

For BDS-R

STATE MINIMUM-WAGE LAWS AND ORDERS

MARCH 2, 1953 to JULY 1, 1954

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SOCIOLOGY DIVISION
SERIAL



JULY 1, 1954

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

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BOARDS

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STATE MINIMUM-WAGE ORDERS AND STATUTORY RATE AMENDMENTS
BECOMING EFFECTIVE MARCH 2, 1953 - JULY 1, 1954

DISTRICT OF COLUMBIA:

Retail Trade, May 25, 1953.
Clerical and Technical, June 8, 1954.

HAWAII:

Act 77, Laws 1953, July 1, 1953.

MASSACHUSETTS:

Laundry, Feb. 16, 1953.
Commissioner's Mandatory Order, June 25, 1953.
Needle Trade and Garment, Sept. 1, 1953.
Clerical Technical and Similar Occupations,
July 1, 1954.
Mercantile, July 1, 1954.

MINNESOTA:

*Public Housekeeping April 23, 1953.
*Retail Merchandising, Sept. 4, 1953.

NEVADA:

A.B. 160, Laws 1953, March 21, 1953.

NEW HAMPSHIRE:

Ch. 232, Laws 1953, June 11, 1953.
Laundry, June 11, 1953.
Beautician, June 11, 1953.
Retail Trade, June 11, 1953.
Dry Cleaning, June 11, 1953.

NEW YORK:

Retail Trade, Dec. 28, 1953.
Counselor Staff, in Children's Camps, Dec. 28, 1953.

NORTH DAKOTA:

Telephone, July 7, 1953.

OREGON:

Office, Oct. 13, 1953.

PUERTO RICO:

Theaters and Movies, Sept. 16, 1953.

RHODE ISLAND:

*Restaurant and Hotel Restaurant, Jan. 1, 1954.

UTAH:

Restaurant, amended April 2, 1953.

WISCONSIN:

Factories Canning or First Processing Fresh Fruits
and Vegetables, special order, season 1953.

* In court, as of July 1, 1954.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>DISTRICT OF COLUMBIA: Retail Trade Occupation, No. 3, May 25, 1953. (Supersedes order 3, June 16, 1947.)</p>	<p>"Retail Trade Occupation," i.e., the selling or offering for sale at retail of any goods, wares, merchandise, articles, or things, and all activities, operations, and services connected therewith or incidental thereto. <u>Exception:</u> Operating of elevators in and cleaning of retail stores, which activities are included in the Public Housekeeping Occupation Order.</p>	Women and minors	\$80 a week	36 up to and including 40 a week. ¹
		Employees whose workweek is 36 but not more than 40 hours who begin work after the beginning or resign before the end of the workweek, or are voluntarily absent in any week.	Prorated hourly rate	Actual hours worked.
		Part-time	85 cents an hour	Less than 36 a week. ²
		Student under 18 for whom certificate is in employer's file (9 months following original issuance of certificate).	75 cents an hour	Less than 36 a week.
		Overtime	85 cents an hour	Over 40 a week. ¹
If employee works a split shift.	75 cents a day in addition to the applicable minimum wage.			

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>DISTRICT OF COLUMBIA - Cont.</i> <i>Retail Trade</i> <i>Occupation, - Cont.</i></p> <p><i>Clerical and Technical Occupations, No. 9</i> June 8, 1954.</p> <p>(New order issued in place of the invalidated Office and Miscellaneous Occupations Order, No. 7, Apr. 25, 1949.)</p> <p>See footnotes at end of table.</p>	<p>"Clerical and Technical Occupations." Excludes persons engaged in any such occupations who are employed in an activity covered by any other wage order, e.g., persons engaged in Retail Trade, Manufacturing and Wholesaling, Public Housekeeping, Laundry and Dry Cleaning, and Beauty Culture.</p> <p><u>Clerical occupations include:</u> General office clerks, stenographers, typists, secretaries, file clerks, mail clerks, bookkeepers, cashiers, tellers, shipping clerks, receiving clerks, information clerks, receptionists, checkers, proofreaders, investigators, examiners, claim adjusters, messengers, office boys and girls, telephone operators, office-machine operators, duplicating-machine operators,</p>	<p>Women and minors</p> <p>Weekly wages</p> <p><u>Exception:</u>- Cases of infrequent voluntary absence. ³</p> <p>Part time</p> <p>Student under 18 for whom certificate is in employer's file.</p> <p>Student attending and employed by a recognized educational institution.</p> <p>Overtime</p>	<p>(Uniforms required by employer as a condition of employment must be purchased, maintained, and cleaned by the employer.)</p> <p>\$32 a week</p> <p>80 cents an hour</p> <p>88 cents an hour</p> <p>75 cents an hour</p> <p>75 cents an hour</p> <p>88 cents an hour</p>	<p>32 but not more than 40 a week. ¹</p> <p>Actual time worked. ³</p> <p>Less than 32 hours per week. ²</p> <p>Less than 32 hours per week.</p> <p>Less than 32 hours per week.</p> <p>Over 40 a week. ¹</p>

