State Minimum-Wage Laws and Orders

July 1, 1942—March 1, 1953

WOMEN'S BUREAU BULLETIN 247

UNITED STATES DEPARTMENT OF LABOR
MARTIN P. DURKIN, Secretary

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FRIEDA S. MILLER, Director
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State Minimum-Wage Laws

and Others

July 1, 1938—March 1, 1939

UNITED STATES DEPARTMENT OF LABOR

WORKMEN'S HURRICANE

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,

WOMEN'S BUREAU,


Sir: I have the honor to transmit a bulletin which contains analyses of State minimum-wage laws and of State minimum-wage orders becoming effective during the period July 1, 1942—March 1, 1953, together with text material on the development of minimum-wage legislation.

The chart analyzing minimum-wage orders contains 113 orders and 10 statutory changes affecting wage rates or coverage, and these represent 24 of the 30 jurisdictions now having minimum-wage laws on their statute books. A total of 45 orders in 11 States had not been revised since July 1942 and are therefore not in the analysis but are listed separately on page 84. The great majority of these orders apply to manufacturing industries or occupations, which, for the most part, are covered by provisions of the Federal Fair Labor Standards Act.

The chart on minimum-wage laws analyzes the more important provisions of the laws of these 30 jurisdictions. Statutory changes are included.

This bulletin supersedes Women's Bureau Bulletin 227 (revised), State Minimum-Wage Laws and Orders, July 1, 1942—July 1, 1950, and two supplements bringing the data up to January 1, 1952, and January 1, 1953, respectively. Nine orders becoming effective in the first 2 months of 1953 are also included.

Mary Loretta Sullivan and Alice M. Rand of the Bureau's Division on Women's Labor Law and Civil and Political Status performed the research and analysis for the report under the direction of Alice Angus Morrison, Chief of the Division.

Respectfully submitted.

FRIEDA S. MILLER, Director.

Hon. MARTIN P. DURKIN,

Secretary of Labor.
## CONTENTS

<table>
<thead>
<tr>
<th>Development of minimum-wage legislation</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>History of minimum-wage laws</td>
<td>1</td>
</tr>
<tr>
<td>State laws in the United States</td>
<td>1</td>
</tr>
<tr>
<td>Federal legislation</td>
<td>3</td>
</tr>
<tr>
<td>Minimum wage in other countries</td>
<td>3</td>
</tr>
<tr>
<td>Concepts and constitutionality</td>
<td>4</td>
</tr>
<tr>
<td>New trends in State minimum-wage legislation</td>
<td>8</td>
</tr>
<tr>
<td>Provisions extending coverage to men</td>
<td>8</td>
</tr>
<tr>
<td>Statutory rate provisions in wage-board laws</td>
<td>9</td>
</tr>
<tr>
<td>Present-day effectiveness</td>
<td>11</td>
</tr>
<tr>
<td>Flexibility and coverage of wage orders</td>
<td>12</td>
</tr>
<tr>
<td>Overtime</td>
<td>12</td>
</tr>
<tr>
<td>Guaranteed weekly wages</td>
<td>13</td>
</tr>
<tr>
<td>Split-shift provisions</td>
<td>13</td>
</tr>
<tr>
<td>Deductions from wages</td>
<td>13</td>
</tr>
<tr>
<td>Meals and lodging</td>
<td>14</td>
</tr>
<tr>
<td>Uniforms</td>
<td>14</td>
</tr>
<tr>
<td>Gratuities</td>
<td>15</td>
</tr>
</tbody>
</table>

Analysis of State minimum-wage orders, July 1, 1942–Mar. 1, 1953 16

States with minimum-wage laws 78

Industries covered by State minimum-wage rates 78

Current minimum-wage orders, by State 82

Minimum-wage rates not revised since July 1, 1942 84

Analysis of State minimum-wage laws (folders 1–9) facing 84
History of Minimum-Wage Laws

Minimum-wage legislation has had a long and far-flung history, both in the United States and elsewhere. Early American laws drew largely on the minimum-wage experience of the English-speaking countries, particularly on Australia, New Zealand, and Great Britain.

**State Laws in the United States.**—The first minimum-wage law in the United States was enacted by Massachusetts in 1912. Women in large numbers had gone into industry in the late 19th century and a number of industrial studies made at about that time focused public attention on their working conditions. Employment for unreasonably long hours and at wages inadequate to provide the bare necessities was the common lot of many women. Recognizing the need for action, Congress in 1907 authorized the Department of Commerce and Labor to make an extensive investigation of the industrial, social, moral, educational, and physical conditions of women and child wage earners in the United States. The resulting report—Senate Document No. 645, 61st Congress, 2d session—gave immeasurably increased impetus and force to an already growing movement by the shock it administered to the conscience of the people.

The Massachusetts law set the pattern for subsequent minimum-wage legislation in many important respects. It established the concept of a living wage, i. e., a wage adequate to maintain a woman worker in health without outside subsidy. The law, as did all except one that followed, originally applied only to women and minors for whom the need was greatest and for whom court decisions had made the possibility of legislative relief more feasible. It created a new State agency responsible for the administration and enforcement of the law. And, most important, it provided for industry wage boards, composed of workers, employers, and the public, authorized to recommend minimum wages for individual industries. The early Massachusetts law was distinguished from those that followed in one particular, it was not mandatory but depended entirely on the force of public opinion for compliance.
Public support behind the Massachusetts law also reflects the subsequent pattern. Then, as now, more than widespread concern was needed to get local correction of unreasonably long hours and inadequate wages—specifically, prolonged hard work by citizens willing to take responsibility for carrying through a program. The National Consumers’ League, vigorously concerned, was instrumental in forming a joint committee to bring together various groups, including organized labor, for the enactment of a law in Massachusetts. The Women’s Trade Union League sponsored a bill in 1911 asking for appointment of a commission to study the question of wages of women and children and the advisability of establishing wage boards. The joint committee successfully carried the burden of the campaign and in 1911 the legislature passed a bill appointing a commission to study the need for a law. In January 1912 the commission’s report went to the legislature. The public, aroused by the commission’s findings, virtually assured the passage of legislation, although concessions had to be made in the final draft. Subsequently, Massachusetts, in 1912, adopted the first State minimum-wage law.

Later, in various States this pattern of a temporary working organization to achieve a legislative objective has been repeated. The National Consumers’ League took the initiative for legislative action again in the thirties, including the preparation of draft language with the technical assistance of leading legal scholars.

From the beginning in Massachusetts, interest next spread to the West. In 1913, minimum-wage laws for women were enacted in California, Oregon, and Washington, and in five other western and midwestern States: Colorado, Utah, Nebraska, Minnesota, and Wisconsin. Of these, all except Nebraska have active minimum-wage administration today. Some have gone through several stages of enactment and repeal but the laws of California, Oregon, and Washington have been continuously in effect through the entire 40 years to the present. All are of the wage board type. The background of technical experience thus gained by citizens of sister States lends support and example to groups in other States working for minimum-wage laws, particularly of this type.

The nine early minimum-wage laws were soon followed by others: Arizona, Arkansas, Kansas, during World War I, and the District of Columbia, North Dakota, Puerto Rico, South Dakota, and Texas, soon after. The laws of Texas and Nebraska, however, were repealed during the decade 1914–1923, and have not been reenacted.

1 Besides the Women’s Trade Union League and the Consumers’ League, organizations in the committee included among others the Massachusetts Child Labor Committee, the Women’s Educational and Industrial Union, the Central Labor Union of Boston, and the Massachusetts Branch of American Association for Labor Legislation.

The depression years of the thirties brought renewed and successful public action to establish a floor to wages by law. In 1933, six additional States enacted laws: Connecticut, Illinois, New Hampshire, New Jersey, New York, and Ohio. In 1936 Rhode Island passed its law. Pennsylvania, Oklahoma, and Nevada adopted laws in 1937. During this period, three States which had previously passed laws enacted new legislation: Massachusetts and Utah in 1933 and Arizona in 1937. Five more laws were enacted before the United States entered World War II: by Louisiana and Kentucky (1938); Maine and Alaska (1939); and Hawaii (1941). In 1941 also, Puerto Rico enacted a second law. At present, 30 jurisdictions have minimum-wage laws. Although no additional laws have been enacted since 1941, existing laws have been revised and strengthened. Continued interest in such legislation and growing public concern are reflected in the number of bills introduced in State legislatures.

Federal Legislation.—State experimentation and technical experience with minimum-wage legislation formed the basis for minimum-wage action by the Federal Government, first under the National Industrial Recovery Act in operation from 1933 to 1935, and since 1938 through the Fair Labor Standards Act. This act establishes minimum-wage and overtime rates for employees in industries engaged in or affecting interstate commerce. As amended in 1949, the act provides for a minimum hourly rate of 75 cents, with time and one-half the employee's regular rate for all work in excess of 40 hours a week. The effect of the act on State minimum-wage legislation is important and of interest. There is nothing in the act to prohibit States from establishing higher minimum rates for employees in interstate industries located within their borders, if they desire to do so. The act provides that if a State standard is higher, the State standard shall prevail. During the many years that the Federal minimum remained stationary at 40 cents an hour, this provision enabled States to set minimum wages for interstate employment in line with the rising cost of living. However, in recent years, the States have tended to concentrate on the intrastate trade and service occupations where the need for legislative protection has persisted because of the generally low wages, long hours, and lack of union organization.

Minimum Wage in Other Countries.—New Zealand is generally credited with enacting the first minimum-wage law. In 1894 it created district conciliation boards similar in many ways to later wage boards in the United States—boards of from four to six members—with equal numbers of employers and workers, elected by their respective groups, and an impartial outside chairman chosen by the board. Next, the Province of Victoria, Australia, set up a legal system of wage boards in 1896, followed by laws in a number of the other Australian provinces and by a general Commonwealth measure in 1904.
In 1909, Great Britain passed its Trade Boards Act providing for the setting up of trade boards in certain industries where wages had been found to be abnormally low. The original British act applied to only four trades—tailoring, paper-box making, machine-made lace, and chainmaking—but in 1913 it was extended to include five other sweated industries. Still other industries have been brought under the act. An interesting characteristic of British trade boards is that they are continuous in their operation.

**Concepts and Constitutionality**

Many important cases on minimum-wage legislation have been decided in the State and Federal courts. The basic issue has been the right of the State, or the Congress, through its police power to protect certain classes of workers. The leading State cases are *Adkins v. Children's Hospital* (261 U. S. 525), which held the District of Columbia law unconstitutional; and *West Coast Hotel v. Parrish* (300 U. S. 379), which in upholding the constitutionality of the Washington State law reversed the Adkins decision. The constitutionality of the Federal Fair Labor Standards Act was upheld in *United States v. Darby* (312 U. S. 100).

State minimum-wage laws in this country were enacted when citizens and legislators, stirred into action by women's organizations, civic groups, and individuals familiar with existing conditions, demanded legislative action. The laws were based on a common premise: Public concern for women and minor workers who because they lacked special skills and were poorly organized in trade unions were easily subject to exploitation. This basic social concern for the well-being of women and minors is revealed in the wording of the laws themselves. The Minnesota statute, for example, defined living wages to mean "wages sufficient to maintain the worker in health and supply him with the necessary comforts and conditions of reasonable life." In California, a wage board was to be called whenever after investigation the commission is of the opinion that the wages paid to women "are inadequate to supply the cost of proper living, or the hours or conditions of labor are prejudicial to the health, morals or welfare of the workers." Oregon: "* * * it shall be unlawful to employ women in any occupation * * * for wages which are inadequate to supply the necessary cost of living and to maintain them in health." Washington: "It shall be unlawful to employ women * * * in any industry or occupation * * * under conditions of labor detrimental to their health or morals; and * * * at wages which are not adequate for their maintenance."

This principle of wage protection based on the cost of living is a basic concept of State minimum-wage legislation in the United States. In 1923 the United States Supreme Court in the case of *Adkins v. *
Children's Hospital (supra), held one of the mandatory minimum-wage laws based on the cost of living unconstitutional. The District of Columbia cost-of-living law was involved in this case. Excerpts from the majority opinion reveal the position of the Court:

The statute * * * is attacked upon the ground that it authorizes an unconstitutional interference with the freedom of contract. * * * the right to contract about one's affairs is a part of the liberty of the individual protected by [the Constitution] * * * Within this liberty are contracts of employment of labor.

It is simply and exclusively a price-fixing law, confined to adult women * * * who are legally as capable of contracting for themselves as men.

* * * To the extent that the sum fixed exceeds the fair value of the services rendered, it amounts to a compulsory exaction from the employer for the support of a partially indigent person, for whose condition there rests upon him no peculiar responsibility, and therefore, in effect, arbitrarily shifts to his shoulders a burden which, if it belongs to anybody, belongs to society as a whole.

The feature of this statute which, perhaps more than any other, puts upon it the stamp of invalidity is that it exacts from the employer an arbitrary payment for a purpose and upon a basis having no causal connection with his business, or the contract or the work the employee engages to do.

For a decade, further development of minimum-wage legislation was checked. However, a significant number of States, including those on the west coast and North Dakota, continued to administer their laws as written, applying them to both women and minors on the ground that the Adkins case interpreted the District of Columbia law only, the laws of other States not being at issue in the decision. In some States the adverse Supreme Court decision was interpreted by State authorities as preventing active enforcement for women. Such States did however continue to enforce the laws as they applied to minors.

The early depression years stirred a revival of interest in minimum-wage legislation as a means of meeting the wage-cutting practices and eliminating sweatshop conditions that then prevailed. In view of the Adkins decision, sponsors of these laws had developed a new concept intended to overcome the constitutional objections of the United States Supreme Court in the 1923 case. The principle of a fair return for the services rendered was incorporated in the statutes, usually in addition to the original cost-of-living concept. These laws became known as the "fair-value" laws to distinguish them from the earlier so-called "cost-of-living" laws.

The fair-value laws, too, were challenged in the courts and in 1936 in the case of Morehead v. Tipaldo (298 U. S. 587), the United States Supreme Court sustained the decision of the New York Court of Appeals which had held unconstitutional the New York law based on this concept, declaring that it failed to perceive any material differ-
ence between the fair value statute and the old District of Columbia law. The New York statute involved in this challenge was one of the several laws which had been enacted in 1933. The action of the Court was interpreted by some as virtually to exclude minimum-wage regulation, at least so far as adult employees were concerned. In fact the question before the Court was a narrow one. Mr. Chief Justice Hughes in a later case described it in this way:

* * * (Morehead v. Tipaldo) came here on certiorari to the New York Court, which had held the New York minimum-wage act for women to be invalid. A minority of this Court thought that the New York statute was distinguishable in a material feature from that involved in the Adkins case and that for that and other reasons the New York statute should be sustained. But the Court of Appeals of New York had said that it found no material difference between the two statutes and this Court held that the "meaning of the statute" as fixed by the decision of the State court "must be accepted here as if the meaning had been specifically expressed in the enactment." That view led to the affirmance by this Court of the judgment in the Morehead case, as the Court considered that the only question before it was whether the Adkins case was distinguishable and that reconsideration of that decision (Adkins) had not been sought.

In 1937, less than a year after the Morehead case, the Washington State minimum-wage law, one of the cost-of-living statutes, came before the United States Supreme Court in the famous case of West Coast Hotel v. Parrish (supra). The Court specifically reversed its position taken in 1923 when it held the District of Columbia law invalid. With reference to the Morehead case the Court said: "We think that the question which was not deemed to be open in the Morehead case, as the Court considered that the only question before it was whether the Adkins case was distinguishable and that reconsideration of that decision (Adkins) had not been sought.

The principle which must control our decision is not in doubt. The constitutional provision invoked is the due process clause of the Fourteenth Amendment * * *. In each case the violation alleged by those attacking minimum wage regulation for women is deprivation of freedom of contract. What is this freedom? The Constitution does not speak of freedom of contract. It speaks of liberty and prohibits the deprivation of liberty without due process of law. In prohibiting that deprivation the Constitution does not recognize an absolute and uncontrollable liberty.

This power under the Constitution to restrict freedom of contract has had many illustrations. That it may be exercised in the public interest with respect to contracts between employers and employees is undeniable. It is manifest that this established principle is peculiarly applicable in relation to the employment of women in whose protection the State has a special interest.

One of the points which was pressed by the Court in supporting its ruling in the Adkins case was that the standard set up by the District of Columbia Act did not take appropriate account of the value of the services rendered. In the Morehead case, the minority thought that the New York statute had
met that point in its definition of a “fair wage” and that it accordingly presented a distinguishable feature which the Court could recognize within the limits which [the case] was deemed to present. The Court, however, did not take that view and the New York Act was held to be essentially the same as that for the District of Columbia. The statute now before us is like the latter, but we are unable to conclude that in its minimum wage requirement the State has passed beyond the boundary of its broad protective power.

The minimum wage to be paid * * * is fixed after full consideration by representatives of employers, employees and the public. It may be assumed that the minimum wage is fixed in consideration of the services that are performed in the particular occupations under normal conditions.

There is an additional and compelling consideration which recent economic experience has brought into a strong light. The exploitation of a class of workers who are in an unequal position * * * is not only detrimental to their health and well-being but casts a direct burden for their support upon the community. What these workers lose in wages the taxpayers are called upon to pay. The bare cost of living must be met.

