:</u> Any individual employed in agriculture; domestic service in or about a private home; in a bona fide executive, administrative, or professional capacity; by the U. S., or by the State or any political subdivision; in activities of an educational, charitable, religious or non-profit organization where no employer-employee relationship exists, or where services are voluntary; part time and piece workers; outside salesmen solely on commission basis; any person who drives ambulance or other vehicles on call; minors under 18.</p>	<p>Any individual employed by an employer (except minors under 18, see Exceptions).</p>	<p>75 cents an hour</p>	<p>Maximum for females 16 and over, 8 a day and 48 a week, for occupations as specified in Hours law.</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>PUERTO RICO: 1/ <u>Beer</u>, No. 24 August 1954.</p> <p>(Supersedes in part 2/ No. 5, Mar. 13, 1944, modified June 5, 1944)</p>	<p>"Beer Industry," i.e., the preparation, production, distribution, or sale of beer, with or without alcohol.</p>	<p>Permanent employees</p> <p>Other employees</p> <p>All employees</p>	<p>70 cents an hour</p> <p>60 cents an hour</p> <p>Twice employee's regular rate</p> <p>Wage guaranty $1\frac{1}{2}$ times employee's regular hourly rate</p> <p>Wage guaranty 32 hours at regular hourly rate</p>	<p>8 a day, 48 a week.</p> <p>Do.</p> <p>Over 8 a day or over 48 a week.</p> <p>20 or less a week.</p> <p>More than 20 but less than 32.</p>

See footnotes at end of table.

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>PUERTO RICO 1/ -- Con. <u>Coffee Industry, No. 19,</u> <u>December 1954.</u></p> <p>(Supersedes No. 19, Oct. 26, 1950.)</p>	<p>"Coffee Industry" includes all agricultural operations necessary for the production of coffee; drying, hulling, and packing or the transportation thereof by the farmer.</p>	<p>Coffee pickers</p> <p>Other occupations</p>	<p>45 cents an almud, which is $\frac{4}{5}$ of a liter $\frac{3}{4}$</p> <p>\$1.50 per day $\frac{3}{4}$</p>	

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>PUERTO RICO 1/ -- Con. Restaurants, Canteen, or Soda Fountain, No. 6, January 1955.</p> <p>(Supersedes No. 6, June 15, 1944, modified Apr. 14, 1945.)</p>	<p>Restaurant, Canteen, or Soda Fountain</p>	<p>All occupations</p> <p>Zone 1</p> <p>Zone 2</p> <p>Zone 3</p> <p>All occupations</p>	<p>33 1/3 cents an hour</p> <p>29 1/6 cents an hour</p> <p>25 cents an hour</p> <p>Twice employee's regular rate</p> <p>Wage guaranty 1 1/2 times employee's regular hourly rate</p> <p>Wage guaranty 40 hours at regular hourly rate</p> <p>(Deductions for meals and lodging allowed as follows: Breakfast 10 cents; lunch, 25 cents; dinner, 25 cents; dormitory, 15 cents daily.)</p>	<p>8 a day, 48 a week.</p> <p>Do.</p> <p>Do.</p> <p>Over 8 a day, or 48 a week.</p> <p>20 or less a week.</p> <p>More than 20 but less than 40.</p>

F O O T N O T E S

ARIZONA

- 1/ Maximum hours for women and minors, 8 a day, 48 a week.
- 2/ Employee called to work on any day must be paid at least 4 hours' wages at the rate at which he or she is classified.
- 3/ Number not to exceed 33 1/3 percent of women employed in establishment, except that 1 learner is permitted if less than 3 women are employed. Rule not applicable during the month of December or the 2 weeks immediately preceding Easter.

IDAHO

- 1/ As determined by Employment Security Agency.

KENTUCKY

- 1/ Maximum hours for women and girls in practically all industries and occupations, 10 a day, 60 a week.
- 2/ Number of learners may not exceed one-third of regular full time employees. Authorization of labor commissioner required.

MASSACHUSETTS

- 1/ Hour law establishes 9 hours a day, 48 hours a week as the maximum for "women and children" employed in or in connection with any factory, workshop, manufacturing, mercantile or mechanical establishment, telegraph office or telephone exchange, express or transportation company, private club, office, letter shop, financial institution, laundry, hotel, manicuring or hairdressing establishment, motion picture or other theater or other place of amusement, garage, hospital in a nonprofessional capacity, or as an elevator operator, or as a switchboard operator in a private exchange. It expressly exempts women and minors who are: (1) Employed exclusively as personal secretaries; (2) declared by the commissioner to be employed in a supervisory capacity; and (3) professional personnel in hospitals. Labor Commissioner is granted authority by the law, however, to permit the employment of office workers for more than 9 hours a day (but not more than 48 hours a week) and of nonprofessional hospital employees for more than 9 hours a day or 48 hours a week in an emergency. The law cites several permissible variations from its established maximum-hour standards.