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>DISTRICT OF COLUMBIA - Cont.</i> <i>Clerical and Technical Occupations, No. 9,</i> June 8, 1954. - Cont.</p>	<p>telegraph messengers, telegraphic-typewriter operators, telegraph operators, collection clerks, tracer clerks, ticket agents, baggage agents, vehicle dispatchers, and similar occupations.</p> <p><u>Technical occupations include:</u> Practical nurses, nurses' aides, and assistants to physicians, dentists, laboratory technicians, X-ray technicians, personnel counselors, labor-relations counselors, public-relations counselors, librarians, educators, social workers, writers, research workers, statisticians, editors, and assistants whose work requires similar training, skill and supervision.</p> <p><u>Exceptions:</u> Employment which is part of required course of study toward degree or obtaining a license or certificate to practice a profession.</p>	<p>If employee works a split shift, or spread of hours exceeds 11.</p>	<p>88 cents a day in addition to the applicable minimum wage.</p> <p>(Uniforms required by employer as a condition of employment must be purchased, maintained, and cleaned by the employer; or employer may elect to pay \$1.50 in lieu of purchasing, maintaining, and cleaning, or \$1.00 in lieu of laundering, or 50 cents in lieu of furnishing.)</p> <p>No variation permitted without approval of Minimum Wage Board.)</p>	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>HAWAII:</i> Revised Laws (1945), ch. 75, secs. 4351 to 4366, as amended session laws 1945, Act 15; 1949, Act 292; 1951, Act 180; 1953, Act 77, and S.B. No. 204.</p> <p>(Minimum-wage rates as amended in 1953, effective July 1, 1953.)</p> <p>See footnotes at end of table.</p>	<p>All employment. <u>Exceptions:</u> Public employment; persons at a guaranteed monthly salary of \$300 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, crustacea, sponges, seaweeds or other aquatic forms of animal or vegetable life (including the going to and returning from work and the loading and unloading of such products prior to first processing); seamen; employees covered by the Federal Fair Labor Standards Act; drivers of vehicles carrying passengers for hire, operated solely from a fixed stand; golf caddies.</p>	<p>All employees, 16 years of age and over: City and County of Honolulu Elsewhere</p> <p>All employees, 16 years and over.</p>	<p>65 cents an hour ¹ 55 cents an hour ¹ 1½ times regular rate</p> <p>(Reasonable deductions from minimum wage permitted for board and lodging. Employer must furnish and launder uniforms if nature of the business requires employees to wear them.)</p>	<p>48 a week. Do. Over 48 a week.</p>

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>MASSACHUSETTS: <i>Laundry Occupations,</i> No. 30A, Feb. 16, 1953.</p> <p>(Supersedes mandatory order 30 of Sept. 1, 1949.)</p>	<p>"Laundry Occupations," i.e., any activity connected with the washing, ironing, or processing incidental thereto, for compensation, of clothing, napery, blankets, bed clothing or fabric of any kind, or any other employment, connected with the laundry industry, unless otherwise covered by a minimum-wage order.</p> <p><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 laundry service; or (3) services rendered incidental to the sale of laundry services.</p> <p>"Laundry Occupations Establishments," i.e., any establishment in which laundry occupations are performed, including wholesale and retail laundries, clubs, hospitals, colleges, private schools; self-service, automatic, "Help Yourself" and "You Do It" laundries; and any type of rental laundries.</p>	<p>Women and minors; men</p>	<p>70 cents an hour</p> <p>(Deductions, other than those allowed by law, bringing wage below the 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 order. If uniforms are required as a condition of employment, the employer must furnish and maintain them.)³</p>	<p>Maximum for women and minors, 9 a day, 48 a week.^{1, 2}</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>MASSACHUSETTS - Cont. Mandatory Order of June 25, 1953, issued by the Commissioner of Labor and Industries in accordance with ch. 558, Laws 1952 (which restricts minimum-wage boards from recommending rates below 65 cents an hour, except in certain specified instances; and authorizes the Commissioner to adjust such rates to 65 cents an hour prior to July 1, 1953).</p> <p>See footnotes at end of table.</p>	<p>All occupations covered by then outstanding minimum-wage orders which established any wage rate below 65 cents an hour, i.e., wage rates in the following minimum-wage orders were increased: Amusement and Recreation; Personal Services; Boot and Shoe Cut Stock and Findings; Brush; Clerical, Technical and Similar; <u>Corset</u>; Druggists' Preparations, Proprietary Medicines and Chemical Compounds; Electrical Equipment and Supplies; Jewelry and Related Lines; <u>Knit Goods</u>; <u>Men's Clothing and Raincoat</u>; <u>Men's Furnishings</u>; Mercantile; <u>Millinery</u>; Paper Box; Pocketbook and Leather Goods; Stationery Goods; Toys, Games and Sporting Goods; <u>Women's and Children's Underwear and Neckwear and Cotton Garments</u>; <u>Women's Clothing</u>; Dry Cleaning; Public Housekeeping.</p> <p>(The 7 orders underscored above are now superseded by the Needle Trade and Garment Occupations Order, which follows.)</p>	<p>Women and minors; men</p> <p>All (except Public Housekeeping, Service employees).</p> <p>Public Housekeeping Industry, Service employees.</p>	<p>65 cents an hour</p> <p>50 cents an hour</p>	