Our conclusion is that the case of Adkins v. Children's Hospital, should be, and it is, overruled.

The favorable decision immediately stimulated legislative and administrative activity in the minimum-wage field. Five new States enacted laws and nine States validated, amended or reenacted their laws during the years 1937 and 1938. There was also increased activity in the establishment of wage boards and the issuance of wage orders which translated the benefits of the laws into actuality for many women and minor employees.

There have been many State Supreme Court rulings on the validity of minimum-wage legislation. Three State cases, dealing with fair value laws, are of particular interest because the United States Supreme Court has not specifically ruled on that type of legislation. Pennsylvania in 1942, Ohio in 1945, and Kentucky in 1947, all upheld the constitutionality of their laws on the ground that such legislation was not an improper or unwarranted delegation of legislative power and authority. In the Fisher case in Pennsylvania and the Ohio case, Strain v. Southerton, the decision was limited to delegation of legislative power and authority. Both State Courts held that the minimum-wage law was not an improper or unwarranted delegation since the legislature had provided, in the law, definite standards for guidance in establishing minimum wages and the duties carried out are administrative rather than legislative in character. In Young v. Willis, the Kentucky Supreme Court, in addition to holding that the reasonable standards for guidance in the law saved it from being an unconstitutional delegation of legislative power, also ruled on the issue of whether the legislation was special or class legislation,

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1 In re Fisher, 344 Pa. 96, 23 A. 2d 878.
3 Young v. Willis, 305 Ky. 200, 203 S. W. 2d 5.
prohibited by the State Constitution. (The particular challenge was directed to the provision permitting the setting of rates varying with locality.) On this point the Court said:

A law is not special or local solely because it does not relate to the general public. It may relate to a special class or a special locality if the facts reasonably differentiate that class or locality from the general public or from the State at large. In this act the legislature made the cost of living an element in the determination of a fair minimum wage, and it is common knowledge that there is a wide discrepancy between the cost of living in different localities in the Commonwealth. The General Assembly undoubtedly realized this when it made it possible for the Commissioner and the Wage Board to consider and act on facts which establish the differences in the various localities.

The constitutional validity of the New York amendment to cover men (see next section for details) was challenged in the courts of New York during 1952 in the case of Lyons v. Corsi (116 N. Y. S. 2d 520). By analogy to the Federal Fair Labor Standards Act and citing the Darby case, the lower court found the supplementary protection amendment constitutional and valid.

As an Act of Congress prescribing minimum wages for men does not violate the Fifth Amendment, I think it necessarily follows that a State statute prescribing minimum wages for men does not violate the Fourteenth Amendment.

New Trends in State Minimum-Wage Legislation

With the constitutionality of State laws firmly established in 1937 and the passage of the Federal Fair Labor Standards Act in 1938, minimum-wage legislation became an accepted and important part of our basic social legislation. Though perception of the need for it was less widespread when average wage levels went up, first with economic recovery and later during the war years, State minimum-wage activity continued and numerous changes and improvements have been made in existing legislation.

In 1939, Connecticut became the first State to amend its law to bring men under coverage. Subsequently four additional States have by various provisions broadened coverage to include men: New York in 1944, Rhode Island in 1945, Massachusetts in 1946, and New Hampshire in 1949. A second important recent change in basic standards has been the incorporation of statutory rates in laws that already provide for wage orders through wage board action. Three States, Massachusetts, New Hampshire, and Connecticut, have amended their laws to provide for a statutory rate at the same time retaining wage board procedure.

Provisions Extending Coverage to Men.—Although minimum-wage laws in this country were designed originally to give protection to women and minors, recognition that many men workers need
similar legislative protection is not new. Oklahoma's law in 1937 was written to cover men, women, and minors but was held invalid as to men and minors because of a technical defect in the title. The Federal Fair Labor Standards Act enacted in 1938 covers both sexes and its constitutionality was settled in the Darby case.

Coverage of men in the five States was attained by one of two different methods: The general coverage amendment and the so-called indirect method. New York and Rhode Island used the indirect method, while Connecticut, Massachusetts and New Hampshire followed the method of general coverage.

Under both types of coverage the law is made applicable to all persons or employees in the covered occupations in the same manner and to the same extent as if such persons had been expressly included originally. Under general coverage, "employee" is defined as any person rather than as a woman or minor, thus making the law applicable to persons of both sexes throughout. A variant provision enacted in New Hampshire retains the original wage board law applicable to women and minors on the books but adds new sections, setting a statutory rate applicable to all employees, save those specifically exempted. Under the so-called indirect method of covering men, used in New York and Rhode Island, the wage board sections continue to apply to women and minors but an added new section prohibits the employment of men at wage rates or under standards lower than those prescribed by wage orders for women and minors in the occupation. The enforcement sections were amended to make them apply to all employees.

Statutory Rate Provisions in Wage-Board Laws.—Statutory rates are not new in this country. Arkansas, South Dakota, and Nevada established statutory rates in their original laws enacted in 1915, 1923, and 1937, respectively. But early statutory rate laws have been characterized as "inflexible" because they make no provision within themselves for adjustment to changing economic conditions, as do laws that provide for wage boards to adjust minimum wages in particular industries. Revision of statutory or flat rate laws can be, and has been, accomplished by legislative action but such action has in fact been less frequent than issuance of wage orders under laws setting up wage board machinery. Statutory wage rates are also less flexible than wage orders since occupational wage boards familiar with industry conditions not only set minimum wages in line with changes in the cost of living but also take into account special industry conditions.

The advantage of a statutory rate, in establishing immediate, wide-

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8 The terms of the Arkansas statute provide that the commissioner has power to raise or lower the statutory wage in any occupation, trade, or industry after investigating and holding public hearings. Arkansas has not issued an order since the early 1920's.
spread minimum-wage protection, is recognized by most State ad-

ministrators. But years of experience with wage orders tailor-made
to meet the needs of individual industries or occupations and readily
adjustable to economic changes, have made administrators take a
cautious approach to depending exclusively on statutory rates.
While they recognize the advantage of the latter, they appreciate from
long experience the value of the former.

The addition in three States of statutory rates to wage-board laws
has been widely heralded as a significant forward step in minimum-

wage development. Differences between the three statutory rate
amendments are of interest.

In New Hampshire the 50-cent statutory rate amendment, effective
in July 1949, was made applicable to all employees with certain
exemptions, including among others employees in restaurants, hotels,
inns, and cabins. Female and minor employees in these latter occu-

pations receive minimum-wage protection in New Hampshire because
these occupations were covered in the original New Hampshire law
and the State Attorney General has ruled that wage orders for women
and minors can continue to be issued for the occupations covered by
that law. Following the statutory rate amendment, the commissioner
readjusted rates of existing wage orders for women and minors,
increasing them to the 50-cent level with the practical result that in
the restaurant, hotel, inn, and cabin occupations only women and
minors have the protection of the 50-cent minimum wage.

The Attorney General has ruled that the New Hampshire amend-

ment gives the commissioner authority to increase the 50-cent statu-
tory rate through the issuance of wage orders in occupations not
exempt by law. Whether such wage orders may include men or must
be limited to women and minors is not yet clear since the commissioner
has not yet used his authority to increase the statutory minimum.

In Massachusetts the 75-cent statutory rate (which in 1952 replaced
the 65-cent rate originally effective January 1950) is applicable to all
employees within the terms of the law but not covered by wage orders.
At the present time, wage orders are in effect for most of the major
trade and service occupations so that the statutory rate applies
largely to classes of workers not identified with the major occupational
groups. Between August 1949 and December 1952, Massachusetts
issued nine orders increasing minimum wages over previous orders
but not in every instance establishing rates as high as the statutory
level.

In 1952, the State legislature added two significant provisions to the
Massachusetts minimum-wage law. One of these provisions requires
the commissioner of labor to make a biennial review of all wage orders,
as an additional safeguard against the possibility of a static rate.
The other provision establishes 65 cents an hour as a floor below which
wage-order rates, except in a few specified categories, must not fall. Both of these features are designed to make the minimum-wage law flexible enough to meet changing economic conditions.

The 75-cent statutory rate amendment in Connecticut, enacted in 1951, effective January 1952, was the first statutory rate to equal the Federal minimum, although other States have attained that level through wage orders. The amendment, like the one in New Hampshire, directed revision of all existing wage orders to the statutory level. The Connecticut rate applies to all occupations within the terms of the law except as occupational wage orders are issued setting minimum wages equal to or exceeding the statutory minimum.

Unlike either New Hampshire or Massachusetts, Connecticut in enacting its amendment gave the commissioner express authority to make administrative regulations appropriate to carry out the purposes of the act. The law directs that these regulations shall be developed with the assistance of advisory boards representing the occupations to which the regulations will apply, thereby facilitating adaptation of the statutory rate to fit the needs of individual occupations and industries. Administrative regulations issued by Connecticut under these provisions relate to such matters as board and lodging, tips, uniforms, learners and apprentices, waiting time, split shifts, etc.

Present-Day Effectiveness

Originally State minimum-wage legislation was designed for the protection of women workers. The early laws did much to improve unfavorable conditions and to raise the extremely inadequate wages of women both in manufacturing and in trade and service occupations. Enactment of the Federal Fair Labor Standards Act in 1938, with coverage of workers in interstate production, gave the vast majority of workers in manufacturing industries broad minimum-wage protection. During the years that the Federal Fair Labor Standards Act remained at 40 cents, State minimum-wage orders in some States were of direct benefit to interstate workers. The 1949 amendment raising the rate to 75 cents an hour has again assured industrial workers in the lowest wage brackets protection under the Federal law but trade and service workers receive no direct benefits from Fair Labor Standards Act since it does not apply to intrastate workers as such.

Now as in the early days of minimum wage, trade and service industries employ large numbers of unskilled workers, still often poorly organized in trade unions, at a relatively lower wage scale than obtains for more skilled work. Therefore, even where minimum-wage laws have been extended to men, wage orders continue to be issued largely for the trade and service industries in which large numbers of women are employed. An analysis of current State minimum-wage orders
indicates the extent to which the minimum-wage States have accepted the challenge and responsibility for setting a wage floor in trade and service industries. Of the more than 50 orders issued by 16 jurisdictions between July 1, 1950, and January 1, 1953, two-thirds have been for the major trade and service occupations: Mercantile or retail trade, beauty or personal service, public housekeeping including hotels and restaurants, laundry and dry cleaning, and amusement and recreation. It seems clear that State administrators have recognized that under State minimum-wage laws a significant service can be rendered by the issuance of wage orders for the service industries, thus supplementing the regulation of manufacturing by the Federal Government. Some States continue to issue orders for manufacturing, thus providing minimum rates for workers in intrastate as well as in interstate industries.

**Flexibility and Coverage of Wage Orders.**—In addition to concentrating on the trade and service occupations, States sought to extend minimum-wage protection by broadening coverage of existing orders as such orders were revised and to issue new orders for occupations not previously covered. The California wage orders as originally revised in 1942, and as revised again in 1947 and 1952, illustrate this broadening of coverage.

New groups of workers have received minimum-wage benefits for the first time in some States by the issuance of orders for occupations not previously covered by minimum wages. Examples of this trend can be found in New York with its 1951 order for amusement and recreation occupations and its 1953 order for building-service workers. New Hampshire’s hotel, cabin, and tourist home order of 1952 is another example.

The benefits of minimum-wage legislation to workers are measurable not only in terms of wages and/or hours of work established. On the contrary, in most States wage orders also contain provisions or regulations safeguarding prescribed wage rates. These wage-related provisions in wage orders have done much to improve working conditions as well as to insure receipt by the worker of the established wage. Some of the more important and frequently occurring of these benefits derive from regulations affecting industry practices on uniforms, meals and lodging, tips, split shifts, overtime, etc.

**Overtime.**—The practice of establishing an overtime rate as an integral part of the minimum-wage scale also has been increasing. Such provisions recognize that many women workers, since they have the dual responsibility of home and job, have a special need for moderate hours of work which overtime provisions encourage. Since minimum-wage laws in most States apply only to women and minors and since in all States the wage orders relate largely to the principal woman-employing industries and occupations, provisions
for overtime pay are of particular benefit to women workers. How­
ever, not all orders set overtime on the basis of time and one half 
the worker's regular rate. The California orders provide for time 
and one half the employee's regular rate for work over 8 hours a 
day or 6 days a week, but in practice these provisions have applica­
tion only to occupations where overtime beyond 8–48 is permitted 
in emergencies by the California maximum-hour law. In the Con­
necticut laundry order, time and one half the employee's regular rate 
must be paid after 44 hours a week. The basic minimum wage is 75 
cents an hour up to and including 44 hours a week.

Another type of overtime provision is the establishment of a specific 
hourly rate higher than the basic minimum. An example is the recent 
Rhode Island retail order (effective November 1952) which established 
a basic rate of $28 for a 36- to 44-hour week with 95 cents an hour for 
work over 44 hours a week. Another example is the District of 
Columbia laundry order (effective August 1951) requiring $1.12½ an 
hour for work over 40 hours a week. The District's basic rate is 
$30 for a 24-40-hour week.

**Guaranteed Weekly Wages.**—Because of industry conditions or 
indifferent employer management, some women employed on a full­
time basis do not have an opportunity to work a full week as a regular 
practice. Realizing that for such workers the establishment of an 
hourly minimum wage, even though high, would guarantee neither 
a regular nor an adequate income, some wage boards have recom­
recommended that women be paid a minimum weekly wage. This wage is 
usually applicable to work that approximates a full week, where 
the employer, not the absence of the worker, is responsible for the 
short schedule. Such regulations tend to promote greater efficiency 
in management and to benefit employers as well as workers. Minne­
sota adopted a modified weekly wage as early as 1921, and in 1938 
the New York laundry order gave new impetus to the guaranteed 
weekly wage principle. Among the States adopting the principle 
in a somewhat modified form were Connecticut, the District of 
Columbia, Massachusetts, and Rhode Island.

**Split-Shift Provisions.**—Some State wage orders have regulated 
the practice of split shifts by requiring that higher wages 
be paid for days on which the work period has more than one shift, 
or covers a spread of hours that exceeds a specified number, usually 
ten. Such wage orders usually require that an additional amount 
be added to the minimum wage each day the employee works a split 
shift. Among the States with this type of provision in orders for 
occupations where the split shift has been a common industry prac­
tice are California, the District of Columbia, Kentucky, New Jersey, 
New York, Rhode Island, and Utah.

**Deductions from Wages.**—Wages, even though rates may be fair,
can be so undermined by charges and deductions required by employers that when pay day arrives the pay envelope contains little more than an itemized account of money the worker did not receive. Most current wage orders prohibit deductions of any kind, except those authorized by law, such as social security taxes and Federal income taxes, and those authorized in the wage order. Through such provisions, minimum-wage States have made great strides in regulating industry practices with respect to deductions in take-home pay that unjustifiably deprive the worker of part of his wages.

**Meals and Lodging.**—In occupations where employees are customarily furnished meals and/or lodging, such as hotels and restaurants, wage boards have taken into account that payments in kind must be recognized in establishing workable minimum-wage rates. Most wage orders contain detailed provisions regulating the practice, avoiding many of the former abuses. For example, California permits deduction for meals in its public housekeeping order but specifies the maximum charges allowable for breakfast, lunch, and dinner; and defines a meal as “an adequate well-balanced serving of a variety of wholesome nutritious foods.” The order further specifies that deductions may not be made for meals not eaten and shall be made only for bona fide meals consistent with the employee’s work shift.

The District of Columbia public housekeeping order permits a deduction for one meal for each 4 hours worked but not more than two meals a day and specifies a 30-cent maximum allowable deduction for any bona fide meal furnished within those limitations. New York orders have a somewhat different regulation in that they require a higher hourly or weekly rate when meals are not supplied. In the February 1953 hotel order the differential for nonresidential employees in all-year hotels is 5 cents an hour for one meal and 10 cents for two meals. The February 1953 restaurant order has a “with meal rate” and a “no-meal rate” with a 10-cent differential. Any employee who works 5 hours or more in 1 day must receive two meals if the “with meal rate” is to be applied.

Lodging provisions are similar to meal provisions. For example the Massachusetts public housekeeping order permits a maximum weekly deduction of $4 each for a double room “when adequate, decent and sanitary lodging, including heat and light, is furnished.” The deduction is not permitted “unless the room is actually used by the employee and unless said employee desires said room.”

**Uniforms.**—Provisions regulating the furnishing and maintenance of uniforms are found in wage orders or administrative regulations of almost all States that have public housekeeping orders (including hotel and restaurant). The provisions either prohibit charges of any kind for uniforms and their upkeep, or regulate the maximum amount deductible from the minimum wage for uniforms and uniform mainte-
nance. In California, for example, no employee shall be required to contribute directly or indirectly from the minimum wage for the purchase of uniforms nor for the laundering and cleaning of uniforms. The District of Columbia permits a deduction of not more than $1 a week when uniforms are furnished and laundered by the employer, except that the maximum deduction permissible in the case of maids, cleaners, dishwashers, kitchen helpers, and similar workers is 50 cents a week. New Hampshire is one of the States prohibiting deductions of the cost of required uniforms. The Utah regulations provide that the employer supply uniforms free and take care of the upkeep including laundry, if uniforms are required by the establishment. In many of the State orders detailed definitions of uniforms are also included.