MASSACHUSETTS (Continued)

In manufacturing establishments and hotels where employment is determined by the Labor Department to be seasonal, women may be employed 52 hours a week, but the year's weekly average may not exceed 48 hours.

- 2/ Employee reporting for duty on any day at the time set by 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.

NEVADA

- 1/ Employee reporting for work on any day at the time and place designated by employer, must be paid for at least $\frac{1}{2}$ day's work at the rate agreed upon in the contract of employment, unless employer has given 8 hours notice that her services will not be required on that particular day.

NEW YORK

- 1/ In all-year-hotels nonresidential employees receiving one meal per day may be paid 5 cents less than the applicable basic hourly rates and 10 cents less if two or more meals are received; for residential employees in such establishments who receive meals, a weekly differential of \$7 is permitted. In resort hotels employees who receive lodging but no meals may be paid \$5 less than the weekly minimum rate established for employees receiving neither meals nor lodging if 3 meals but no lodging, \$7 less; and if both lodging and 3 meals a day are received, \$12 less.
- 2/ 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. The hotel order provides that actual hourly earnings must be paid, if such earnings exceed the minimum daily wage. Employee-students exempted from this provision on any workday when they are required to attend school, must be paid for each hour of actual work or permitted attendance in the establishment at the applicable minimum hourly rate.
- 3/ Hour law expressly exempts from the 8-48 hour maximum females over 16 employed in resort or seasonal hotels or restaurants in rural communities and small cities and villages as specified.

NEW YORK (Continued)

- 4/ 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 one 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 during 2 weeks in year for inventory and for 7 consecutive days from Dec. 4 through 23, selected by the employer who must notify the Industrial Commission. Hours law expressly exempts from its 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, as specified.

UTAH

- 1/ Hour law permits overtime if life or property is in imminent danger. In emergencies or peak periods in the business of an employer, Industrial Commission may permit longer hours. Regulations issued by the Commission prescribe certain conditions for obtaining permits for such overtime.
- 2/ Employee called to work on any day must be paid for at least 4 hours at the rate of 70 cents an hour. Exception: Minors must be paid for at least 2 hours.
- 3/ Number may not exceed 25% of total number of workers covered by the order.
- 4/ Employment of girls under 18 and of boys under 16 prohibited in this industry. Boys 16 and under 18 may be employed 8 hours a day, 6 days, 44 hours a week if certificate has been obtained from school superintendent or the local issuing officer.
- 5/ Order requires that a $\frac{1}{2}$ hour meal period, paid for at minimum rate, be included in the 8 hours. In emergencies, females over 21 may be employed over 8 hours a day or on the 7th day, if employer obtains a permit from the Industrial Commission.
- 6/ Restaurant Occupations Order requires that a $\frac{1}{2}$ hour meal period be included as paid time.
- 7/ Number may not exceed 1 learner to every 5 experienced employees in the establishment.

WASHINGTON

- 1/ Season defined as a minimum period of 6 weeks in any 1 year.
- 2/ No more than 30 percent of total number of counselor staff employees may be paid the first-year learner rate in any week and the total number of employees paid the first-year learner and apprentice counselor rate may not exceed 80 percent of the total staff provided that in camps of 40 campers or less, where these percentages may be unworkable, the Supervisor of Women and Minors Division shall have authority to make reasonable adjustments upon showing that limitations will work a hardship.
- 3/ At the termination of employment a resident counselor shall be entitled to a premium payment of 25 percent of applicable weekly rate for each week of employment, unless the equivalent thereof has been received in time off duty. Premium payment for 1 week is equivalent to 24 hours off duty, 12 of which must be in sequence.

PUERTO RICO

- 1/ Information taken from a digest of "outstanding provisions of decrees issued by the Puerto Rico Minimum Wage Board," prepared by the P. R. Department of Labor. Full texts of decrees not as yet available in translation.
- 2/ Beer Industry was previously covered by Mandatory Decree No. 5, Beer and Carbonated Drinks Industry. Decree No. 5, dated March 13, 1944, modified June 5, 1944 remains in effect for the Soft Drink Industry.
- 3/ Order provides that the minimum wage increase or decrease according to the price of coffee set by a Production Board.