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>MASSACHUSETTS - Cont. <i>Needle Trade and Garment Occupations</i>, No. 32, Sept. 1, 1953.</p> <p>(Supersedes the following Mandatory Occupational Orders: Corsets, Oct. 1, 1937; Men's Clothing and Raincoat, Oct. 1, 1937; Men's Furnishings, Oct. 1, 1937; Women's Clothing, Oct. 1, 1937; Women's and Children's Underwear, Neckwear and Cotton garments, July 1, 1938; Knit goods, June 2, 1939; Millinery, Feb. 1, 1939.)</p> <p>See footnotes at end of table.</p>	<p>"Needle Trade and Garment Occupations" includes all activities, services, and processes concerned with the manufacture, production, processing, or finishing of all clothing, for human or other use, including but not limited to, outer wearing apparel, millinery, undergarments, accessories, or trimmings incidental to the manufacture, production, or processing or finishing of such items. <u>Exceptions:</u> Occupations concerned with the manufacturing, production, processing, or finishing of staple lines of hosiery and those subject to another Minimum Wage Commission order.</p>	<p>Women and minors; men ^{4, 5}</p>	<p>75 cents an hour ⁵</p> <p>(Deductions, other than those required by law, bringing wages below the minimum 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. ^{1, 2}</p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>MASSACHUSETTS - Cont. <i>Clerical, Technical and Similar Occupations</i>, No. 24-C, July 1, 1954. (Supersedes mandatory order 24-B of June 16, 1950.)</p>	<p>"Clerical, Technical and Similar Occupations" include all occupations in any general, business, professional, or technical office, and in any laboratory, hospital, museum, historical building, library, school, telephone, telegraph, broadcasting or televising establishment, funeral director's establishment, or in messenger service, or other establishment wherein workers are employed in any capacity in which the services of any kind and wheresoever performed are of a clerical or technical character.</p> <p>Includes persons whose duties are related to general office, professional, or technical work in any establishment, whether business, medical, dental, funeral, technical, or legal, such as office boys or girls, file clerks, general office clerks, stenographers, typists, bookkeepers, cashiers, various machine operators, telephone and switchboard operators, receptionists, guides, library workers,</p>	<p>Women and minors; men:⁶ Experienced</p> <p>Inexperienced (less than 600 hours in the occupations; for those covered by the On-the-Job Training Program or the Apprentice Training Program, the number of hours constituting experience will be determined by the Minimum Wage Commission).</p>	<p>80 cents an hour⁷</p> <p>75 cents an hour^{7,8}</p> <p>(Deductions, other than those required by law, bringing wage below the minimum allowed only if consent of employee and approval of the Minimum Wage Commission are obtained. Deductions for meals and lodging permitted at prices specified in the order. If uniforms are required as a condition of employment the employer must furnish, launder, clean, and maintain them.)³</p>	<p>Maximum for women and minors, 9 a day, 48 a week.^{1,9}</p> <p>Do. ^{1,9}</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 - Cont. Clerical, Technical and Similar Occupations, No. 24-C, July 1, 1954. Cont.</p>	<p>draftsmen, technicians, including dental and medical technicians, and laboratory assistants. Students working for the whole or part of their tuition and/or maintenance at school, college, or summer camp which they are attending, are excluded from the basic wage rates of this order.</p>			
<p>Mercantile Occupations, No. 26-C, July 1, 1954. (Supersedes mandatory order 26-B of Dec. 26, 1951.)</p>	<p>"Mercantile Occupations" include any industry or business connected with or operated for the purpose of selling, purchasing, or distributing merchandise, wares, goods, articles, services, or commodities to retailers, wholesalers, industrial, commercial, or individual users. Includes all work connected with the soliciting of sales or opportunities for sales, or the distributing of such merchandise, wares, goods, articles, or commodities and the rendering of services incidental to the sales, use, or upkeep of same, whether performed on employer's premises or elsewhere; the selling of ice cream and non-alcoholic</p>	<p>Women and minors; men: ⁶ Full-time employees: Experienced Inexperienced (less than 600 hours in the occupation). Part-time employees: Experienced Inexperienced (less than 600 hours in the occupation).</p>	<p>\$30 a week ⁷ 75 cents an hour ⁷ \$28 a week ⁷ 70 cents an hour ⁷ 75 cents an hour ⁷ 70 cents an hour ⁷</p>	<p>36 but not more than 44 a week. ¹⁰ Over 44 a week. ¹ 36 but not more than 44 a week. ¹⁰ Over 44 a week. ¹ Less than 36 a week. ⁹ Do. ⁹</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>MASSACHUSETTS - Cont. <i>Mercantile Occupations, -</i> Cont.</p>	<p>beverages in mercantile establishments where the selling of such commodities is incidental to the principal business of the establishment. Covers all functions within mercantile occupations not specifically governed by any other Massachusetts minimum-wage order. Includes salespersons specifically exempted from coverage under the Dry Cleaning and Laundry Occupations orders. Exemptions: (a) Outside salespersons who regularly sell away from employer's place of business, or whose hours cannot readily be determined, and who do not make daily reports or visits to the office or plant of employer. (b) Outside salesmen employed at other than a fixed location whose employment and sales activities are not in any material manner managed, regulated, supervised, directed, controlled, or prescribed by the employer.</p>		<p>(Deductions, other than those allowed by law, bringing wage below the minimum allowed only if written consent of employee and approval of Minimum Wage Commission are obtained. If uniforms are required to be worn as a condition of employment, the employer must supply, maintain, and provide for laundering or cleaning.)³</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>MINNESOTA: <i>Public Housekeeping Industry, No. 19, Apr. 23, 1953.</i></p> <p><u>Note:</u> Enforcement enjoined pending court review.</p> <p>See footnotes at end of table.</p>	<p>Public Housekeeping Industry.</p>	<p>Women and minors: Persons of ordinary ability:</p> <p>In cities of over 50,000 population.</p> <p>In cities of 20,000 to 50,000.</p> <p>In cities of 10,000 to 20,000.</p> <p>In communities of less than 10,000.</p> <p>Learners and apprentices: In cities of over 50,000 population.</p> <p>In cities of 20,000 to 50,000.</p> <p>In cities of 10,000 to 20,000.</p> <p>In communities of less than 10,000.</p>	<p>75 cents an hour</p> <p>70 cents an hour</p> <p>65 cents an hour</p> <p>60 cents an hour</p> <p>60 cents an hour</p> <p>55 cents an hour</p> <p>50 cents an hour</p> <p>45 cents an hour</p> <p>(Deductions for meals and lodging allowed at prices specified in order.)</p>	<p>Maximum for females over 16 years is 54 a week; for minors under 16, 8 a day, 48 a week.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>MINNESOTA: - Cont. Retail Merchandising Business, No. 20, Sept. 4, 1953.</p> <p>(Supersedes order 18, of June 30, 1947.)</p> <p>Note: Enforcement enjoined pending court review.</p> <p>See footnotes at end of table.</p>	<p>Retail Merchandising Business.</p>	<p>Women and minors over 18: Persons of ordinary ability:</p> <p>In cities of over 50,000 population.</p> <p>In cities of 20,000 to 50,000.</p> <p>In cities of 10,000 to 20,000.</p> <p>Communities of less than 10,000.</p> <p>Learners and apprentices, 18 years of age or over:</p> <p>In cities of over 50,000 population: First 3 months Second 3 months</p> <p>In cities of 20,000 to 50,000: First 3 months Second 3 months</p> <p>In cities of 10,000 to 20,000: First 3 months Second 3 months</p>	<p>75 cents an hour</p> <p>70 cents an hour</p> <p>65 cents an hour</p> <p>60 cents an hour</p> <p>60 cents an hour</p> <p>65 cents an hour</p> <p>55 cents an hour</p> <p>60 cents an hour</p> <p>50 cents an hour</p> <p>55 cents an hour</p>	<p>Maximum for females over 16 is 54 a week.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</p> <p>Do.</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>MINNESOTA — Cont. Retail Merchandising Business — Cont.</p>		<p>In communities of less than 10,000: First 3 months Second 3 months</p> <p>Minors under 18 years of age in each class of cities.</p>	<p>45 cents an hour 50 cents an hour</p> <p>Rates same as for learners and apprentices in first 3 months.</p>	<p>Do. Do.</p> <p>Maximum for females over 16 is 54 a week; for minors under 16 years, 8 a day, 48 a week.</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>NEVADA:</i> Compiled Laws, Vol. 1, (1931-1941), secs. 2825.41 to 2825.52, as amended supplement (1943-1949) and session laws 1953, ch. 194. (Minimum-wage law as amended, effective Mar. 21, 1953.)</p>	<p>Private employment. <u>Exception:</u> Domestic service.</p>	<p>Females: Experienced (Inexperienced (3 months)) All</p>	<p>\$6 a day, \$36 a week 75 cents an hour \$5 a day, \$30 a week (if stipulated by employer and employee). 1½ times employee's regular rate. (Deductions for meals and/or lodging allowed as specified in the law. If special uniforms are required by employer he must furnish and launder them without cost to the employee.)</p>	<p>8 a day, 48 a week. Less than 8 a day; less than 48 a week. ¹ 8 a day, 48 a week. 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
<p><i>NEW HAMPSHIRE:</i> Session laws 1949, ch. 310, as amended session laws 1953, ch. 232. ¹</p> <p>(Minimum-wage rates as amended in 1953, effective June 11, 1953.)</p>	<p>"Any employees." Exceptions: ¹ Employees engaged in household, domestic, or farm labor; outside salesmen; summer camps for minors; restaurants, hotels, inns, and cabins; newsboys and golf caddies; employees subject to provisions of the Federal Fair Labor Standards Act and regulations issued thereunder.</p>	<p>Women and minors; men: Experienced Ushers and pin boys Inexperienced (6 months)</p> <p>Handicapped</p>	<p>60 cents an hour 50 cents an hour 45 cents an hour (on permit) 45 cents an hour (on permit)</p>	<p>Maximum for females and minors: 10 a day, 48 a week for manual or mechanical labor in any manufacturing establishment; 10-1/4 a day, 54 a week for such labor in other employment except as specified. ²</p>
<p><i>Laundry Occupation,</i> No. 2, June 11, 1953.</p> <p>(Supersedes order 2 of July 28, 1949.)</p>	<p>"Laundry Occupation", i.e., any activity directly concerned with the washing, ironing, or processing of laundry wares; collection, distribution, or sale of laundry services; producing of laundry services either on their own behalf or for others by business establishments, clubs, institutions, and overnight camps. Laundry establishment, i.e., any place in which any phase of laundry service is conducted.</p>	<p>Women and minors: Experienced</p> <p>Learners or Apprentices (3 months)</p>	<p>60 cents an hour 45 cents an hour</p> <p>(Deductions for meals and lodging allowed; maximum rates specified in the order. If uniforms are required a fair charge, not to exceed actual cost, may be deducted.)</p>	<p>10-1/4 a day, 54 a week. ³</p> <p>Do. ³</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>NEW HAMPSHIRE - Cont.</i> <i>Beautician Occupation,</i> No. 4-A, June 11, 1953. (Supersedes order 4-A of July 28, 1949.)</p>	<p>"Beautician Occupation," i.e., any activity directly concerned with hairdressing, manicuring, or any other branch of cosmetology.</p>	<p>Women and minors: Licensed hairdressers, and manicurists who are not licensed hairdressers. Apprentices ⁵ (6 months) Students in registered schools who work on paying customers.</p>	<p>60 cents an hour 45 cents an hour 50 percent of the charge made for the service. (No deductions allowed from the minimum wage other than taxes, unless labor commissioner has approved.)</p>	<p>10-1/4 a day, 54 a week. ⁴ Do. ⁴</p>
<p><i>Retail Trade Occupations,</i> No. 5-A, June 11, 1953. (Supersedes order 5-A of Dec. 30, 1946.)</p> <p>See footnotes at end of table.</p>	<p>"Retail Trade Occupations", i.e., any retail establishment or any retail activity, unless and until the specific employment is governed by a minimum-wage order than this general retail order.</p>	<p>Women and minors: Experienced Learners ⁶ (6 months)</p>	<p>60 cents an hour 45 cents an hour (on permit). (No deductions from minimum wages allowed except as provided by law.)</p>	<p>10-1/4 a day, 54 a week. ^{7, 8} Do. ^{7, 8}</p>