Gratuities.—In some States wage boards have taken into account tipping practices by classifying employees into service and nonservice groups, and setting a lower rate for the service employee who would receive tips. Kentucky, Massachusetts, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, and Rhode Island follow this procedure. The District of Columbia public housekeeping order classifies workers into three occupational groups, with waitresses receiving the lowest rates established. Wage orders in seven States—California, Colorado, Minnesota, Oregon, Utah, Washington, and Wisconsin—prohibit deductions for tips either expressly, or impliedly by prohibiting all except specified deductions. Connecticut permits deductions for tips from the prescribed minimum wage (up to 30 cents an hour for hotel and restaurant workers customarily receiving gratuities). In four other States—Arkansas, Nevada, North Dakota, and South Dakota—there are no specific provisions relating to gratuities.

The material in the following chart, "Analysis of State Minimum-Wage Orders, July 1, 1942—March 1, 1953," furnishes information on coverage, wages, and hours of work. Additional information on fringe benefit provisions, discussed in the preceding paragraphs, may be obtained from the Women's Bureau.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Alaska</strong></td>
<td>No change in law.</td>
<td>Women and female minors:</td>
<td>$16 a week</td>
<td></td>
</tr>
<tr>
<td><strong>Arizona:</strong></td>
<td>&quot;Retail Trades Industry,&quot; i.e., all selling of merchandise to consumer and not for purpose of resale in any form. <strong>Exception:</strong> Worker under 21 whose chief occupation is that of a student actually attending public or private school.</td>
<td>Experienced:</td>
<td>$16 a week</td>
<td>Standard workweek, i.e., 48 a week (8 a day, 6 days) or 42 a week (6 a day, 7 days). Less than 4 days a week, 8 hours each.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced:</td>
<td>35 cents an hour</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>First 6 months</td>
<td>$12.50 a week</td>
<td>Same as for experienced.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Second 6 months</td>
<td>$14 a week</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time employee, i.e., one who works 8 hours a day on 4 or more days a week.</td>
<td>Weekly rate prorated</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women and minors:</td>
<td></td>
<td>Less than standard week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In laundry industry:</td>
<td>$18.72 a week 7</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part time:</td>
<td>52 cents an hour</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>If employee on voluntary absence.</td>
<td>do.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>In dry cleaning industry:</td>
<td>$21.60 a week 7</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part time:</td>
<td>60 cents an hour</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>If employee on voluntary absence.</td>
<td>do.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced and apprentices (3 months):</td>
<td>$21.60 a week 7</td>
<td></td>
</tr>
</tbody>
</table>

**Laundry and Dry Cleaning Industry, No. 2-A.**

Directory, July 12, 1943.

Mandatory, Sept. 12, 1945.

(Supersedes order 2 of June 15, 1939.)

"Laundry and Dry-Cleaning Industry" includes:

1. Cleaning, dyeing, pressing, processing, or any other work incidental thereto, of clothing (including hats), household furnishings, rugs, textiles, fur, leather, or fabric of any kind; (2) the collection, sale, resale, or distribution at retail or wholesale of these services; (3) the producing of such services on their own behalf, by establishments, businesses, institutions, clubs, or hospitals which services may be incidental to their present business; (4) Self-Service Laundries, Automatic Laundries, Help-Yourself Laundries, U-Do-Laundries, and any type of rental laundries. **Exception:** Worker under 21 whose chief occupation is that of a student actually attending public or private school.

Women and minors: Experienced: In laundry industry: $18.72 a week 7. 52 cents an hour. Part time: 57 cents an hour.

If employee on voluntary absence. Part time: $21.60 a week 7.

If employee on voluntary absence. Part time: 66 cents an hour.

Inexperienced and apprentices (3 months): 90 percent of the applicable minimum rate.

(Deductions from minimum wage for meals, lodging, or both, allowed only on special permit.)
Arkansas:
Digest (Pope) 1937, secs. 9094, 9096-9100; session laws 1943, Act 70 (amending secs. 9084 and 9095.)

California:
Motion Picture Industry, No. 17R, July 1, 1949.
(Supersedes order 17 of Aug. 11, 1951.)
Manufacturing and Mercantile Industries, No.1-52, Aug. 1, 1952. 10
(Supersedes orders 1-R and 7-R of June 1, 1947.)

<table>
<thead>
<tr>
<th>Females:</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inexperienced (6 months)</td>
<td>81.25 a day</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All</td>
<td>81 a day</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1½ times employee's regular rate</td>
<td>Pro rata</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Manufacturing, mechanical, or mercantile establishment, laundry, express or transportation company, hotel, restaurant, eating place, bank, building and loan association, insurance company, finance or credit business, or work in any capacity other than occupations expressly exempted by law. Exceptions: Domestic, agricultural or horticultural employment; cotton factory; gathering of fruits or farm products; switchboard operators in public telephone exchanges having less than 750 stations who are exempt under sec. 13 (a) par. 11 of 1949 amendment to the Federal Fair Labor Standards Act.

Exceptions:
- Domestic, agricultural or horticultural employment;
- Cotton factory;
- Gathering of fruits or farm products;
- Switchboard operators in public telephone exchanges having less than 750 stations who are exempt under sec. 13 (a) par. 11 of 1949 amendment to the Federal Fair Labor Standards Act.

"Motion Picture Industry," i.e., any industry, business, or establishment operated for the purpose of motion-picture production, including but not limited to, motion pictures for entertainment, commercial, religious, or educational purposes. Exceptions: Women who act, sing, dance, or otherwise perform; or who are employed in administrative, executive, or professional capacities (as defined in order).

"Manufacturing Industry," i.e., any industry, business, or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities in whole or in part. Exceptions: Canning, preserving, and freezing industries; industries handling farm products after harvest; motion picture industry.

"Mercantile Industry," i.e., any industry, business, or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail.

Exceptions (both industries): Women employed in administrative, executive, or professional capacities (as defined).

See footnotes at end of table.

Females:

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Women 18 and over</td>
<td>Time and a half employee's regular rate</td>
<td></td>
</tr>
<tr>
<td>Women employed at a guaranteed weekly rate of pay</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Women and minors:

- Experienced adult women and minors
- Inexperienced women, 18 and over (first 200 hours' employment in skilled or semiskilled occupations)
- Minors

Minors

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Women 18 and over, in employment in which overtime is not prohibited by the State's labor code</td>
<td>do</td>
<td></td>
</tr>
<tr>
<td>If employee works a split shift</td>
<td>75 cents an hour</td>
<td></td>
</tr>
<tr>
<td></td>
<td>60 cents an hour</td>
<td></td>
</tr>
</tbody>
</table>

75 cents an hour in addition to the minimum wage except when employee resides at the place of employment.

(Deductions for meals and/or lodging allowed; maximum charges specified in the order.)

8 a day, 6 days a week.

Over 8 a day or on seventh consecutive day.

Less than 8 a day.

Over 8 a day or over 6 days a week (in emergencies).

Over 10 a day.

Over 8 a day or on 7th consecutive day in emergencies.

Over 8 a day or over 6 days a week (in emergencies).

Over 10 a day.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>California—Continued</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal Service Industry, No. 2-52, Aug. 1, 1952.</td>
<td>&quot;Personal Service Industry,&quot; i.e., any industry, business, or establishment operated for the purpose of rendering, directly or indirectly, any service, operation, or process used or useful in the care, cleansing or beautification of the body, skin, nails, or hair, or in the enhancement of personal appearance or health. <strong>Exceptions:</strong> Women employed in administrative, executive, or professional capacities (as defined).</td>
<td>Women and minors</td>
<td>75 cents an hour</td>
<td>8 a day, 6 days a week.</td>
</tr>
<tr>
<td>(Supersedes order 2-R of June 1, 1947.)</td>
<td></td>
<td>Minors</td>
<td>60 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td>Canning, Freezing, and Preserving Industry, No. 3-52, Aug. 1, 1952.</td>
<td>&quot;Canning, Freezing, and Preserving Industry,&quot; i.e., any industry, business, or establishment operated for the purpose of canning soups; and of cooking, canning, curing, freezing, pickling, salting, bottling, preserving, or otherwise processing any fruits, vegetables, or seafood when the purpose of such processing is the preservation of the product and includes all operations incidental thereto. <strong>Exceptions:</strong> Women employed in administrative, executive, or professional capacities (as defined).</td>
<td>Women and minors</td>
<td>75 cents an hour</td>
<td>Over 8 and on 7th consecutive day in emergencies.</td>
</tr>
<tr>
<td>(Supersedes order 3-R of June 1, 1947.)</td>
<td></td>
<td>Minors</td>
<td>60 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td>Professional, Technical, Clerical, and Similar Occupations, No. 4-52, Aug. 1, 1952.</td>
<td>&quot;Professional, Technical, Clerical, and Similar Occupations,&quot; i.e., professional, semi-professional, managerial, supervisory, laboratory, research, technical, clerical, and office work occupations. <strong>Exceptions:</strong> Work which is predominantly intellectual, managerial, or creative, requiring exercise of discretion and independent judgment, and for which the remuneration is not less than $350 per month; employees licensed or certified by the State to practice the professions specified; exchange operator of a telephone company having less than 150 stations operating under the jurisdiction of the State's</td>
<td>Women and minors</td>
<td>75 cents an hour</td>
<td>Over 8 and on 7th consecutive day in emergencies.</td>
</tr>
<tr>
<td>(Supersedes order 4-R of June 1, 1947.)</td>
<td></td>
<td>Minors</td>
<td>60 cents an hour</td>
<td>Do.</td>
</tr>
</tbody>
</table>

Provisions same as for Order No. 1-52, Manufacturing and Mercantile Industries.
(Supersedes order 5-R of June 1, 1947.)

"Public Housekeeping Industry," i.e., any industry, business, or establishment which provides meals, housing, or maintenance services whether operated as a primary business or when incidental to other operations in an establishment not covered by another minimum-wage order. Exceptions: Graduate nurses in hospitals; student nurses in a school accredited by Examiners in the State; women employed in administrative, executive, or professional capacities (as defined).

Laundry, Dry Cleaning, and Dyeing Industry, No. 6-52, Aug. 1, 1952.
(Supersedes order 6-R of June 1, 1947.)

"Laundry, Dry Cleaning, and Dyeing Industry," i.e., any industry, business or establishment operated for the purpose of washing, ironing, cleaning, refreshing, restoring, pressing, dyeing, fumigating, moth proofing, water proofing, or other processes incidental thereto, on articles or fabrics of any kind. Includes self-service laundries and the collection, distribution, sale or resale at retail or wholesale of the foregoing services. Exceptions: Women employed in administrative, executive, or professional capacities (as defined).

Industries Handling Farm Products After Harvest, No. 8-52, Aug. 1, 1952.
(Supersedes order 8-R of June 1, 1947.)

"Industries Handling Farm Products After Harvest," i.e., any industry, business, or establishment operated for the purpose of grading, sorting, cleaning, drying, packing, dehydrating, cracking, shellling, candling, separating, slaughtering, plucking, pasteurizing, ripening, molding, or otherwise preparing any agricultural, horticultural, egg, poultry, rabbit, or dairy products for distribution. Exceptions: Women employed in administrative, executive, or professional capacities (as defined).

Women and minors: Experienced adult women and minors. Inexperienced women, 18 and over (first 200 hours' employment in skilled or semiskilled occupations). Minors: Women 18 and over, in employments in which overtime is not prohibited by State's labor code, if overtime is necessary to process any perishable product to prevent spoiling; cases of emergency.

Women 18 and over, in employments in which overtime is not prohibited by the State's labor code. If employee works a split shift: 75 cents a day in addition to the minimum wage except when employee resides at the place of employment. (Deductions for meals and/or lodging allowed; maximum charges specified in the order.)

Provisions same as for Order No. 1-52, Manufacturing and Mercantile Industries.

Women and minors: ....
75 cents an hour
60 cents an hour
14 times employee's regular rate

 Minor: do
75 cents an hour
Double the employee's regular rate

Women 18 and over, in employments in which overtime is not prohibited by State's labor code, if overtime is necessary to process any perishable product to prevent spoiling; cases of emergency.

See footnotes at end of table.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>California—Continued</td>
<td>“Transportation Industries,” i.e., any industry, business, or establishment operated for the purpose of conveying persons or property from one place to another whether by rail, highway, air, or water, and all operations and services in connection therewith. Includes storing or warehousing of goods or property, and the repairing, packing, rental, maintenance or cleaning of vehicles. Exceptions: Women employed in administrative, executive, or professional capacities (as defined).</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>California—Continued</td>
<td>“Amusement and Recreation Industries,” i.e., any industry, business, or establishment operated for the purpose of furnishing entertainment or recreation to the public. Exceptions: Women employed in administrative, executive, or professional capacities (as defined).</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>California—Continued</td>
<td>Laundry, i.e., any trade, business, industry, club, institution or branch thereof engaged in (1) washing, ironing, or processing incidental thereto, for compensation, of clothing napery, blankets, bed clothing, or fabric of any kind whatsoever; (2) the collecting, sale, resale, or distribution at retail or wholesale of laundry service; (3) the producing of laundry service for their own use by business establishments, hospitals, clubs, or profit making institutions; (4) self-service laundries.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td>Women and minors:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td>Zone A (Denver and Pueblo and a radius of 5 miles beyond the corporate limits of these cities; from June 1 to Oct. 1, covers Colorado Springs and Estes Park).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td>Zone B (remainder of State and from Oct. 1 to June 1, Colorado Springs and Estes Park).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td>All employees.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td></td>
<td>55 cents an hour</td>
<td>Up to and including 40 a week.</td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td></td>
<td>do</td>
<td>Over 40 and including 44 a week.</td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td></td>
<td>1½ times employee’s regular rate.</td>
<td>Over 44 a week; over 8 a day in emergencies.</td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td></td>
<td>do</td>
<td>Up to and including 36 a week.</td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td></td>
<td>1½ times employee’s regular rate.</td>
<td>Over 36 and including 44 a week.</td>
</tr>
<tr>
<td>California—Continued</td>
<td></td>
<td></td>
<td>(If a definite type of uniform is required by employer, he must supply them and provide for their care without cost to the employee.)</td>
<td>Over 44 a week; over 8 a day in emergencies.</td>
</tr>
</tbody>
</table>
Retail trade Occupations, No. 7, Feb. 18, 1951.
(Supersedes order 2 of Jan. 16, 1939.)

Retail trade, i.e., the performance of any and every type of work concerned with or incidental to the selling or offering for sale any commodity, article, goods, wares, or merchandise, to the consumer, not for the purpose of resale in any form.

Women and minors:

<table>
<thead>
<tr>
<th>Zone A (Denver and Pueblo and a radius of 5 miles beyond the corporate limits of these cities; from June 1 to Oct. 1, covers Colorado Springs, Manitou Springs, and Estes Park). Zone B (remainder of State) Zone C (remainder of State).</th>
<th>55 cents an hour</th>
<th>Up to 8 a day, 48 a week.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced</td>
<td>45 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td>Inexperienced (192 hours in the occupation)</td>
<td>80 percent of the applicable minimum-wage rate.</td>
<td>Do.</td>
</tr>
<tr>
<td>Both zones.</td>
<td>1 1/2 times employee's regular rate.</td>
<td>Over 48 a week; over 8 a day in emergencies.</td>
</tr>
</tbody>
</table>

Beauty Service Occupations, No. 9, Mar. 4, 1951.
(Supersedes order 3 of Dec. 4, 1939.)

Beauty service, i.e., all services or operations used or useful in the care, cleansing, or beautification of the skin, nails, or hair, or in the enhancement of personal appearance, and also services or operations incidental thereto, including the service of maids, cashiers, reception or appointment clerks.

Women and minors:

<table>
<thead>
<tr>
<th>Zone A (Denver and adjoining area extending 6 miles from city's corporate limits). Zone B (remainder of State). Zone C (remainder of State).</th>
<th>55 cents an hour</th>
<th>Up to 8 a day, 48 a week.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced</td>
<td>45 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td>Inexperienced (192 hours in the occupation)</td>
<td>80 percent of the applicable minimum-wage rate.</td>
<td>Do.</td>
</tr>
<tr>
<td>Both zones.</td>
<td>1 1/2 times employee's regular rate.</td>
<td>Over 48 a week; over 8 a day in emergencies.</td>
</tr>
</tbody>
</table>

Public Housekeeping Occupations, No. 8, Mar. 10, 1951.
(Supersedes order 4 of June 16, 1946.)

Public housekeeping includes hotels, restaurants, motels, rooming houses, cottage camps, clubs, hospitals, convalescent homes, sanitariums, private schools, colleges, and any establishment that prepares and offers for sale food or refreshments for consumption either on or off its premises; any business which offers lodging accommodations for hire to the public, to employees, or to members, whether such service is the principal business of the employer or merely incidental to another business.