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>NEW HAMPSHIRE - Cont. <i>Dry Cleaning Occupation,</i> No. 7, June 11, 1953. (Supersedes directory order of July 28, 1949.)</p>	<p>"Dry Cleaning Industry", i.e., any activity directly connected with cleaning, dyeing, pressing, or processing of any article of wearing apparel, household furnishings, or fabrics of any kind whatsoever; and any process incidental thereto, including collecting and receiving such articles for the above purposes, or giving out or collecting such articles after they have been cleaned, dyed, or pressed.</p>	<p>Women and minors: Experienced Learners or Apprentices ⁶ (3 months).</p>	<p>60 cents an hour 45 cents an hour (No deductions allowed from the minimum wages except for Social Security taxes.)</p>	<p>10-1/4 a day, 54 a week. Do.</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>NEW YORK</i> - Cont. <i>Retail Trade Industry</i> - Cont.</p> <p>See footnotes at end of table.</p>		<p>If employee works a split shift, or spread of hours exceeds 11, or both. <u>Exception:</u> Students on days attending school.</p>	<p>1 hour's pay a day at minimum hourly rate in addition to minimum wages otherwise required.</p> <p>(The minimum wage shall be subject to no deductions other than those authorized by law. If uniforms are required by employer or for compliance with law, employer must either supply, maintain, and launder, or must reimburse employee for uniform cost and pay applicable specified rate for laundry and maintenance.)</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 - Cont. Counselor Staff Occupations in Children's Camps, No. 10, Dec. 28, 1953.</p> <p>See footnotes at end of table.</p>	<p>"Counselor Staff Occupations in Children's Camps," i.e., any camp, play group, or play school, engaged wholly or partly in offering on a resident or non-resident basis recreational programs of supervised play or organized activity in such fields as sports, nature lore, and arts and crafts. Includes all work involving duties primarily relating to the guidance, instruction, supervision, and care of campers, whether such work involves direct charge of or responsibility for such activities, or merely assistance to those in charge. Includes but not limited to: Head counselors, assistant head counselors, specialist counselor or instructor, group or division leader, camp mother, teacher, supervising counselor, senior counselor, counselor, general counselor, bank counselor, assistant counselor, co-counselor, junior counselor and counselor aide. <u>Exceptions:</u> Pre-season training; ⁹ establishments catering exclusively to</p>	<p>Women and minors; men: Non-resident: ⁵ Experienced (at least 3 seasons at the camp). ⁶ Apprentice counselors (at least 1 season at the camp). ⁶ First-year learners (new at the camp). ⁶ Resident: ⁵ Experienced (at least 3 seasons at the camp). ⁶ Apprentice counselors (at least 1 season at the camp). ⁶ First-year learners (new at the camp). ⁶ Employees hired after beginning of week or terminated before end of week, or voluntarily absent ¹ in any week: Non-resident</p>	<p>\$25, 5-day week ⁷ \$30, 6-day week \$37.50, 7-day week \$17.50, 5-day week ⁷ \$21, 6-day week \$26.25, 7-day week \$12.50, 5-day week ⁷ \$15, 6-day week \$18.75, 7-day week \$25 a week ⁸ \$16 a week ⁸ \$10 a week ⁸ Prorated applicable weekly rate.</p>	<p>Actual time worked.</p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>NEW YORK</i> - Cont. <i>Counselor Staff Occupations in Children's Camps</i>, No. 10, Dec. 28, 1953.</p> <p>See footnotes at end of table.</p>	<p>children under 6 years, and those operated by organizations, organized and operated exclusively for religious, charitable, or educational purposes on a non-profit basis.</p>	<p>Resident</p>	<p>Applicable weekly rate prorated on a 6-day basis.</p> <p>(The minimum wage shall be subject to no charge or deduction other than those authorized by law; no charge permitted against minimum wage for lodging, meals, reasonable laundry, transportation, use of facilities, or any other service furnished in connection with camp business. If laundry service not furnished resident employee, employer must pay \$1 per week additional. If uniforms are required, employer must supply or reimburse employee for their purchase.</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><i>NEW YORK - Cont.</i> <i>Counselor Staff Occupations in Children's Camps - Cont.</i></p>			<p>Employer must pay fare or make transportation available for employees who supervise campers in transit, or who are required to make special trips to attend pre-season training courses.)</p>	
<p>Errata on Bulletin 247 (July 1, 1942 - March 1, 1953) p.48: <u>Building Service Industry</u>, overtime rate is \$1.125 an hour.</p> <p>See footnotes at end of table.</p>				

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>NORTH DAKOTA:</i> <i>Telephone Occupation,</i> No. 5, July 7, 1953.</p> <p>(Supersedes order 5 of April 4, 1922.)</p> <p>See footnotes at end of table.</p>	<p>Telephone occupation.</p>	<p>Women:</p>		
		<p>Experienced: In exchanges of more than 750 main stations,</p>	<p>75 cents an hour</p>	<p>8½ a day, 48 a week, maximum in cities or towns of 500 or more population, except in emergencies.¹</p>
		<p>In exchanges of less than 750 but more than 500 stations.</p>	<p>60 cents an hour</p>	<p>Do.</p>
		<p>In exchanges of less than 500 but more than 250 stations.¹</p>	<p>50 cents an hour</p>	<p>Do.</p>
		<p>Learners (first 1,248 hours):</p>		
		<p>In exchanges of more than 750 main stations.</p>	<p>60 cents an hour</p>	<p>Do.</p>
		<p>In exchanges of less than 750 but more than 500 stations.</p>	<p>50 cents an hour</p>	<p>Do.</p>
<p>In exchanges of less than 500 but more than 250 stations.¹</p>	<p>42½ cents an hour</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>OREGON: Office, No. 12, Oct. 13, 1953 (Supersedes order 11 of July 22, 1941.)</p>	<p>"Office" occupation includes stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers, checkers, invoicers, comptometer operators, auditors, library attendants, and all types of clerical work not covered by other orders of the Commission. <u>Exception:</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; Women and experienced minors. Inexperienced minors (less than 90 days' experience). Overtime</p>	<p>75 cents an hour 60 cents an hour 1½ times the regular hourly rate. (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>8 a day, 44 a week. Do. Over 8 a day, over 44 a week in emergency on permit. 1</p>

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>PUERTO RICO:</i> <i>Theaters and Movies</i>, No. 7, Sept. 16, 1953. (Supersedes order 7 of Apr. 4, 1945.)</p>	<p>"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. <u>Exceptions:</u> Professional, administrative, and executive employees.</p>	<p>All employees: San Juan: Cinematographic operators and skilled workers. Cinematographic operator helpers, chauffeurs, theater managers, and theater manager helpers. All other All other cities and towns: Cinematographic operators and skilled workers. Cinematographic operator helpers, chauffeurs, theater managers, and theater manager helpers. All other</p>	<p>70 cents an hour 48 cents an hour 45 cents an hour 60 cents an hour 38 cents an hour 35 cents an hour</p>	<p>8 a day, 40 a week, 6 days a week.¹ Do. ¹ Do. ¹ Do. ¹ Do. ¹</p>
<p>See footnotes at end of table.</p>				