Women and minors:

<table>
<thead>
<tr>
<th>Zone A (Denver and adjoining area extending 6 miles from city's corporate limits). Zone B (remainder of State). Zone C (remainder of State).</th>
<th>55 cents an hour</th>
<th>Up to 8 a day, 48 a week.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced</td>
<td>45 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td>Inexperienced (192 hours in the occupation)</td>
<td>80 percent of the applicable minimum-wage rate.</td>
<td>Do.</td>
</tr>
<tr>
<td>Both zones.</td>
<td>1 1/2 times employee's regular rate.</td>
<td>Over 48 a week; over 8 a day in emergencies.</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connecticut:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restaurant Occupation, Nos. 4A and 4B, May 15, 1950.</td>
<td>Laundry establishments, i.e., any place in which any service in connection with any activity of the laundry occupation is performed for compensation, except in domestic service. Laundry occupation includes: (1) any activity in the washing, ironing or processing, incidental thereto, of laundry wares and all other operations carried on in establishments engaged in this business; (2) the collecting, sale, resale, or distribution at retail or wholesale of laundry service and the keeping of accounts, billing, and any other clerical work in connection therewith (sec. 2 not applicable to adult males); (3) the producing of laundry service for their own use by business establishments, clubs, hospitals, or other public or private institutions except those completely supported by the State or a municipality.</td>
<td>Women and minors; adult males engaged in production work. Women and minors; adult males engaged in production work in laundries, who do work ordinarily performed by females or minors under 18.</td>
<td>75 cents an hour [\text{Up to and including 44 a week.}]</td>
<td>Up to and including 44 a week.</td>
</tr>
<tr>
<td>Laundry Occupation, Nos. 2A and 2B, Apr. 17, 1951.</td>
<td>Cleaning and dyeing, i.e., cleaning, dyeing, redyeing, or pressing garments (including hats), upholstery, rugs, or any other fabric; any process incidental thereto, including collecting and receiving such articles for the above purposes, of giving out or collecting such articles after they have been cleaned, dyed, re-dyed, or pressed. Except: Any such process when carried on in establishments manufacturing textiles or garments (including hats).</td>
<td>Women and minors; men. <strong>Exception:</strong> Adult males receiving at least $35 a week.</td>
<td>75 cents an hour [\text{Over 45 a week.}]</td>
<td>Over 45 a week.</td>
</tr>
</tbody>
</table>
Any industry or occupation, with enumerated exceptions such as agriculture, domestic service, persons covered by the Federal Fair Labor Standards Act and others.

<table>
<thead>
<tr>
<th>Industry or Occupation</th>
<th>Minimum Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beauty Shop</td>
<td>$33 a week</td>
</tr>
<tr>
<td>Mercantile Trade</td>
<td>75 cents an hour</td>
</tr>
</tbody>
</table>

Women and minors; men: 

<table>
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</tr>
</thead>
<tbody>
<tr>
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<tr>
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<td>$33 a week</td>
</tr>
<tr>
<td>Mercantile Trade</td>
<td>75 cents an hour</td>
</tr>
</tbody>
</table>

**Footnotes:**

1. See footnotes at end of table.

2. Employee may not be charged for uniforms or uniform maintenance, etc., if such charge brings the wage paid below the minimum.

3. (Amends Minimum-Wage Law to establish statutory rate.)

4. (Supersedes orders 7A and 7B of Mar. 15, 1946.)

5. (Supersedes orders 1A and 1B of Mar. 3, 1947.)

6. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

7. (Supersedes orders 7A and 7B, July 1, 1951.)

8. (Amends Minimum-Wage Law to establish statutory rate.)

9. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

10. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

11. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

12. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

13. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

14. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

15. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

16. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

17. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

18. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

19. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

20. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

21. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

22. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

23. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

24. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

25. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

26. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

27. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

28. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

29. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

30. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

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34. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

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36. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

37. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

38. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

39. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

40. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

41. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

42. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

43. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

44. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

45. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

46. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

47. (Supersedes orders 7A and 7B, Oct. 1, 1951.)

48. (Supersedes orders 7A and 7B, Oct. 1, 1951.)
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>District of Columbia:</strong> Retail Trade Occupation, No. 3, June 16, 1947.</td>
<td>&quot;Retail Trade Occupation,&quot; i.e., the selling or offering for sale at retail of any goods, wares, merchandise, articles, or things, and all occupations, operations, and services connected therewith or incidental thereto.</td>
<td>Women and minors</td>
<td>$2.50 a week</td>
<td>36 up to and including 44 a week</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employees whose normal workweek is 36 hours or more, voluntarily absent in any week.</td>
<td>Basic minimum wage may be prorated.</td>
<td>Actual time worked.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time.</td>
<td>65 cents an hour.</td>
<td>Less than 36 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Student under 18 for whom certificate is in employer's file (9 months following original issuance of certificate).</td>
<td>55 cents an hour.</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Overtime.</td>
<td>65 cents an hour.</td>
<td>Over 44 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>If employee works a split shift, or spread of hours exceeds 10, or both.</td>
<td>75 cents a day in addition to the applicable minimum wage.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(Uniforms required by employer as a condition of employment must be furnished, laundered, cleaned, repaired, and maintained by the employer; if purchased by employee, employer must reimburse him or her for the full amount of the purchase price. For each uniform laundered or maintained by employee 50 cents must be added to the applicable minimum wage.)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Women and minors: Operators and all other employees except maids and cleaners.</td>
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<tr>
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<td></td>
<td>$3.00 a week.</td>
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<tr>
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<td></td>
<td>95 cents an hour.</td>
</tr>
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<td></td>
<td>34 but not more than 44 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Less than 34 a week.</td>
</tr>
</tbody>
</table>
Manufacturing and Wholesaling Occupations, No. 8, Nov. 17, 1948.

(Supersedes order 8 of June 5, 1939.)

"Manufacturing and Wholesaling Occupations" includes the preparing, producing, or processing, or the selling or offering for sale at wholesale of any goods, wares, merchandise, articles, or commodities, and all occupations, operations, and services connected therewith or incidental thereto.

Maids and cleaners

<table>
<thead>
<tr>
<th>Category</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee whose normal workweek is 34 hours or more, voluntarily absent in any week.</td>
<td>$24.50 a week</td>
</tr>
<tr>
<td>If employee works a split shift, or spread of hours exceeds 10, or both.</td>
<td>75 cents an hour</td>
</tr>
<tr>
<td>Basic minimum wage may be prorated.</td>
<td></td>
</tr>
<tr>
<td>95 cents a day in addition to the applicable minimum wage.</td>
<td></td>
</tr>
<tr>
<td>(If employee furnishes and launders uniforms, $1.50 a week must be added to minimum wage.)</td>
<td></td>
</tr>
</tbody>
</table>

Women and minors:

<table>
<thead>
<tr>
<th>Category</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office, plant, and other employees except maids and cleaners.</td>
<td>$30 a week</td>
</tr>
<tr>
<td>Part time.</td>
<td>85 cents an hour</td>
</tr>
<tr>
<td>Overtime.</td>
<td>65 cents an hour</td>
</tr>
</tbody>
</table>

Employee whose normal working time is 32 hours or more, voluntarily absent in any week.

<table>
<thead>
<tr>
<th>Category</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee registered under the District of Columbia apprenticeship law for whom employer has apprentice wage permit on file (12 months following date of application).</td>
<td>$1.12½ an hour</td>
</tr>
<tr>
<td>80 percent of the minimum weekly rate.</td>
<td>$26.40 a week</td>
</tr>
<tr>
<td>75 cents an hour.</td>
<td></td>
</tr>
<tr>
<td>99 cents an hour.</td>
<td></td>
</tr>
<tr>
<td>Basic minimum wage may be prorated.</td>
<td></td>
</tr>
</tbody>
</table>

Do.

Over 44 a week.

32 but not over 40 a week.

Less than 32 a week.

Over 40 a week.

32 but not over 40 a week.

Less than 32 a week.

Over 40 a week.

Actual time worked.

See footnotes at end of table.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
</tr>
</thead>
<tbody>
<tr>
<td>District of Columbia—Continued</td>
</tr>
</tbody>
</table>

Office and Miscellaneous Occupations, No. 7, Apr. 25, 1949. (Supersedes order 7 of Mar. 10, 1939.)

“Office and Miscellaneous Occupations,” i.e., all occupations in or for establishments not covered by another minimum-wage order. Includes, but not limited to, work performed by general office clerks, stenographers, typists, bookkeepers, cashiers, various office-machine operators, office boys and girls, ushers, messengers, maids, cleaners, elevator operators, janitors, telephone and switchboard operators, teletype operators, receptionists, library workers, teachers, dental assistants, medical assistants and technicians, and laboratory helpers.


Women and minors:
- All employees except students under 18, elevator operators and janitors, maids and cleaners.
- Students under 18 for whom certificate is in employer's file (9 months following original issuance of certificate).
- Elevator operators and janitors.
- Maids and cleaners.

Employee whose normal workweek is 32 hours or more, voluntarily absent in any week. If employee works a split shift, or spread of hours exceeds 11, or both.
- Basic applicable minimum may be prorated.
- 95 cents a day in addition to the applicable minimum wage.

Laundry and Dry Cleaning Occupation, No. 5, Aug. 22, 1951. (Supersedes order 5 of July 5, 1946.)

Laundry and dry-cleaning, i.e., any activity concerned with: (1) the washing, cleaning, finishing, refreshing, pressing, mending, or dyeing of wearing apparel (including hats and shoes), household furnishings, textiles, fur, leather, or fabric of any kind whatever, or (2) the collection, sale, resale, or distribution at retail or wholesale of any laundry or dry cleaning service. Covers all other operations and services connected with the above or incidental thereto including, but not limited to, services of cashiers, telephone operators, office workers, store employees beginning work after the beginning of a workweek or resigning before the end of a workweek, or voluntarily absent in any week.

Part time.

Overtime.

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

Women and minors.
- $30 a week.
- 75 cents an hour.
- 85 cents an hour.
- $1.12 ¼ cents an hour.
- 75 cents a day in addition to the applicable minimum wage.

Employees beginning work after the beginning of a workweek or resigning before the end of a workweek, or voluntarily absent in any week.
- Part time.
- Over 24 but not more than 40 a week. Actual time worked.

Overtime.

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

Women and minors.
- $31 a week.
- 86 cents an hour.
- 66 cents an hour.
- $31 a week.
- 86 cents an hour.
- 65 cents an hour.
- $31 a week.
- 86 cents an hour.
- 65 cents an hour.

Employees beginning work after the beginning of a workweek or resigning before the end of a workweek, or voluntarily absent in any week.
- Part time.
- Over 24 but not more than 40 a week. Actual time worked.

Overtime.

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

Women and minors.
- $30 a week.
- 75 cents an hour.
- 85 cents an hour.
- $1.12 ¼ cents an hour.
- 75 cents a day in addition to the applicable minimum wage.

Employees beginning work after the beginning of a workweek or resigning before the end of a workweek, or voluntarily absent in any week.
- Part time.
- Over 24 but not more than 40 a week. Actual time worked.

Overtime.

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

Women and minors.
- $31 a week.
- 86 cents an hour.
- 66 cents an hour.
- $31 a week.
- 86 cents an hour.
- 65 cents an hour.
- $31 a week.
- 86 cents an hour.
- 65 cents an hour.

Employees beginning work after the beginning of a workweek or resigning before the end of a workweek, or voluntarily absent in any week.
- Part time.
- Over 24 but not more than 40 a week. Actual time worked.

Overtime.
Public Housekeeping Occupation, No. 4, June 23, 1952. (Supersedes order 4 of Jan. 1, 1946.)

"Public Housekeeping Occupation," I. e.: (1) Any activity concerned with the preparation and service of food or beverages in any establishment where food or beverages are prepared and served; (2) any activity concerned with the servicing and cleaning of any establishment offering rooms for rent, office building, theater, and retail store; (3) all operations and services connected with (1) and (2) above, except clerical services in office buildings, theaters, and retail stores.

clerks, elevator operators, maintenance workers; and any of the above services performed by an establishment or business for its own use although such services may be incidental to the establishment's principal business.

Women and minors: Resident managers, hostesses, telephone operators, hat-check girls, elevator operators, cashiers, clerical workers, cooks, salad girls, food checkers, steamtable attendants, bus girls, and other employees serving food or beverages in the establishments specified in the order.

Maids, linen-room girls, cleaners, vegetable girls, dishwashers, kitchen helpers, and all similar workers.

Waitresses (as defined) ............................................

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

All employees, 16 years of age and over. (Reasonable deductions from minimum wage permitted for board and for lodging. Employer must furnish uniforms if nature of the business requires employees to wear them.)

<table>
<thead>
<tr>
<th>Employment category</th>
<th>Minimum wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees, 16 years of age and over</td>
<td>$30 a week</td>
</tr>
<tr>
<td></td>
<td>75 cents an hour</td>
</tr>
<tr>
<td></td>
<td>$26 a week</td>
</tr>
<tr>
<td></td>
<td>67 cents an hour</td>
</tr>
<tr>
<td></td>
<td>$22.50 a week</td>
</tr>
<tr>
<td></td>
<td>60 cents an hour</td>
</tr>
<tr>
<td></td>
<td>60 cents a day In addition to the applicable minimum wage.</td>
</tr>
</tbody>
</table>


All employment. Exceptions: Public employment, persons at a guaranteed monthly salary of $800 or more; agricultural work in any workweek in which employer has fewer than 20 employees; domestic service; employment by relatives as specified in the act; work in a bona fide executive, administrative, supervisory, or professional capacity or in the capacity of outside salesmen or as outside collectors; the propagating, catching, cultivating, etc., of fish, shellfish, and the various other aquatic forms of animal or vegetable life (including the going to and returning from work and the loading and unloading of such products prior to first processing); seamen; employees covered by the Federal Fair Labor Standards Act; as specified; drivers of vehicles carrying passengers for hire, operated solely from a fixed stand; golf caddies.

See footnotes at end of table.
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<th>Minimum-wage rates</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Illinois ...............................</td>
<td>No change since 1942 in orders now in effect, 1 No wage rates now in effect.</td>
<td>Women and minors:</td>
<td>50 cents an hour</td>
<td>Up to 48 a week.</td>
</tr>
<tr>
<td>Kansas ..................................</td>
<td>All occupations. <em>Exceptions:</em> Labor on a farm; domestic service in home of the employer; firms subject to regulation by the State Public Service Commission; employment under any special State wage order. (Two special minimum-wage orders are currently in effect: (1) the laundry, dry cleaning, and dyeing order (see Women's Bureau Bulletin No. 191) and (2) the hotel and restaurant order.)</td>
<td>Experienced: 1</td>
<td>40 cents an hour</td>
<td>Over 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(Deductions for meals and lodging permitted only when employee is domiciled with employer and a written agreement made as to any such deductions. Order specifies maximum charge for meals and for lodging.)</td>
<td>Over 48 a week.</td>
</tr>
<tr>
<td></td>
<td>Hotels, i.e., establishments having more than 10 guest rooms, which offer lodging accommodations for hire to the general public and have transient guests. Restaurants, i.e., establishments preparing and offering for sale food for consumption.</td>
<td>Women and minors:</td>
<td>60 cents an hour</td>
<td>Up to and including 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zone I: 1</td>
<td>Nonservice</td>
<td>50 cents an hour</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Service</td>
<td>60 cents an hour</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zone II: 1</td>
<td>Nonservice</td>
<td>50 cents an hour</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Service</td>
<td>67½ cents an hour</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zone III: 1</td>
<td>Nonservice</td>
<td>60 cents an hour</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Service</td>
<td>84 cents an hour</td>
</tr>
<tr>
<td></td>
<td></td>
<td>If spread of hours exceeds 12, or employee has more than one interval off duty (excluding any</td>
<td></td>
<td>Over 48 a week.</td>
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</tr>
</tbody>
</table>

1 Zone I, II, III refer to minimum-wage rates for women and minors in the hotel and restaurant industry. Zone I applies to nonservice occupations; Zone II, service occupations; Zone III, both service and nonservice occupations.

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meal period of 1 hour or less) or if both situations occur.

Women and minors; men:

Experienced

Inexperienced (320 hours)

65 cents an hour

60 cents an hour

Women and minors; men

57 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.)

Maximum for women and minors, 9 a day, 48 a week.

Maximum for women and

men, 9 a day, 48 a week.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Massachusetts—Con.</strong></td>
<td>“Clerical, Technical, and Similar Occupations,” i.e., all occupations in any general business, professional, or technical office, or in any laboratory, hospital, library, school, telephone, telegraph, or broadcasting establishment, funeral director's establishment, or in messenger service or other establishments wherein workers are employed in any capacity in which the services of any kind and wheresoever performed are of a clerical or technical character. Order applies to all functions within these occupations which are not specifically governed by another minimum-wage order. Includes persons whose duties are related to general office, professional, or technical work in any establishment, whether business, medical, dental, technical, or legal, such as office boys or girls, file clerks, general office clerks, stenographers, typists, bookkeepers, cashiers, various machine operators, telephone and switchboard operators, receptionists, medical technicians, laboratory workers, draftsmen, technicians and laboratory assistants. Students working for the whole or part of their tuition and/or maintenance at a school, college, or summer camp which they are attending, are excluded from the basic wage rates of this order.</td>
<td>Women and minors; men: 49 Experienced employees.</td>
<td>65 cents an hour.</td>
<td>9 a day, 48 a week</td>
</tr>
<tr>
<td><strong>Public Housekeeping Occupations, No. 25-A, Aug. 1, 1950.</strong></td>
<td>“Public housekeeping industry” includes any activity in establishments directly or indirectly connected with the preparation of and offering of food or beverages for human consumption; and the offering or furnishing of rooms or lodgings for remuneration, or other services rendered, either to the public, employees, members or guests of members, paying guests, students, or others, whether as the principal business of the employer or as a unit of another business.</td>
<td>Women and minors; men: Nonservice employees (including counter workers, unless special permission is granted by the Minimum Wage Commission). Service employees.</td>
<td>45 cents an hour.</td>
<td>45 cents an hour.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>9 a day, 48 a week (maximum for women and minors).</td>
</tr>
</tbody>
</table>
(Supersedes Beauty Culture Order 25, Mandatory Apr. 1, 1943.)

Public housekeeping occupations include the work performed by waitresses, cooks, counter and salad workers, food checkers, bus and vegetable workers, dish and glass washers, kitchen help, maids, cleaners, chambermaids, housekeepers, practical nurses, ward aides, hospital attendants, matrons, hosts, hostesses, elevator operators, janitors, shippers and receivers, bell men, doormen, luggage porters, and watchmen, including, but not limited to, all nonprofessional workers engaged in public housekeeping establishments, except employees specifically included under another minimum wage order.

Establishments include restaurants, fountain lunch counters, cafeterias, caterers, and all other establishments where lunches, meals, or food in solid and/or liquid form are prepared for and served to the public or to be consumed on the premises; hotels, seasonal hotels, camps, clubs, hospitals, convalescent homes, private schools, colleges, and other establishments offering rooms for rent.

"Personal services industry" includes all establishments which perform, directly or indirectly, any service, operation, or process used or useful in the care, cleansing, or beautification of the body, skin, nails or hair, or in the enhancement of personal appearance or health; including, but not limited to, barber and beauty shops, scalp treatment shops, bath and massage parlors, physical conditioning and weight control salons.

Exceptions: Cashiers, receptionists, appointment clerks, and clerical workers, whose jobs are covered by the Clerical, Technical, and Similar Occupations Order.

Women and minors; men:
Barbering and hairdressing:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced</td>
<td>70 cents an hour</td>
</tr>
<tr>
<td>Inexperienced (first 1,040 hours in the occupation)</td>
<td>60 cents an hour</td>
</tr>
<tr>
<td>All other employees except maids.</td>
<td>70 cents an hour</td>
</tr>
<tr>
<td>Maids</td>
<td>60 cents an hour</td>
</tr>
</tbody>
</table>

If employee is required to furnish and/or launder his or her own uniform, $1.50 a week must be added to the wage required by this order.

(Deductions, other than those allowed by law, bringing wage below the minimum allowed only if consent of employee and approval of the Minimum Wage Commission are obtained.)

See footnotes at end of table.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Massachusetts—Con. Food Processing Occupations, No. 31, Oct. 20, 1951. (Supersedes three mandatory orders—Canning and Preserving, No. 19 of Mar. 2, 1939; Candy, No. 6 of Mar. 1, 1943; and Bread and Bakery Products, No. 15-A of Oct. 1, 1944.)</td>
<td>Food processing, i.e., the preparation, processing, or packaging of food for human or other consumption, including, but not limited to canning, preserving, and the production of candy, confectionery, bakery products, dairy products, malt beverages, or soft drinks. Exceptions: Occupations within the industry covered by another minimum-wage order.</td>
<td>Women and minors; men:</td>
<td>75 cents an hour.</td>
<td>9 a day, 48 a week (maximum for women and minors).</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Experienced</td>
<td>65 cents an hour.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced (600 hours)</td>
<td>60 cents an hour.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(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 for meals and lodging permitted at prices specified in the order. If uniforms are required to be worn as a condition of employment, the employer must furnish and maintain them.)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women and minors; men:</td>
<td>$27 a week.</td>
<td>36 but not more than 44 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Full-time employees:</td>
<td>67 1/2 cents an hour.</td>
<td>Over 44 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Experienced</td>
<td>$24 a week.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced (780 hours)</td>
<td>60 cents an hour.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time employees:</td>
<td>67 1/2 cents an hour.</td>
<td>Less than 36 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Experienced</td>
<td>60 cents an hour.</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced (780 hours)</td>
<td>60 cents an hour.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(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.</td>
<td></td>
</tr>
</tbody>
</table>

“Mercantile occupations” include any industry or business connected with or operated for the purpose of selling, purchasing, or distributing merchandise, wares, goods, articles, services, or commodities to retailers, wholesalers, or industrial, commercial, or individual users. Includes all work connected with the soliciting of sales or opportunities for sales or the distributing of such merchandise, wares, etc., and the rendering of services incidental to the sale, use, or upkeep of the same, whether performed on employer’s premises or elsewhere; the selling of ice cream and soft drinks where the selling of such commodities is not the main business of the establishment. Covers all types of mercantile occupations other than those determined by the Minimum Wage Commission to be of such a nature that the employer is not the main business of the establishment.
Employer is unable to keep true records of the number of hours worked by the employee—outside salespersons and persons customarily receiving gratuities are named as such exceptions. Permit must be obtained. Exceptions: Functions within the mercantile industry specifically covered by another minimum-wage order. (Salespersons in laundry and dry-cleaning establishments, however, are specifically covered by the present order.)

Exceptions: Functions within the mercantile industry specifically covered by another minimum-wage order. (Salespersons in laundry and dry-cleaning establishments, however, are specifically covered by the present order.)

"Amusement and Recreation Industries," i.e., all activities and services performed in connection with a business or enterprise engaged in or operated for the purpose of furnishing entertainment or recreation to the public, including but not limited to, motion-picture and other theaters, night clubs, dance halls, bowling alleys, billiard parlors, skating rinks, riding academies, race tracks, amusement parks and centers, athletic fields, ball parks and stadiums, swimming pools and beaches, gymnasiums, golf courses, tennis courts, carnivals, circuses, broadcasting studios, boat houses, arenas, and all other similar establishments. Exceptions: Activities in this field specifically governed by another minimum-wage order.

Women and minors; men:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular employees</td>
<td>70 cents an hour</td>
</tr>
<tr>
<td>Ushers</td>
<td>62½ cents an hour</td>
</tr>
<tr>
<td>Casual employees</td>
<td>51.25 per round</td>
</tr>
<tr>
<td>Caddies</td>
<td>51.00 per round</td>
</tr>
</tbody>
</table>

All occupations within coverage of the minimum-wage law for which no specific wage has been established by a minimum-wage order.

Women and minors; men:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ushers</td>
<td>75 cents an hour</td>
</tr>
</tbody>
</table>

If uniforms are required to be worn as a condition of employment, the employer must furnish and maintain them. (Payment to an employee for laundering her uniforms may not be considered as part of the wages.)

Maximum for women and minors, 9 a day, 43 a week. Deductions for meals and/or lodging allowed: maximum charges specified in the order. If uniforms are required to be worn as a condition of employment, the employer must furnish and maintain them.

See footnotes at end of table.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Massachusetts—Con.</strong> Building Service Occupations, No. 28A, Dec. 1, 1952. (Supersedes order 28, which became mandatory Aug. 2, 1949.)</td>
<td>“Building Service Occupations,” includes but is not limited to the work or service performed by charwomen, window cleaners, sweepers, janitors, caretakers, elevator operators and starters, watchmen, guards, helpers, attendants, and all other employees engaged in or concerned with the cleaning, servicing, maintenance, protection, and upkeep of buildings and establishments, including private schools and colleges, and excepting churches.</td>
<td>Women and minors; men: Employees other than those classified as residential property employees.</td>
<td>Women and minors: Experienced:</td>
<td>Maximum for women and minors employed in the establishments listed in footnote 46, 9 a day, 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Residential property employees.</td>
<td>70 cents an hour</td>
<td>$28 a week</td>
</tr>
<tr>
<td></td>
<td></td>
<td>If living quarters furnished as part of wage.</td>
<td>$25 a week</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>If living quarters not furnished as part of wage.</td>
<td>$28 a week</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>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. Deductions for lodging allowed at amounts specified in order. Deductions for living quarters limited to “a reasonable rental for such space”; in no case may resulting wage be less than the applicable minimum.)</td>
<td></td>
</tr>
<tr>
<td><strong>Minnesota:</strong> Retail Merchandising Business, No. 18, June 30, 1947. (Separates this industry from the All Occupations order of July 11, 1938.)</td>
<td>“Retail Merchandising Business,” i.e., the trade of selling any commodity, article, goods, wares, or merchandise to the consumer and not for the purpose of resale in any form.</td>
<td>Women and minors: Experienced:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Class A and Class B cities.</td>
<td>$22.50 a week</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Class C cities.</td>
<td>$21.50 a week</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Class D cities.</td>
<td>$20 a week</td>
<td></td>
</tr>
</tbody>
</table>

36 to 48 a week. Less than 36 a week. Same as for class A and B cities. Do.
Nevada:

<table>
<thead>
<tr>
<th>Class A and Class B cities:</th>
<th>Inexperienced, 18 years of age or over:</th>
</tr>
</thead>
<tbody>
<tr>
<td>First 3 months</td>
<td>$19 a week, 40 cents an hour</td>
</tr>
<tr>
<td>Second 3 months</td>
<td>$20.50 a week, 45 cents an hour</td>
</tr>
<tr>
<td>Class C cities:</td>
<td>Same as for inexperienced in first 3 months.</td>
</tr>
<tr>
<td>First 3 months</td>
<td>$17.50 a week, 37 cents an hour</td>
</tr>
<tr>
<td>Second 3 months</td>
<td>$20 a week, 45 cents an hour</td>
</tr>
<tr>
<td>Class D cities:</td>
<td>Same as for experienced.</td>
</tr>
<tr>
<td>First 3 months</td>
<td>$16 a week, 34 cents an hour</td>
</tr>
<tr>
<td>Second 3 months</td>
<td>$17.50 a week, 37 cents an hour</td>
</tr>
</tbody>
</table>

Minors under 18 years of age in each class of cities.

Females:

| Experienced                  | $4 a day, $24 a week, 50 cents an hour |
| Inexperienced (3 months)     | $5 a day, $18 a week (if stipulated by employer and employee). |

All: 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.)

See footnotes at end of table.
### ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942–MARCH 1, 1953

#### New Hampshire:

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or Industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Trade Occupation, No. 5-A, Dec. 30, 1946.</td>
<td>&quot;Retail Trade Industry,&quot; i.e., any retail establishment or any retail activity, unless and until the specific employment is governed by a minimum-wage order other than this general retail order.</td>
<td>Women and minors: Experienced</td>
<td>50 cents an hour</td>
<td>100 a day, 40 a week (maximum for women; and minors).</td>
</tr>
<tr>
<td>(Supersedes order 5 which became mandatory Jan. 6, 1941.)</td>
<td></td>
<td>Inexperienced (6 months)</td>
<td>35 cents an hour</td>
<td></td>
</tr>
<tr>
<td>Session laws 1949, chs. 310, July 28, 1949 and 52, Apr. 20, 1951, amending ch. 213, Revised Laws 1942; Attorney General’s interpretation of Sept. 9, 1949.</td>
<td>&quot;Any employees.&quot; Exceptions: Employees engaged in household, domestic, or farm labor; outside salesmen; summer camps for minors; restaurants, hotels, inns, or cabins; employees subject to provisions of the Federal Fair Labor Standards Act and regulations or orders issued thereunder.</td>
<td>Women and minors; men: Experienced</td>
<td>50 cents an hour</td>
<td></td>
</tr>
<tr>
<td>Laundry Occupation, July 28, 1949.</td>
<td>&quot;Laundry Occupation,&quot; 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.</td>
<td>Inexperienced (3 months)</td>
<td>35 cents an hour</td>
<td>Maximum for females and minors: 10 a day, 48 a week for manual or mechanical labor in any manufacturing establishment; 10½ a day, 54 a week for such labor in other establishments.</td>
</tr>
<tr>
<td>(Amends mandatory order 2 of July 1, 1938.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dry cleaning Occupation, No. 7, Directory, July 28, 1949.</td>
<td>&quot;Dry Cleaning Industry,&quot; 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.</td>
<td>Women and minors: Experienced</td>
<td>50 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td>(Amends directory order 7 of May 20, 1940.)</td>
<td></td>
<td>Inexperienced (3 months)</td>
<td>35 cents an hour</td>
<td>Do.</td>
</tr>
</tbody>
</table>

---

*Information digitized for FRASER http://fraser.stlouisfed.org/ Federal Reserve Bank of St. Louis*
### Beautician Occupation

**No. 4-A, July 28, 1949.**

(Orders 4-A which became mandatory Feb. 2, 1942.)

"Beautician Occupation," i.e., any activity directly concerned with hairdressing, manicuring, or any other branch of cosmetology.

### Restaurant Occupation

**No. 3A, Oct. 1, 1950.**

(Supersedes mandatory order 3 of Nov. 1, 1938.)

Restaurant occupation, i.e., any activity directly concerned with the preparation and serving of food to the public for pay, in any establishment where at least 10 people are served per day, where lodging is not also provided to the public for pay.

### Hotel, Cabin and Tourist Home Occupations

**Directory order No. 8, Jan. 1, 1952.**

"Hotel," i.e., any establishment including tourist homes, inns, and cabins, which as a whole or a part of its business activities, offers lodging accommodations for hire to the public, to employees, or to members or guests of its members, and services in connection therewith or incidental thereto. (Covers both resort hotels (as defined) and all-year hotels.)

See footnotes at end of table.

<table>
<thead>
<tr>
<th>Women and minors:</th>
<th>50 cents an hour</th>
<th>Maximum for women and minors, 10$/4 a day, 5$ a week.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensed hairdressers and manicurists who are not licensed hairdressers.</td>
<td>55 cents an hour</td>
<td>45 percent of the charge made for the service. (No deductions from the minimum wage, other than taxes, allowed unless labor commission has approved.)</td>
</tr>
<tr>
<td>Apprentices (6 months)</td>
<td>55 cents an hour</td>
<td>45 percent of the charge made for the service. (No deductions from the minimum wage, other than taxes, allowed unless labor commission has approved.)</td>
</tr>
<tr>
<td>Students enrolled in registered schools who work on paying customers.</td>
<td>50 cents an hour</td>
<td>40 cents an hour</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Women and minors:</th>
<th>50 cents an hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-service employees</td>
<td>50 cents an hour</td>
</tr>
<tr>
<td>Service employees</td>
<td>40 cents an hour</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Women and minors under 21:</th>
<th>50 cents an hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-service employees (all hotels)</td>
<td>50 cents an hour</td>
</tr>
<tr>
<td>Service employees (all hotels)</td>
<td>35 cents an hour</td>
</tr>
<tr>
<td>Resort hotels (as defined)</td>
<td>40 cents an hour</td>
</tr>
<tr>
<td>All-year hotels</td>
<td>40 cents an hour</td>
</tr>
</tbody>
</table>

(Deductions for meals and/or lodging allowed, the rates to conform to rates established by the State's Unemployment Compensation Bureau.)

### Footnotes

1. See footnotes at end of table.
## ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942—MARCH 1, 1953—Continued

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>New Jersey:</strong> Beauty Culture Occupations, No. 5, Jan. 10, 1943</td>
<td>“Beauty Culture Occupations,” i.e., services, operations, or processes used or useful in care, cleaning, or beautification of skin, nails, or hair, or in enhancement of personal appearance; and all services incidental thereto, including work of demonstrators, maids, cashiers, reception or appointment clerks. Beauty culture establishment includes any shop, store, place, room or part thereof, in which services are rendered in the beauty culture occupation, or any branch thereof and a charge is made to the public for such services. Employee, i.e., any person working under the instruction or direction of the employer or his agent, including part owners, stockholders, booth owners, booth renters, and instructors. Exceptions: Students in public vocational school or private trade school operated, licensed, or approved by State Board of Education, for whose service no charges other than the actual cost of materials used shall be made for the work done as part of training.</td>
<td>Women and minors: Other than maids. Maids. All.</td>
<td>$18 a week. $15 a week. 40 cents an hour; not under $1.40 on any day called to work.</td>
<td>48 a week. Do. Over 48 a week. Less than 48 a week.</td>
</tr>
<tr>
<td><strong>Restaurant Occupations, No. 6, Aug. 13, 1943</strong></td>
<td>“Restaurant Occupations,” i.e., any eating or drinking place which prepares and offers food or beverage for human consumption either on any of its premises or by such service as catering, banquets, box lunch or curb service, to the public, to employees, or to members or guests of members. Exceptions: Person working in a nonprofit institution who, while so working, receives from such institution benefits of a charitable or educational nature or instruction and training in a recognized profession and whose work for such institution is an incident of his or her receipt of such benefits; persons subject to the provisions of another minimum-wage order of the State.</td>
<td>Women and minors: Service employees, i.e., employees whose duties relate solely to the serving of food to patrons seated at tables, or at tables and counters in establishments where all food is prepared in a kitchen separate from the room in which food is served, and to the performance of duties incidental thereto, and who customarily receive gratuities from such patrons. Nonservice employees, i.e., employees not in service group. If employee works a split shift or spread of hours exceeds 10 a day.</td>
<td>32½ cents an hour. 35½ cents an hour. 46½ cents an hour. 45 cents an hour.</td>
<td>24 up to 48 a week. Less than 24 a week. Over 48 a week.</td>
</tr>
</tbody>
</table>

---

**Notes:**

1. State, title & number of order, and effective date.

2. Occupation or industry covered:

   - "Beauty Culture Occupations," i.e., services, operations, or processes used or useful in care, cleaning, or beautification of skin, nails, or hair, or in enhancement of personal appearance; and all services incidental thereto, including work of demonstrators, maids, cashiers, reception or appointment clerks. Beauty culture establishment includes any shop, store, place, room or part thereof, in which services are rendered in the beauty culture occupation, or any branch thereof and a charge is made to the public for such services.