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>RHODE ISLAND:</i> <i>Restaurant and Hotel Restaurant Occupations,</i> No. 5-R-2, Jan. 1, 1954.</p> <p>(Supersedes mandatory order No. 5 of Nov. 15, 1944 ⁵.)</p> <p><u>Note:</u> Enforcement enjoined pending court review. ⁵</p> <p>See footnotes at end of table.</p>	<p>"Restaurant and Hotel Restaurant Occupations" includes any activity connected with the preparation or offering of food and/or beverage for remuneration, for human consumption, either on employer's premises or elsewhere, by such service as catering, banquet, box lunch, or curb service (whether as the principal business of the employer or as a unit of another business) to the public, employees, members or guests of members, or paying guests.</p>	<p>Women and minors; men: Employees in other than resort hotel establishments: Non-service: ¹ Full time basic rate</p> <p>Part time ⁶</p> <p>Overtime</p> <p>Service: Full time basic rate</p> <p>Part time ⁶</p> <p>Overtime</p>	<p>60 cents an hour, plus meals.</p> <p>65 cents an hour, plus meals.</p> <p>1½ times full-time basic hourly rate.</p> <p>40 cents an hour, plus meals.</p> <p>45 cents an hour, plus meals.</p> <p>1½ times full-time basic hourly rate.</p>	<p>Actual time worked in week of over 24, up to and including 45. ^{2, 3, 4}</p> <p>24 hours or less a week. ⁴</p> <p>For hours over 45; in resort hotels, over 48. ²</p> <p>Actual time worked in week of over 24, up to and including 45. ^{2, 3, 4}</p> <p>24 hours or less a week. ⁴</p> <p>For hours over 45; in resort hotels, over 48. ²</p>

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>RHODE ISLAND - Cont. Restaurant and Hotel Restaurant Occupations - Cont.</p> <p>See footnotes at end of table.</p>		<p>Both service and non-service: If meals not furnished</p> <p>Employees in resort hotel establishments: Non-service: ¹ Full time</p> <p>Overtime</p> <p>Service: Full time</p> <p>Overtime</p>	<p>12 cents additional for each hour of working time.</p> <p>\$19.20 a week, plus full maintenance, including lodging and 3 meals a day for 7-day week.</p> <p>1½ times full-time basic hourly rate.</p> <p>\$13 a week, plus full maintenance, including lodging and 3 meals a day for 7-day week.</p> <p>1½ times full-time basic hourly rate.</p> <p>(Deductions from minimum wage allowed only when authorized by statute or provided for in this order.)</p>	<p>Week of 48 hours or less.</p> <p>For hours over 48 a week.</p> <p>Week of 48 hours or less.</p> <p>For hours over 48 a week.</p>

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p>RHODE ISLAND - Cont. <i>Restaurant and Hotel Restaurant Occupations</i> - Cont.</p>		<p>Employee (other than in resort hotel) working any day in which there is more than 1 interval off duty or spread of hours exceeds 10; for resort hotels, if intervals exceed 2 or spread exceeds 12.</p>	<p>Deductions for lodging allowed at maximums specified, but no deductions for lodging furnished employees in resort hotels permitted. Employer must furnish, launder, clean, and maintain uniforms required as a condition of employment. In lieu of laundering uniforms, employer may elect to pay additional \$1 a week.)</p> <p>50 cents a day in addition to the hourly wage.</p>	

See footnotes at end of table.

ANALYSIS OF STATE MINIMUM-WAGE ORDERS MARCH 2, 1953 - July 1, 1954

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>UTAH:</i> <i>Restaurant Occupation, No. 2, as amended effective Apr. 2, 1953.</i> <i>(Supersedes order 2 of Nov. 20, 1947, as amended in May 1951.)</i></p> <p>Errata on Bulletin 247 (July 1, 1942 - March 1, 1953) p. 64: <u>Retail Trade Occupations</u>, Minimum-wage rates for 48 hours a week are 65, 62, 59 and 51 cents an hour.</p> <p>See footnotes at end of table.</p>	<p>"Restaurant," i.e., any place selling food or beverages in solid or liquid form to be consumed on the premises. <u>Exceptions:</u> Retail ice-cream or retail soft-drink (non-alcoholic) establishments where 90 percent or more of the business volume is from ice-cream or soft-drink sales.</p>	<p>Women and minors: Experienced: In cities of 50,000 population. 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 U. S. Census) and other incorporated and unincorporated areas.</p> <p>Inexperienced (less than 3 months recognized experience in the occupation). ²</p>	<p>55 cents an hour 52 cents an hour 50 cents an hour 44 cents an hour 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 and copy filed with Industrial Commission. If uniforms are required by the establishment, employer must furnish, launder, and maintain them.)</p>	<p>48 a week. ¹ Do. ¹ Do. ¹ Do. ¹</p>

State, title and number of order, and effective date	Occupation or industry covered	Class of employees covered	Minimum-wage rates	Hours
<p><i>WISCONSIN:</i> <i>Factories Canning or First Processing Fresh Fruits and Vegetables, special order 1953 (order issued each season)</i></p> <p>See footnotes at end of table.</p>	<p>"Canning or First Processing Fresh Fruits or Vegetables."</p>	<p>Women 18 years and over; girls and boys 16 to 18 years of age:</p> <p>Overtime</p>	<p>1½ times employee's regular rate.¹</p>	<p>Over 9 a day or over 54 a week, whichever is greater. Maximum of 11 a day, 60 a week permitted on 12 emergency days during season of actual canning of a product.</p>

FOOTNOTES

DISTRICT OF COLUMBIA

¹ Hour law establishes 8 hours a day, 48 hours a week as the maximum women 18 years of age or over may be employed in manufacturing, mechanical, or mercantile establishments, laundries, hotels, restaurants, telegraph or telephone establishments or offices, and express or transportation companies.

² Employees, other than full-time students under 18 years of age on days when schools are in session, must be paid at least 4 hours' wages at the applicable minimum rate on any day called to work.

³ An employee who is frequently or periodically absent from work shall not be deemed to be voluntarily absent.

HAWAII

¹ 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.

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.

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 in laundry occupations 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 impossible because of Act of God or other physical causes not the fault of the employer; those in the needle trade and garment occupations must be paid for at least 4 hours.

³ Employee may not be required to make a deposit for uniforms or for any other purpose, except by permission of the Minimum Wage Commission.

⁴ Homeworkers must be paid at the established minimum rates or the equivalent in piece rates. Employer liable for all expenses directly incurred in connection with their employment.