   - "Restaurant Occupations," i.e., any eating or drinking place which prepares and offers food or beverage for human consumption either on any of its premises or by such service as catering, banquets, box lunch or curb service, to the public, to employees, or to members or guests of members. Exceptions: Person working in a nonprofit institution who, while so working, receives from such institution benefits of a charitable or educational nature or instruction and training in a recognized profession and whose work for such institution is an incident of his or her receipt of such benefits; persons subject to the provisions of another minimum-wage order of the State.

3. Class of employees covered:

   - Women and minors:
     - Other than maids.
     - Maids.
     - All.

   - Minimum-wage rates:
     - $18 a week.
     - $15 a week.
     - 40 cents an hour; not under $1.40 on any day called to work.

4. Hours:

   - 48 a week.
   - Do.
   - Over 48 a week.
   - Less than 48 a week.

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**References:**

- Federal Reserve Bank of St. Louis
- http://fraser.stlouisfed.org/
(Supersedes orders 1 (laundry) of July 11, 1938, and 4 (cleaning and dyeing) of May 6, 1940.)

"Laundry and Cleaning and Dyeing Occupations," i.e., any activity in any capacity in the marking, sorting, washing, cleansing, collecting, ironing, assembling, packaging, pressing, receiving, shipping, or delivery, or any other activity, including clerical work, directly incidental or essential to the laundering, cleansing, or renovating of any article of clothing, napery, blankets, rugs, carpets, draperies, bed clothing, fabric, textile, fur, or leather, when such activity is not performed in the original process of manufacture.

The term "clerk" includes employees coming under the jurisdiction of this order, who are engaged only in clerical or accounting work, regardless of where such work is performed, or engaged in selling of cleaning, dyeing, laundry, and other kindred services in retail outlets, including the handling of the same, for the purpose of receipt or delivery over a store counter, but not engaged in any other processing of such articles.

Women and minors:
Other than clerks (18 years and over):
Zone A 89____________________
50 cents an hour 18
Zone B 89...............
45 cents an hour 18
Clerks (18 and over)...
$22 a week 70
Minors under 18.
8 a day, 40 a week (maximum).

Women and minors:
Zone A 89..............
60 cents an hour...
Zone B 89_______
90 cents an hour...
55 cents an hour...
82 1/2 cents an hour...

(Retail Trade Occupations, No. 8, June 6, 1949.
"Retail Trade Occupations," i.e., any industry or business selling or offering for sale to the consumer any type of merchandise, wares, goods, articles, or commodities. Includes the soliciting of sales or opportunities for sale and the distributing of such merchandise, wares, etc., and the rendering of services incidental to the sale, use, or upkeep of the same whether performed on the employer's premises or elsewhere. Exception: Employee in a retail trade establishment engaged solely in occupations covered by another minimum-wage order.

See footnotes at end of table.

(Deductions for meals of both service and nonservice employees and for meals and lodging of residential employees allowed as specified in the order.)

Women and minors:
Other than clerks (18 years and over):
Zone A 89____________________
50 cents an hour 18
Zone B 89...............
45 cents an hour 18
Clerks (18 and over)...
$22 a week 70
Minors under 18.
8 a day, 40 a week (maximum).

Women and minors:
Zone A 89..............
60 cents an hour...
Zone B 89_______
90 cents an hour...
55 cents an hour...
82 1/2 cents an hour...

(Deductions for meals of both service and nonservice employees and for meals and lodging of residential employees allowed as specified in the order.)

Women and minors:
Other than clerks (18 years and over):
Zone A 89____________________
50 cents an hour 18
Zone B 89...............
45 cents an hour 18
Clerks (18 and over)...
$22 a week 70
Minors under 18.
8 a day, 40 a week (maximum).

Women and minors:
Zone A 89..............
60 cents an hour...
Zone B 89_______
90 cents an hour...
55 cents an hour...
82 1/2 cents an hour...

(Deductions for meals of both service and nonservice employees and for meals and lodging of residential employees allowed as specified in the order.)
### ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942–MARCH 1, 1953

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York: Session laws 1944, ch. 792, July 1, 1944.</td>
<td>Coverage of Minimum-Wage Law extended to men.</td>
<td>Women and minors; men; Employee whose normal hours are over 30 and up to 40, taking voluntary leave in any week; Cooperative students and pharmacy apprentices.</td>
<td>$2.1 a week; 53/4 cents an hour; 50 cents an hour; 75 cents an hour; 79 cents an hour; 52 1/6 cents an hour; 79 cents an hour; 52 1/6 cents an hour.</td>
<td>Over 30 and up to 40 a week; Up to and including 48 a week; Over 48 a week.</td>
</tr>
<tr>
<td>Retail Trade Industry, No. 7. Directory, Nov. 12, 1945. Mandatory, May 19, 1947.</td>
<td>“Retail Trade Industry” includes selling or offering for sale at retail and/or wholesale any goods, wares, merchandise, articles or things, and all occupations, operations, and services in connection therewith or incidental thereto. Exceptions: Establishment engaged solely in wholesale trade; employment exclusively at wholesale in an establishment engaged in both wholesale and retail trade which realizes less than 25 percent of its gross annual receipts from retail sales; employees in any workweek when employed solely at an occupation or in any industry governed by another minimum-wage order of the State.</td>
<td>Part-time employees; Overtime: In communities having a population of: 10,000 and over; Over 5,000 and under 10,000; 5,000 and under; If employee works a split shift, or spread of hours exceeds 11, or both.</td>
<td>79 cents an hour; 75 cents an hour; 79 cents an hour; 75 cents a day in addition to the applicable minimum wage.</td>
<td>Over 40 a week; Over 40 but not more than 44 a week; Over 44 a week; Over 48 a week.</td>
</tr>
</tbody>
</table>

(The minimum wage shall be subject to no deductions other than those specifically authorized by law.

If uniforms are required as a condition of employment, employer must furnish and maintain them. If uniform is purchased by employee, employer must reimburse her for the full amount of the purchase price; if employee laundered, cleans, repairs, or maintains her uniform, employer must pay the usual commercial charge for such service.)

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Amusement and Recreation Industry, No. 8, Apr. 22, 1951.

"Amusement and Recreation Industry" includes all establishments whose primary service is to provide amusement, entertainment, or recreation, including establishments which produce and distribute motion pictures and services allied to this such as casting and rental of motion-picture film or equipment. Includes owners, lessees, and concessionaires whose business is incidental thereto or in connection therewith, or a part thereof, and such services as are allied therewith.

The industry includes, but is not limited to, motion-picture and other theaters, dance halls and studios, ballrooms, bowling alleys, billiard parlors, skating rinks, riding academies, race tracks, and stables, amusement parks and centers, penny arcades and other coin-operated amusement device parlors, athletic fields, arenas, ball parks and stadiums, swimming pools, beaches, gymnasiums and slenderizing salons, golf courses, tennis courts, carnivals, circuses, boat houses, card clubs, and other similar establishments, as well as play producing or other entertainment-producing companies, theatrical agents, ticket brokers, and professional sports promoters; allied services operated in connection with amusement and recreation establishments, such as checkrooms and parking lots.

Exceptions: Establishments engaged in the operation of radio and television broadcasting stations; nonprofit organizations organized exclusively for religious, charitable, or educational purposes; also summer theater apprentice actors, cabana boys, and rolling chair pushers; volunteer members of the National Ski Patrol System, Inc.; employees of an amusement and recreation establishment when working solely at an occupation covered by another minimum-wage order of the State.

See footnotes at end of table.
## Analysis of State Minimum-Wage Orders, July 1, 1942–March 1, 1953—Continued

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>New York—Continued</strong></td>
<td>Amusement and Recreation Industry, No. 8, Apr. 22, 1951.—Con.</td>
<td>Womens and minors; men:</td>
<td>$1 per bag for each round of 9 holes or less.</td>
<td>8 a day, 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Golf caddies:</td>
<td>$2 per bag for each round of 10 to 18 holes.</td>
<td>Over 8 a day, over 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In New York City and Nassau and Westchester Counties.</td>
<td>$1 per bag for each round of 9 holes or less.</td>
<td>Up to and including 32 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In the remainder of the State.</td>
<td>$1.50 per bag for each round of 10 to 18 holes.</td>
<td>Over 8 a day, over 40 a week.</td>
</tr>
<tr>
<td></td>
<td>Confectionery Industry, No. 3-b, Mar. 3, 1952.</td>
<td>Full-time employees</td>
<td>75 cents an hour</td>
<td>8 a day, 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part-time employees</td>
<td>80 cents an hour</td>
<td>Over 8 a day, over 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employee employed for at least 32 hours on 4 days in any week, who reports for work by employer's request or permission on the 5th day.</td>
<td>$1.20 an hour</td>
<td>Up to and including 32 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Exceptions: New employees; employees voluntarily absent during the period; employee students between 16 and 18 years of age who are required to attend a full-time school during the period; cases of emergency which are beyond employer's control.</td>
<td>$30 for that week</td>
<td>Over 8 a day, over 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(The minimum wage shall be subject to no deductions, except as authorized by statute. If uniforms are required by law, they must be furnished by employer without charge to the employee.)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
(Supersedes order 1-a of Oct. 19, 1947.)

"Laundry Industry and Occupations" includes: (a) The washing of fabrics or textiles of any kind whatsoever and the ironing, pressing, repairing, or processing incidental to such washing; (b) the soliciting, collection, distribution, or rental at wholesale or retail of the articles so processed; (c) the engaging in any of the processes mentioned in (a) or (b) above for their own use by business establishments, clubs, or institutions, except where the processing is incidental to the manufacture or sale of a commodity; (d) all occupations, operations and services in connection with or incidental to the processes mentioned above.

The term also includes launderettes and automatic and coin operated laundries. Exceptions: Laundries owned and operated and used solely in connection with religious or charitable activities by nonprofit institutions organized exclusively for religious or charitable purposes, no part of the net earnings of which inures to the benefit of any private shareholder or individual.

Women and minors; men:

<table>
<thead>
<tr>
<th>Zone</th>
<th>Employees whose normal working time is over 30 hours a week if (1) Voluntarily absent in any week; (2) the first week of her employment is less than 30 hours, for reasons specified in the order; (3) total stoppage of the whole plant exceeds 6 hours on any day because of a holiday, general breakdown, or act of God. Part-time employees. Overtime.</th>
<th>Zone II:</th>
<th>Part-time employees. Overtime.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Zone I:</td>
<td>$28 a week.</td>
<td>$1.12 1/4 an hour.</td>
<td>$20 a week.</td>
</tr>
<tr>
<td>Zone III:</td>
<td>75 cents an hour.</td>
<td>80 cents an hour.</td>
<td>30 or less a week.</td>
</tr>
</tbody>
</table>

Part-time employees.

Overtime.

80 cents an hour. $1.05 an hour. $1.05 an hour.

The minimum wage shall be subject to no deductions other than those specifically authorized by law.

If employer furnishes meals and lodging to employee their value may be considered as an addition to the cash wages paid. Maximum valuations are specified in the order.

If uniforms are required by employer, their cost shall be shared equally by employer and employee. No charges may be made until the employer's application for such charges has been approved by the Division of Industrial Relations. Women in Industry, and Minimum Wage, and a special permit issued and posted accordingly. Employer must launder such uniforms without charge to the employee.

See footnotes at end of table.

Over 30 up to and including 40 a week. Actual time worked. 75 cents an hour. (To be paid whenever the minimum weekly wage need not be paid.)

75 cents an hour. $1.00 an hour. $1.00 an hour.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York—Continued</td>
<td>&quot;Beauty Service Industry&quot; includes all establishments which perform services or operations in the care, cleansing, or beautification of the skin, scalp, nails, or hair, or in the enhancement of personal appearance, and also services or operations in connection therewith or incidental thereto. All occupations including but not limited to maids, cloakroom attendants, cleaning women, cashiers, receptionists, appointment clerks, and clerical workers. Exceptions: Barbers, manicurists, and other workers in barber shops who perform services primarily for men; owners, part owners, or bona fide booth renters under the conditions specified.</td>
<td>Women and minors; men: Employees other than maids, cleaning women, and porters:</td>
<td>$32 a week</td>
<td>Over 24 to 40 hours on 4 or more days a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$1.20 an hour</td>
<td>Over 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>80 cents an hour</td>
<td>Less than 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part time</td>
<td>$1 an hour</td>
<td>24 hours or less on 3 days or less a week, at the direction of employer.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$1.50 an hour</td>
<td>Over 8 a day.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>80 cents an hour</td>
<td>8 a day, 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Over 8 a day.</td>
<td>48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Over 8 a day.</td>
<td>48 a week.</td>
</tr>
</tbody>
</table>
“Cleaning and Dyeing Industry” includes (a) all types of cleaning, dyeing, pressing, or processing incidental thereto, including mending and altering in connection therewith, of materials belonging to the ultimate consumer, i.e., clothing, hats, household furnishings, rugs, textiles, furs, leather, upholstered goods, or fabrics of any kind whatsoever; (b) the soliciting, collecting, selling, reselling, or distributing at retail or wholesale of cleaning, dyeing, and pressing services; (c) all office, clerical, packing, or other occupations (including plant maintenance) incidental or related to the processes described in (a) and (b) above. Exceptions: Cleaning, dyeing, or pressing when a process in the manufacture of new materials or of second-hand materials being processed for resale; establishments insofar as they are covered by the laundry minimum-wage order; employee in a cleaning and dyeing establishment in a week when working solely at a noncleaning and dyeing occupation covered by another minimum-wage order of the State.

Women and minors; men:

<table>
<thead>
<tr>
<th>Experience</th>
<th>Minimum Wage (Per Week)</th>
<th>Minimum Wage (Per Hour)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced</td>
<td>$24 a week</td>
<td>$1.20 an hour</td>
</tr>
<tr>
<td>Inexperienced (8 weeks in any occupation in the industry.)</td>
<td>$22.50 a week</td>
<td>$1.12 1/2 an hour</td>
</tr>
<tr>
<td>Experienced and inexperienced; On any day employee works a split shift.</td>
<td>1 1/4 times the applicable basic minimum hourly wage for each hour of work.</td>
<td></td>
</tr>
</tbody>
</table>

Employer must launder uniforms for all employees or pay $1 a week extra to full-time employees and 50 cents a week extra to part-time employees.)

Over 30 up to and including 30 a week.
Over 30 up to and including 40 a week and whenever the minimum weekly wage, part-time rate, or overtime rate need not be paid,6
Over 40 a week.7
Less than 24 a week.8

Same as shown for experienced.

See footnotes at end of table.
### ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942–MARCH 1, 1953—Continued

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York—Continued</td>
<td>“Restaurant Industry,” i.e., any eating or drinking place which prepares and offers food or beverage for human consumption either on any of its premises or by such service as catering, banquet, box lunch, or curb service, to the public, to employees, or to members or guests of members; and services in connection therewith or incidental thereto. Exceptions: Eating or drinking places operated by establishments customarily offering lodging accommodations of 5 or more rooms to the public, to employees, or to members or guests of members; establishments where the service of food or beverage is not available to the public but is incidental to instruction, medical care, religious observance, or to the care of handicapped or destitute persons, or other public charges; restaurant employee in a week when working solely at an occupation or in any industry governed by another minimum-wage order of the State.</td>
<td>Women and minors; men: Full time: Nonservice</td>
<td>75 cents an hour (with meals, 65 cents).</td>
<td>Over 30 to 44 a week during 1st year of this order; to 42 a week during 2d year; and to 40 a week thereafter.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Service employees</td>
<td>52 cents an hour (with meals, 42 cents).</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part time: Nonservice employees</td>
<td>57 cents an hour (with meals, 47 cents).</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Service employees</td>
<td>80 cents an hour (with meals, 70 cents).</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Overtime: Nonservice and service employees.</td>
<td>1½ times the applicable full time “with meals” rate, plus 10 cents hourly if meals not furnished.</td>
<td>Over 44 a week during 1st year of this order; over 42 a week, 2d year; and over 40 a week thereafter.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>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 both situations occur.</td>
<td>75 cents “in addition to the hourly wages earned.”</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(The minimum wage shall be subject to no deductions except as authorized by statute or this order. If meals are furnished to the workers, the applicable minimum wage rate is reduced 10 cents an hour. The value of lodging actually furnished to an employee may be considered as an addition to the cash wages paid. Maximum charges for weekly and for daily lodging specified in the order. If uniforms are required by employer as a condition of employment, he must either furnish and maintain them</td>
<td></td>
</tr>
</tbody>
</table>
Hotel Industry, No. 6-b, Feb. 15, 1963.
(Supersedes order -a of Nov. 30, 1947.)

"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. Exceptions: Eating or drinking places customarily offering lodging accommodations of less than 5 rooms to the public, to employees, or to members or guests of members; establishments in which lodging accommodation is not available to the public 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; 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.

See footnotes at end of table.

<table>
<thead>
<tr>
<th>Women and minors; men:</th>
<th>All-year hotels:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonresidential employees:</td>
<td>Nonresidential employees:</td>
</tr>
<tr>
<td>Service (excludes bell boys and baggage porters temporarily covered by order 6a):</td>
<td>Service (excludes bell boys and baggage porters temporarily covered by order 6a):</td>
</tr>
<tr>
<td>In New York City.</td>
<td>In New York City.</td>
</tr>
<tr>
<td>$28 a week.</td>
<td>$28 a week.</td>
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<tr>
<td>$26 a week.</td>
<td>$26 a week.</td>
</tr>
<tr>
<td>50 cents an hour.</td>
<td>50 cents an hour.</td>
</tr>
<tr>
<td>75 cents an hour.</td>
<td>75 cents an hour.</td>
</tr>
<tr>
<td>85 cents an hour.</td>
<td>85 cents an hour.</td>
</tr>
</tbody>
</table>

Overtime: 4 cents an hour in addition to the applicable minimum hourly rate.

Residential employees:

<table>
<thead>
<tr>
<th>In New York City.</th>
<th>In the remainder of the State.</th>
</tr>
</thead>
<tbody>
<tr>
<td>$28 a week.</td>
<td>$28 a week.</td>
</tr>
<tr>
<td>$26 a week.</td>
<td>$26 a week.</td>
</tr>
</tbody>
</table>

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.

or reimburse employee who furnishes her own uniforms and he may elect to pay employee an additional 3 cents an hour for maintaining her uniforms.)

Over 30 up to and including 40 a week.
Over 30 up to and including 44 a week (43 a week after Feb. 15, 1956).

Over 30 up to and including 40 a week.
Over 30 up to and including 44 a week (43 a week after Feb. 15, 1956).

30 or less a week at the discretion of the employer.84

Over 40 a week.78

Over 44 a week (over 43 after Feb. 15, 1956).78

44 or less a week
Do.

Over 44 a week.
### New York—Continued

**Hotel Industry, No. 6-b, Feb. 15, 1953—Con.**

<table>
<thead>
<tr>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women and minors: men—Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Resort hotels:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonservice:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chambermaids</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Service:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Part time:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overtime:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$28 a week 18</td>
<td>$24 a week 18</td>
<td>$20 a week 18</td>
<td>1/4 of the applicable minimum weekly wage, 1/4 of the applicable prorated minimum rate.</td>
</tr>
</tbody>
</table>

### Building Service Industry

**Building Service Industry, No. 9, Feb. 15, 1953.**

"Building Service Industry" includes any person, corporation, or establishment engaged in whole or in part in the renting, servicing, cleaning, maintaining, or managing buildings or building space, and all occupations, operations, and services in connection therewith or incidental thereto. The industry includes, but is not limited to, real estate owners, building owners, operators, lessors, managing agents, and independent contractors. Exceptions: (1) Any building owned, operated, and used solely for religious, charitable, or educational purposes by a nonprofit organization, organized exclusively for religious, charitable, or education.

<table>
<thead>
<tr>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women and minors: men:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Janitors in residential buildings that are:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Centrally heated:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not centrally heated:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&quot;All other&quot; building service employees:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1.25 an hour</td>
<td>$1.00 an hour</td>
<td>$0.90 an hour</td>
</tr>
</tbody>
</table>

(The minimum wage shall not be subject to any deductions whatever except as authorized by law.)

48 or less but more than 24 hours or 3 days a week. 24 hours or less or 3 days or less a week. Over 48 hours a week or on 7th consecutive day.

First 48 a week in residential buildings and the first 40 week in nonresidential buildings. Over 48 a week in residential buildings; over 40 in nonresidential buildings.
tional purposes, no part of the net earnings of which inures to the benefit of any private shareholder or individual; (2) building trades contractors engaged exclusively in the field of construction; (3) establishments engaged exclusively in real estate sales.

Excluded from the definition of "employee" are: (1) Employees of an owner or lessee of a building occupying the entire building for his own use if they work exclusively in that building; (2) clerical and nonmanual workers employed in the offices of managing agents or in central offices, whose wages are not directly chargeable to the operations of a specific building or building space.

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North Dakota:
(Supersedes order 2 of Apr. 4, 1922, reprinted Aug. 16, 1929.)

Public Housekeeping Occupation, No. 1, Aug. 13, 1951.
(Supersedes order 1 of May 6, 1946.)

Public housekeeping includes the work of waitresses in restaurants, hotel dining rooms, boarding houses, bars and taverns, and all attendants employed at ice-cream, light-lunch, and refreshment stands, steam table or counter work in cafes and delicatessens where freshly cooked foods are served; the work of chambermaids in hotels, lodginghouses, and boardinghouses; the work of janitors, car cleaners, and kitchen-workers in hotels and restaurants; elevator operators.

See footnotes at end of table.

Women:
| Experienced | $2.25 a week; $90 a month |
| Inexperienced (except in job-press feeding and bookbinding) (3 months) | 55 cents an hour |

Women:
| Full-time employees: | $22.50 a week; $90.75 a month |
| Chambermaids or kitchen help | $22.15 a week; $90 a month |
| Part-time employees | 50 cents an hour |

The value of an apartment and utilities where furnished by employers to janitors in residential buildings may be considered part of the minimum wage. Specifies that amount charged be "fair and reasonable." If employer requires uniforms he must supply and maintain them. Where employee advances the cost or maintenance charges for such uniform, he must be reimbursed no later than the time of the next payment of wages.

Women: Experienced......................................
Inexperienced (except in job-press feeding and bookbinding) (3 months).

55 cents an hour.......................
50 cents an hour.......................

$½ a day, 43 a week, maximum set by hour law for women. Exception: Places of less than 500 population.

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Federal Reserve Bank of St. Louis
### North Dakota—Con.


(Supersedes order 3 of May 9, 1946.)

**Laundry, Cleaning and Dyeing Occupation,** No. 4, Jan. 24, 1953.

(Supersedes order 4 of March 10, 1947.)

**Ohio:**

Food and/or Lodging Occupations, No. 3, amended, Dec. 15, 1950.

(Supersedes order 3 of March 30, 1937.)

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>North Dakota—Con.</strong></td>
<td>Mercentile, i.e., work in establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise including the sales force, wrapping force, auditing or checking force; shippers in the mail-order department; receiving, marking, and stockroom employees; and all other women, except those performing office duties solely.</td>
<td>Women: Full-time employees: Experienced</td>
<td>$23.25 a week; $100.75 a month</td>
<td>8½ a day, 54 a week, maximum in cities or towns of 500 or more population; 9 a day, 54 a week elsewhere.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women: Inexperienced (1 year)</td>
<td>$19.25 a week; $83.40 a month</td>
<td>8½ of weekly wage, 38 to 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women: Part-time employees: Experienced</td>
<td>$24 a week (with laundry privileges at 33⅓ percent, not to exceed $5 maximum per week).</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced: <strong>E</strong> First 2 months</td>
<td>$30 a week; $86.67 a month (with laundry privileges as above).</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Next 3 months</td>
<td>$32 a week; $88.34 a month (with laundry privileges as above).</td>
<td>Under 32 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Part time</td>
<td>$34 a week minimum for each hour worked.</td>
<td>32 and under 38 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Women and minors: Full time: Non-service employees: Cities over 100,000 population</td>
<td>55 cents an hour</td>
<td>Over 24 and up to 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cities of 50,000 to 100,000 population</td>
<td>53 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cities of 5,000 to 50,000 population</td>
<td>51 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Elsewhere in State</td>
<td>49 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Service employees in all four population groups: Part time (employees working 30 hours a week or less at the direction of employer): Non-service employees: Cities over 100,000 population</td>
<td>60 cents an hour</td>
<td>First 24 in week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cities of 50,000 to 100,000 population</td>
<td>58 cents an hour</td>
<td>Do.</td>
</tr>
</tbody>
</table>

*Exception: Establishments operating "soda fountains."*
where only nonalcoholic beverages such as carbonated beverages, soft drinks, milk drinks, ice creams, etc., are sold; inmates of institutions, sectarian or nonsectarian; members of religious organizations who receive no compensation for their services; women taking a course of training in housework, or preparing and serving food in training establishments; students who, while regularly enrolled in a recognized or accredited school or other institution of learning, are employed as part-time workers in a restaurant, cafeteria, or lunchroom operated on a nonprofit basis by a board of education, school, college, university, hospital or institution, or as nurses' aides in a hospital.

<table>
<thead>
<tr>
<th>Oklahoma</th>
<th>Oregon: Nut Processing and Cracking, No. 11, Aug. 1, 1942. (Supersedes order 10 of July 22, 1941.)</th>
<th>See footnotes at end of table.</th>
</tr>
</thead>
</table>

### Cities of 5,000 to 50,000 population

- **Women and minors:**
  - Cracking and shelling:
    - 56 cents an hour
  - Processing, bleaching, grading, and packing:
    - 54 cents an hour
    - 45 cents an hour
  - Inexperienced (60 days):
    - 10 cents an hour less than the applicable minimum rates cited above.

### Elsewhere in the State

- **Service employees in all four population groups:**
  - 60 cents an hour

- **Inexperienced (60 days):**
  - 54 cents an hour
  - 45 cents an hour
  - 10 cents an hour less than the applicable minimum rates cited above.

- **Cities of 5,000 to 50,000 population:**
  - Women and minors:
    - Cracking and shelling:
      - 40 cents an hour
    - Processing, bleaching, grading, and packing:
      - 40 cents an hour
  - Inexperienced (60 days):
    - 1½ employee's regular rate

- **Exempt:**
  - 8 a day, 44 a week.
  - Over 8 a day, over 44 a week in emergency.

- **Orders:**
  - 10 a day, 60 a week.
  - Over 10 a day, over 60 a week in emergency.

(Order prohibits employer from making deductions from the minimum wage. (By agreement of employer and employee, former may charge employee for meals. Maximum amounts specified in the order. If agreed to by both parties, employer may deduct not more than $3.25 a week for lodging furnished the employee. Uniforms required as a condition of employment must be furnished, repaired and maintained by employer. Prohibits his requiring employee to contribute to their cost, repair, or maintenance.)

- **Employees:**
  - 40 cents an hour
  - 1½ employee's regular rate

- **Employees:**
  - 56 cents an hour

- **Employees:**
  - 45 cents an hour

- **Employees:**
  - 10 cents an hour

- **Employees:**
  - 8 a day, 44 a week.

- **Employees:**
  - Over 8 a day, over 44 a week in emergency.

- **Employees:**
  - 10 a day, 60 a week.

- **Employees:**
  - Over 10 a day, over 60 a week in emergency.

- **Employees:**
  - 40 cents an hour

- **Employees:**
  - 1½ employee's regular rate

- **Employees:**
  - 60 cents an hour

- **Employees:**
  - 54 cents an hour

- **Employees:**
  - 45 cents an hour
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Oregon—Continued</strong></td>
<td></td>
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<tr>
<td></td>
<td>“Public Housekeeping,” occupation includes work of waitresses, cooks, counter and salad workers, food checkers, bus and vegetable workers, dish and glass washers, kitchen help, maids, chambermaids, housekeepers, bartenders, barmaids, linen-room girls, cleaners, janitors and janitor assistants, charwomen and housemen, checkroom attendants, matrons, elevator operators, and all others employed in hotels, restaurants, boardinghouses offering meals for sale to the public, roominghouses offering rooms for rent, apartment houses, auto camps, cafeterias, light-lunch stands, retail candy, ice-cream and soft-drink parlors, delicatessens, beer parlors, and clubs (private and public), as well as matrons, car cleaners in transportation industries, and other work of like nature.</td>
<td>Women and minors:</td>
<td>65 cents an hour</td>
<td>8 a day, 44 a week</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Experienced</td>
<td>65 cents an hour</td>
<td>Over 8 a day, over 44 a week in emergency on permit</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced:</td>
<td>Up to 200 hours</td>
<td>60 cents an hour</td>
</tr>
<tr>
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<td></td>
<td></td>
<td>Next 200 hours</td>
<td>50 cents an hour</td>
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<td></td>
<td>75 cents an hour</td>
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<td></td>
<td>(Deductions for meals allowed if mutually agreed to and charge does not exceed 50 percent of the price charged the public. Employee may not be required to contribute from the minimum wage for any purpose, including the purchase or maintenance of tools, equipment, or uniforms; nor for the laundering or cleaning of uniforms.)</td>
</tr>
<tr>
<td></td>
<td>“Manufacturing Industry,” i. e., any industry, business, or establishment operated for the purpose of preparing, producing, making, altering, repairing, finishing, processing, inspecting, handling, assembling, wrapping, bottling, or packaging goods, articles, or commodities, in whole or in part. Exceptions: Any such activity covered by another minimum-wage order of the State; women employed in administrative, executive, or professional capacities, defined as: (1) Work predominantly intellectual, man-</td>
<td>Women and minors:</td>
<td>65 cents an hour</td>
<td>8 a day, 44 a week</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Regularly employed woman or minor</td>
<td>1½ employee's regular rate or 1½ the minimum</td>
<td>Sundays or legal holidays (unless Sunday in regularly scheduled workweek). Over 8 a day or over 44 a week in emergency, on permit.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Any woman or minor</td>
<td>97½ cents an hour</td>
<td></td>
</tr>
<tr>
<td>Occupations</td>
<td>Rates</td>
<td>Exceptions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------</td>
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<td></td>
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</tr>
<tr>
<td>Laundry, Cleaning and Dyeing Occupation, No. 7, Aug. 29, 1950.</td>
<td>Women and minors: Experienced 65 cents an hour, Inexperienced: First 200 hours 40 cents an hour, Second 200 hours 50 cents an hour, 1½ times employee's regular rate.</td>
<td>Minors (persons under 18 years of age) 50 cents an hour.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hospitals, Sanitariums, Convalescent and Old People's Homes, No. 5, Jan. 7, 1951.</td>
<td>Women and minors: Experienced 65 cents an hour, Inexperienced: First 200 hours 40 cents an hour, Second 200 hours 50 cents an hour, 1½ times employee's regular rate.</td>
<td>Minors (persons under 18 years of age) 50 cents an hour.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minors, No. 10, Oct. 11, 1951.</td>
<td>Minors (persons under 18 years of age) 50 cents an hour.</td>
<td>Minors (persons under 18 years of age) 50 cents an hour.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Oregon—Continued

<table>
<thead>
<tr>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Mercantile establishment,&quot; i.e., any business or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail.</td>
<td>Women and minors: Women and experienced minors</td>
<td>70 cents an hour</td>
<td>8 a day, 44 a week.</td>
</tr>
<tr>
<td></td>
<td>Inexperienced minors (first 400 hours).</td>
<td>$1.05 an hour</td>
<td>Over 8 a day, over 44 a week in emergency, on permit.</td>
</tr>
<tr>
<td></td>
<td>Regular employees</td>
<td>60 cents an hour</td>
<td>8 a day, 44 a week.</td>
</tr>
<tr>
<td></td>
<td>High school and college students working only after school or on Saturdays (800 hours)</td>
<td>$1.05 an hour</td>
<td>Over 8 a day, over 44 a week in emergency, on permit.</td>
</tr>
<tr>
<td>&quot;Canning, Dehydrating, and Barreling Operations,&quot; i.e., work in the canning or processing of fresh fruit, vegetables, fish, shellfish, or crustacea, or in the barreling or preserving of fresh fruit and berries. Exception: Farmer who processes only the product of his own farm.</td>
<td>Women and minors: Women and experienced minors</td>
<td>66 cents an hour</td>
<td>10 a day, Over 10 to 12 a day.</td>
</tr>
<tr>
<td></td>
<td>Women 18 years and over</td>
<td>1 1/2 times employee's regular rate</td>
<td>Over 12 a day. Seventh day—first 8 hours.</td>
</tr>
<tr>
<td></td>
<td>Women 18 years and over</td>
<td>Double time</td>
<td>Seventh day—over 8 to 12 hours.</td>
</tr>
<tr>
<td></td>
<td>Women 18 years and over</td>
<td>Time and a half</td>
<td>Seventh day—over 12 hours.</td>
</tr>
<tr>
<td>Preparing Poultry, Rabbits, Fish or Eggs for Distribution, No. 6, Feb. 10, 1953.</td>
<td>Women and minors: Women and experienced minors</td>
<td>75 cents an hour</td>
<td>8 a day, 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1 1/2 times employee's regular rate</td>
<td>Over 8 a day, over 40 a week in emergencies, on permit.</td>
</tr>
</tbody>
</table>
or eggs for distribution. Order not applicable to the canning of fresh fruits, vegetables, fish, shellfish or crustacea, or to the barreling or preserving of fresh fruit and berries nor to operations on a farm incident to production or preparation for market in their raw, live, or natural state of products of that farm.