⁵ Cooperative educational leave: For any person, including a learner or apprentice, whose employment in the occupation is part of a cooperative Educational Program, Commission may grant a special license authorizing a subminimum rate fixed by the Commission and applicable to the period.

⁶ Order requires homeworkers be paid no less than the minimum rate or its equivalent in piece rates. Special permit must be obtained by employer before such work may be distributed. Employer liable for miscellaneous specified expenses incurred in connection with employment. Payment of 2 cents an hour must be added to minimum wage where heat, light, power, office machinery and equipment are furnished by the homeworker.

⁷ Rate applicable irrespective of basis of payment. Commissions may not be averaged over more than a week.

MASSACHUSETTS (Continued)

⁸ The Minimum Wage Commission may grant a special educational license permitting payment of less than the established minimum (a) to any school, college, university, or summer camp in the case of students enrolled and employed therein; (b) to any school, college, university, hospital, laboratory, or other training establishment in the case of each person, including a learner, apprentice, or student technician whose employment for wages is part of an organized training program, at such wage rates and for such a period of time as shall be fixed by the Commission and stated in the license.

⁹ Employee reporting for duty on any day at the time set by employer must be paid for at least 3 hours at the applicable minimum rate. However, the Mercantile order excepts newsboys and bootblacks; and the Clerical, Technical and Similar Occupations order provides that employees in funeral homes, doctors' offices, and similar places of business, whose principal duties are to answer the telephone and door bell on call during the nighttime, and who are provided sleeping quarters, must be paid the minimum rate for not less than 4 hours nightly. (Employer may make no deduction for sleeping quarters.) If employees are unable or unwilling to accept employment for the applicable 3 or 4 hours, the Minimum Wage Commission may grant employer permission to pay employee for less than the required minimum daily hours.

¹⁰ The Minimum Wage Commission may grant a special permit for a 48-hour week to cover peak periods of not more than 8 weeks in calendar year, at the weekly rate established in the order, if employer can show compensatory hours of employment.

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. Provision not applicable if employer has given 8 hours' notice that her services will not be required on that particular day.

NEW HAMPSHIRE

¹ By Attorney General's interpretation dated September 9, 1949, minimum wages for women and minors may continue to be established by wage order for occupations covered by the original law. (The latter exempts domestic service in the home of the employer and labor on a farm.)

² Specified exceptions include: Household labor and nursing; domestic, hotel, and cabin labor, including dining and restaurant service operated in connection therewith and incidental thereto; boarding house labor; operators in telegraph and telephone offices; farm labor; canning of perishable fruits and vegetables.

³ Hour law permits commissioner to grant laundries a special license permitting operation for 60 hours a week for 3 months a year. Daily maximum may not be exceeded.

⁴ Employee who reports for duty on any day at the time set by employer must be paid at least 3 hours' wages at the applicable minimum rate.

⁵ Not more than one apprentice permitted for a beauty establishment at any time; must be registered with the Board of Registration of Hairdressers and the Minimum Wage Division.

⁶ Number of learners may not exceed 10 percent of the total number of women and minors employed in any establishment except that each establishment is allowed one learner. Authorization of labor commissioner required.

⁷ Hour law permits suspension of the hour provisions for regular employees in mercantile establishments during the 7 days before Christmas Day, but weekly average for the year may not exceed 54 hours.

⁸ No part-time employee, able and willing to work, shall be employed less than 4 hours in any 1 day.

NEW YORK

¹ Voluntary absence does not include absence (a) contemplated in employment contract; (b) incurred as condition of continued employment; (c) at employer's suggestion or direction; and, for Retail Trade only; (d) recurrent or periodic absence except for treatment under doctor's care.

NEW YORK (Continued)

² Employer required or permitted to work on any day and available for 4 hours must be paid for at least that period at applicable minimum-wage rates.

³ Outside salesmen on commission basis and not materially controlled by employer, and pharmacists, while performing work prerequisite to obtaining a New York license.

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. The 8-48 maximum does not apply during two 1-week periods a year for inventory and for 7 consecutive days from December 4-23 as selected by employer, who must file with Industrial Commission a written notice of days selected.

⁵ Does not include day campers under 16 years with duties limited to a 3-hour daily maximum and resident campers under 18 with duties limited to a 24-hour weekly maximum, provided: (a) they are given prepared instruction and supervision in counseling by administrators and/or camp counselors; (b) bunk responsibility or responsibility for the education or physical activities of children campers does not devolve upon them, except as part of their instruction program; (c) their parents or guardians receive a copy of Order's definition of employee.

⁶ At least 1 employee must be at experienced rate; first-year learners shall not exceed 25 percent of total number in counselor staff occupations; total number of first year learners and apprentice-counselors may not exceed 75 percent of total counselor staff. A fraction resulting from calculation to determine number in each of these 2 groups entitles employer to pay one additional at the first-year learner rate.

⁷ \$5 is minimum daily for non-resident employees of camps operating less than 5-day week.

⁸ A premium payment of 25 percent of employee's applicable rate for each week of employment must be paid to a resident employee at termination of employment unless equivalent time off has been received; specified equivalent is an accumulated unit of 24 hours off duty, 12 hours of which must be sequence. Time equivalent need not be accumulated in any 1 week.

⁹ Pre-season work, other than such work incidental to and reasonably required in connection with pre-season training courses and indoctrination of employees, however, must be compensated at applicable rate.

NORTH DAKOTA

¹ In telephone exchanges of less than 250 main stations, arrangements of operators' schedules, maximum number of hours per day and days per month (no mention in order of minimum wages) must be arrived at by employer-employee agreement about which Department of Agriculture and Labor must be notified. If agreement cannot be reached, matter must be referred to the Department for adjustment.

OREGON

¹ For work performed on Sundays and 6 specified legal holidays, payment shall be made at rate of not less than 1½ times employee's regular rate of pay or 1½ times minimum-wage rate, unless Sunday falls within employee's regularly scheduled workweek as defined in Order.

PUERTO RICO

¹ Employee who works 5 hours or less during more than one performance of a show or movie is entitled to pay for 5 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 applicable minimum rate.

RHODE ISLAND

¹ Includes, but not limited to, counter girls or counter waitresses, bus boys or girls, cigarette girls, hostesses, cashiers, dishwashers, and kitchen employees. If service and non-service duties are interchanged, non-service rate to be paid for hours on day in which work is diversified. Where, however, duties are definitely segregated, the rate for each type of work may apply.

RHODE ISLAND (Continued)

- 2 Maximum hours for women and minors, 9 a day, 48 a week. If 5-day week is worked, daily hours may be 9-3/5.
- 3 Earnings for total hours worked in excess of 24 in any week must not be less than total possible at part-time rate for 24 hours in any such week.
- 4 Employee reporting to work as requested or permitted must be paid for at least 3 hours at applicable minimum hourly rate.
- 5 Rhode Island's 1942 Restaurant and Hotel Restaurant Occupations order, which became mandatory November 15, 1944, was revised first in 1950. The 1950 order was never put into effect because of a court injunction. The 1954 revision has not gone into effect because it has been enjoined pending court review.
- 6 Part-time hourly rates must be 5 cents an hour above full-time basic rates; this higher part-time rate is not applicable to regular full-time employees who voluntarily absent themselves.

UTAH

- 1 Hour law establishes a maximum week of 48 hours for women and 44 hours for minors under 18. Restaurant Occupation order requires that a one-half hour meal period be included as working time.
- 2 Number may not exceed 1 learner to every 5 experienced employees in the establishment.

WISCONSIN

- 1 No basic minimum-wage rate set in this order. The State's order for any occupation, trade, or industry sets three rates according to size of city or town: 45 cents in cities of 3,500 population or over; 40 cents in cities of 1,000 up to 3,500; and 38 cents elsewhere in the State.
- 2 During the canning season, maximum hours for women and minors over 16 are 9 a day, 54 a week, except on 12 emergency days in the season of actual canning of a product when women and minors 16 to 18 years of age may be employed 11 hours a day, 60 hours a week. Hour limitation may be waived for boys of 16 and 17 years in 10 weeks during canning season, under conditions specified in the order. Before and after the canning season, maximum hours are 9 a day, 50 a week for women 18 years of age and over; 8 a day, 48 a week for boys and girls of 17 years; and 8 a day, 40 a week for boys and girls of 16 except that during school vacations they may work 48 hours a week.

ANALYSIS OF STATE MINIMUM-WAGE LEGISLATION

March 2, 1953 to July 1, 1954

ARKANSAS

Act No. 217,
Laws 1953.
Effective June 10, 1953.

Amends the female labor law to provide that banks and trust companies, complying with the wage and hour provisions of the Federal Fair Labor Standards Act as amended, shall be held in compliance with the wage and hour provisions of the State law.

CALIFORNIA

Ch. 208,
Laws 1953.
Effective September 9, 1953.

Amends the minimum-wage law to renumber Code section references in Section 1204. No substantive change.

HAWAII

S.B. No. 204,
Laws 1953.
Effective July 1, 1953.

Amends the definition of "employee" in the wage and hour law by deleting from the exception employment "if under 20, by father or mother" and substituting employment "by parent or parent-in-law."

Act No. 77,
Laws 1953.
Effective July 1, 1953.

Amends the wage and hour law to increase the statutory minimum-wage rate from 40 cents to 65 cents an hour in the city and county of Honolulu and to 55 cents an hour elsewhere in the Territory. (See chart analysis.)

MASSACHUSETTS

Ch. 515,
Laws 1953.
Effective September 22, 1953.

Amends the minimum-wage law to delete "employees of religious, non-profit or charitable organizations or charitable hospitals, and casual help or ushers" from the exception to the prohibition that no wage board can recommend wage rates below 65 cents an hour. As now amended the exception includes: learners and apprentices; service employees who regularly receive tips, whose rates shall not be less than 50 cents an hour; janitors and caretakers of residential property who, when furnished with living quarters, shall be paid \$26 a week; and golf caddies.

ANALYSIS OF STATE MINIMUM-WAGE LEGISLATION - Cont.

MASSACHUSETTS - Cont.

Ch. 174,
Laws 1954.
Effective May 30, 1954.

Amends the definition of "occupation" in the minimum-wage law by adding to the present exceptions, "the growing and harvesting of agricultural, floricultural and horticultural commodities." Exceptions previously included "domestic service in the home of the employer, 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; and outside salesmen."

NEVADA

Ch. 194,
Laws 1953.
Effective March 21, 1953.

Amends the minimum-wage law to increase the statutory minimum-wage rate for experienced females from \$4 a day, \$24 a week, 50 cents an hour to \$6 a day, \$36 a week, 75 cents an hour. Inexperienced rates also increased. (See chart analysis.)

NEW HAMPSHIRE

Ch. 232,
Laws 1953.
Effective June 11, 1953.

Amends the minimum-wage law to increase the statutory minimum-wage rate from 50 cents to 60 cents an hour. (See chart analysis.) The amendment also adds "newsboys and golf caddies" to those previously excluded from coverage of the statutory rate, i.e., "employees engaged in household, domestic, or farm labor; outside salesmen; summer camps for minors; restaurants, hotels, inns, or cabins; and employees subject to the provisions of the FLSA." The amendment also sets a rate of 50 cents an hour for theater ushers and bowling alley pin-boys.

NEW YORK

Ch. 841,
Laws 1953.
Effective April 19, 1953.

Amends the minimum-wage law to require employers to post a "digest and summary" of the minimum-wage order covering his establishment. Formerly the law required posting a copy of the minimum-wage order.

ANALYSIS OF STATE MINIMUM-WAGE LEGISLATION - Cont.

NEW YORK - Cont.

Ch. 528,
Laws 1954.
Effective July 1, 1954.

Amends the provision of the minimum-wage law relating to the compensation of wage board members to fix a maximum of \$25 per day for each meeting called by the chairman. Formerly the law fixed a maximum of \$10 for each meeting attended or for each day actually spent in work of the Board.

OREGON

Ch. 123,
Laws 1953.
Effective July 21, 1953.

Amends the minimum-wage law to change the definition of "women" from "female person of over the age of 18" to "female persons of 18 years of age and over."