**Pennsylvania:**

*Restaurant Occupations,* No. 3.

Directory, Aug. 1, 1943.


"Restaurant Occupations," i.e., any activity connected with the preparation or offering of food and/or beverage for remuneration, for human consumption either on the employer's premises or elsewhere by such service as catering, banquet, box-lunch or curb service, whether such service is operated as the principal business of the employer or as a unit of another business, to the public, to employees, to members or guests of members, or to paying guests.

Women and minors:

<table>
<thead>
<tr>
<th>Full-time employees:</th>
<th>Non-service</th>
<th>Service and non-service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service</td>
<td>20 cents an hour</td>
<td>39 cents an hour</td>
</tr>
<tr>
<td>Non-service</td>
<td>32 cents an hour</td>
<td></td>
</tr>
</tbody>
</table>

Part-time employees:

<table>
<thead>
<tr>
<th>Service</th>
<th>32 cents an hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-service</td>
<td>42 cents an hour</td>
</tr>
</tbody>
</table>

(Worker 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. Employer must provide and pay for any special protective garments required to safeguard the health or prevent injury to an employee.)

29 cents an hour

39 cents an hour

1½ times the basic hourly rate applicable to employee.

32 cents an hour

42 cents an hour

(If uniforms are required as a condition of employment, employer must furnish, launder, clean, and maintain them. In lieu of laundering uniforms, employer may elect to pay employees 32 cents for each required laundering.)

25 cents an hour

1½ times employee's regular rate.

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See footnotes at end of table.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Puerto Rico—Continued</strong></td>
<td></td>
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</tr>
<tr>
<td>Sugar Industry, No. 3, Apr. 28, 1943.</td>
<td>&quot;Sugar Industry,&quot; i.e., the production of sugarcane in both the agricultural and the industrial phases.</td>
<td>Workers performing operations not expressly enumerated in the order and not customarily performed by women:</td>
<td>$1.40 a day for small and interior farms; $1.50 a day for others. Twice the minimum rate (to be prorated).</td>
<td>8 a day.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In agricultural phase of the industry.</td>
<td>35 cents an hour</td>
<td>Over 8 a day.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>In the industrial phase of the industry.</td>
<td>Twice the minimum rate</td>
<td>Over 8 a day.</td>
</tr>
<tr>
<td>Beer and Carbonated Drink, No. 5, Mar. 13, 1944, modified June 5, 1944.</td>
<td>&quot;Beer and Carbonated Drinks Industry,&quot; i.e., the preparation, production, distribution, or sale of beer, with or without alcohol, or of any soft drink prepared with carbonated water.</td>
<td>All employees:</td>
<td>30 cents an hour</td>
<td>8 a day, 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Beer</td>
<td>30 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Carbonated drinks</td>
<td>Twice employee's regular rate</td>
<td>Over 8 a day, 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Both industries, employees 18 years or over.</td>
<td></td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td>&quot;Restaurant, Canteen, or Soda Fountain.&quot;...</td>
<td>All employees:</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Regular workers (as defined):</td>
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<tr>
<td></td>
<td></td>
<td>Employees 18 years and over:</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Zone I</td>
<td>$10 a week</td>
<td>8 a day, 48 a week.</td>
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<tr>
<td></td>
<td></td>
<td>Zone II</td>
<td>$8.50 a week</td>
<td>Do.</td>
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<tr>
<td></td>
<td></td>
<td>Minors:</td>
<td>$8 a week</td>
<td>8 a day, 40 a week.</td>
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<tr>
<td></td>
<td></td>
<td>Zone I</td>
<td>$7 a week</td>
<td>Do.</td>
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<tr>
<td></td>
<td></td>
<td>Zone II</td>
<td>Do.</td>
<td></td>
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<tr>
<td></td>
<td>Temporary workers:</td>
<td>Employees 18 years and over:</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Zone I</td>
<td>30 cents an hour</td>
<td>8 a day, 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zone II</td>
<td>25 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Minors:</td>
<td>22½ cents an hour</td>
<td>8 a day, 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zone I</td>
<td>18½ cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zone II</td>
<td>Twice employee's regular rate</td>
<td>Over 8 a day or over 48 a week.</td>
</tr>
<tr>
<td></td>
<td>Theaters and Movies, No. 7, Apr. 4, 1945.</td>
<td>&quot;Theaters and Movies,&quot; 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.</td>
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<td></td>
<td></td>
<td>All employees:</td>
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<tr>
<td></td>
<td></td>
<td>Employees 18 years and over:</td>
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<tr>
<td></td>
<td></td>
<td>Zone I</td>
<td>35 cents an hour</td>
<td>8 a day, 40 a week.</td>
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<td></td>
<td></td>
<td>Zone II</td>
<td>25 cents an hour</td>
<td>Do.</td>
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<tr>
<td></td>
<td></td>
<td>Twice employee's regular rate</td>
<td>Do.</td>
<td>Over 8 a day or over 40 a week.</td>
</tr>
</tbody>
</table>
Retail Business, No. 8, June 5, 1945.

"Retail Business," i.e., any activity, process, operation, work, or service necessary or incidental or related to retail sales, or the transferring directly to the consumer of goods, merchandise, or articles, for compensation, regardless of whether such sales or transfers originate or take place within or outside such establishment or place, or in its name, or for its benefit.

Bakeries and Pastry Shops, No. 9, July 5, 1945.

"Bakeries and Pastry Shops."……

Construction Industry, No. 11, July 1, 1946, amended Nov. 1, 1946.

"Construction Industry," includes skilled, semiskilled, and unskilled workers in or incidental to the industry.

Minors between 14 and 18 years:
- Zone I .............................. 30 cents an hour
- Zone II ........................ 20 cents an hour

All workers:
- Employees 18 years and over:
  - Regular (as defined):
    - Zone I .............................. $12 a week
    - Zone II ........................ $10 a week
    - Zone III ......................... $8 a week
  - Special employees, i.e., those selling merchandise priced at 25 cents or less:
    - Zone I .............................. $10 a week
    - Zone II ........................ $8.50 a week
    - Zone III ......................... $7 a week
  - Temporary:
    - Zone I .............................. 30 cents an hour
    - Zone II ........................ 25 cents an hour
    - Zone III ......................... 20 cents an hour
  - All employees: Twice employee's regular rate.

Minors under 18, apprentices, and messengers:
- 75 percent of the applicable minimum wage.

All employees:
- The minimum varies according to zone and type of occupation. In Zone I, the range is from 25 to 82½ cents an hour; in Zone II, from 20 to 60 cents an hour.

Employee 18 years and over:
- Twice the applicable minimum rate.

Minors under 18:
- 66% percent of applicable minimum rate.

All employees:
- The minimum varies according to type of work. For skilled workers range extends from 60 cents to $1.10 an hour; for semiskilled workers minimum is 45 cents an hour; for unskilled, 32 cents an hour.

Employee 18 years and over:
- Twice employee's regular rate.

See footnotes at end of table.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
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<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Puerto Rico—Continued</strong></td>
<td>“Transportation Industry,” includes any act, process, operation, work, or service, necessary or incidental or related to the transportation or carrying of persons or things from one place to another, by or in any kind of vehicle or locomotive apparatus of a company, corporation, or authority. Exceptions: Transportation performed by the Federal, Insular, or Municipal Governments for purposes entirely governmental; transportation work incidental to an employer’s business, if such business is covered by another order.</td>
<td>All employees</td>
<td>Minimum varies according to type of work and skill of worker. Range extends from 55 cents an hour for chauffeurs of trailers or semitrailers to 25 cents for unskilled railroad workers. If employee works a split shift. Twice employee’s regular rate... Twice regular rate of pay........ 8 a day, 48 a week.104</td>
<td>8 a day, 48 a week.104</td>
</tr>
<tr>
<td></td>
<td>“Laundry and Dry Cleaning Industry,” i.e., any act, process, operation, service, or work performed in connection with the washing, cleaning, starching, ironing, or dying of clothes or material of any kind. Includes the preparing, wrapping, collecting, delivering, return, transporting, and distributing of said clothes or material.</td>
<td>All employees: Employees other than piece workers (rates specified in the order), and messengers and drivers. Messengers. Drivers. Employees 18 years and over.</td>
<td>Minimum wage varies according to class of employees.</td>
<td>Over 8 to 9 hour shift. After 9 a day.</td>
</tr>
<tr>
<td>Laund­ry and Dry Cleaning Industry, No. 13, July 1, 1947.</td>
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<tr>
<td></td>
<td>“Furniture and Other Wooden Products Industry,” includes the processes of designing, building, assembling, altering, and repairing furniture made of wood, metal, straw, or any other kind of material, and other classes of wooden products.</td>
<td>All employees: Experienced employees making doors, windows, or blinds. All other experienced employees. Inexperienced: First 6 months. Last period of the apprenticeship. Employees 18 and over.</td>
<td>Minimum wage varies according to classification.</td>
<td>Over 8 a day or over 48 a week.97</td>
</tr>
<tr>
<td></td>
<td>“Quarrying Industry,” includes any act, process, operation, work, or service necessary or related to the extraction, transportation, crushing, or delivery of stone, gravel, or other quarry products.</td>
<td>All employees:</td>
<td>Minimum wage varies according to classification.</td>
<td>Over 8 a day or over 48 a week.97</td>
</tr>
<tr>
<td>Quarrying Industry, No. 15, Nov. 22, 1948.</td>
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</tr>
<tr>
<td></td>
<td>“Wholesale Trade Industry,” i.e., all establishments, enterprises, or agencies engaged in selling merchandise to retailers, commercial establishments, or other wholesalers including specifically wholesalers, agents, brokers, commission agents, and sales</td>
<td>Women and minors; men</td>
<td>Minimum wage varies according to classification.</td>
<td>Over 8 a day or over 44 a week.104</td>
</tr>
</tbody>
</table>
Pineapple Industry.
No. 17, Sept. 1, 1950.

"Pineapple Industry" includes the production, processing, and canning of pineapples, and any other operation or service related thereto; transportation of the product by the producer.

All employees other than those in an administrative, executive, or professional capacity:

In industrial phase of the industry—
Zone I $0.30

Zone II $0.35

All employees covered.

Range according to type of work, from $1.70 a day to $3.20 a day.

Range according to type of work, from $1.85 a day to $4 a day.

Double the employee's regular hourly rate.

50 cents an almud, which is 4/5 of a liter.

$1.44 a day

30 cents an hour

8 a day, 48 a week.

Range according to type of work, from 20 cents an hour to 40 cents an hour.

Double the employee's regular rate.

(Care and maintenance of uniforms even when employer furnishes them is employee's responsibility.)

See footnotes at end of table.

Coffee Industry, No.

"Coffee Industry" includes all agricultural operations necessary for the production of coffee; drying, hulling, and packing or the transportation thereof by the farmer.

Coffee pickers...

All others...

All employees:

In industrial phase of the industry:
Zone I $0.35

Zone II $0.35

In agricultural phase of the industry:
Zone I $0.20

Zone II $0.20

All employees covered.

Range according to type of work, from 23 cents an hour to 50 cents an hour.

Range according to type of work, from 20 cents an hour to 40 cents an hour.

Double the employee's regular rate.

Over 8 a day, over 48 a week.

Dairy Industry, No.
18, Jan. 1, 1951.

"Dairy Industry" includes all occupations, processes, or services necessary or related to the production of fresh milk, and the handling, bottling, pasteurization, homogenization or processing of the milk and its products, and the transportation thereof by the producer.

All employees:

In industrial phase of the industry:
Zone I $0.30

Zone II $0.30

In agricultural phase of the industry:
Zone I $0.20

Zone II $0.20

All employees covered.

Range according to type of work, from 22 cents an hour to 50 cents an hour.

Range according to type of work, from 20 cents an hour to 40 cents an hour.

Double the employee's regular rate.

Over 8 a day, over 48 a week.
### ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942–MARCH 1, 1953

#### Puerto Rico—Continued

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital, Clinic, or Sanitarium Occupations, No. 4, July 1, 1951. (Supersedes order 4 of July 17, 1943, as amended Jan. 17, 1944.)</td>
<td>“Hospital, Clinic, or Sanitarium Occupations” include any service in a public or private establishment where medical treatment is offered or where patients are interned, as well as any dependency of such establishments, whose employees are not covered by another wage order. Exempts hospitals of municipal governments from the provisions applying to minimum-wage rates and deductions for services.</td>
<td>All employees other than those in an administrative, executive, or professional capacity; registered nurses, student nurses in accredited schools, dietitians, and laboratory and X-ray technicians:</td>
<td>31 cents an hour</td>
<td>8 a day, 48 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>All employees, except office employees, chauffeurs, and manual laborers (as defined).</td>
<td>40 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Office employees.</td>
<td>50 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Manual laborers: Skilled (as defined).</td>
<td>60 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Semiskilled (as defined).</td>
<td>45 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Unskilled (as defined).</td>
<td>32 cents an hour</td>
<td>Double the employee’s regular rate.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>All employees covered.</td>
<td>Guaranty of payment for 44-hour week.</td>
<td>At least 30 a week.</td>
</tr>
<tr>
<td></td>
<td>印刷, Publishing, and Other Graphic Arts Industry, No. 20, Nov. 6, 1951.</td>
<td>Printing, Publishing, and Other Graphic Arts include all work or services necessary or related to the printing or publication of books, newspapers, review, pamphlets, maps, plans, music, advertisements, or commercial or other type of printing material, as well as the manufacturing of rubber stamps and all work, service, or products of printing, typesetting, electrotyping, stereotyping, ruling, photoengraving, or any other means of graphic reproduction. It also includes without limitation the preparation, assembling, designing, layout, inserting, binding, and distribution (if done by the administration) of such products.</td>
<td>All employees other than professional, administrative, and executive:</td>
<td>60 cents an hour</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Newspapers, monthly or weekly periodicals, photoengraving: All employees except repair and maintenance.</td>
<td>43 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Commercial printing and publishing: All employees except repair and maintenance:</td>
<td>40 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zone 1</td>
<td>40 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zone II</td>
<td>40 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Repair and maintenance employees: Skilled (as defined).</td>
<td>60 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Semiskilled (as defined).</td>
<td>45 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Unskilled (as defined).</td>
<td>35 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employees not covered by the Federal Fair Labor Standards Act.</td>
<td>Double the employee’s regular rate.</td>
<td></td>
</tr>
<tr>
<td>Industry</td>
<td>Employees covered by the Federal Fair Labor Standards Act.</td>
<td>Employees other than professional, administrative, and executive:</td>
<td>All employees other than peddlers.</td>
<td>All employees other than professional, administrative, and executive:</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>-------------------------------------------------------------</td>
<td>---------------------------------------------------------------</td>
<td>-------------------------------</td>
<td>---------------------------------------------------------------</td>
</tr>
<tr>
<td>Hotel Industry, No. 22, Sept. 1, 1952</td>
<td></td>
<td></td>
<td></td>
<td>Double the employee's regular rate.</td>
</tr>
</tbody>
</table>

Employees other than professional, administrative, and executive:

- **Class A (as defined):**
  - Zone I: Service (as defined)
  - Zone II: Service
  - All other: Zone III: Service

- **All other:**

  - Zone I: All other
  - Zone II: All other
  - Zone III: All other

**Class B:**

- Zone I: All other
- Zone II: All other
- Zone III: All other

**All employees:**

- Zone I: All employees
- Zone II: All employees
- Zone III: All employees

<table>
<thead>
<tr>
<th></th>
<th>Wage guaranty</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 44 a week.</td>
<td>1½ times the employee's regular rate.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Over 8 a day or 48 a week, 6 days a week.</td>
<td>Double the employee's regular rate.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Over 8 a day or 44 a week, 6 days a week.</td>
<td>Do.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Over 8 a day or 48 a week, 6 days a week.**

- **Wage guaranty:**
  - 1½ times the employee's regular rate.
  - 32 hours at the employee's regular rate.
  - (Deductions allowed for meals and lodging as specified in the order.)

**Over 8 a day or 48 a week, 6 days a week.**

- **Wage guaranty:**
  - 32 hours at the employee's regular rate.
  - (Deductions allowed for meals and lodging as specified in the order.)

**Over 8 a day or 48 a week, 6 days a week.**

- **Wage guaranty:**
  - 4 hours a day.
  - Over 8 a day or 48 a week, 6 days a week.

See footnotes at end of table.
**ANALYSIS OF STATE MINIMUM-WAGE ORDERS, JULY 1, 1942–MARCH 1, 1953**—Continued

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>“Public Housekeeping Occupations,” i.e., all employment connected directly or indirectly with the offering or furnishing of rooms and/or lodging for remuneration to the public, to employees, to members or guests of members, to paying guests, students, or others, whether such service is operated as the principal business of the employer or as a unit of another business. Exceptions: Employment on a farm or domestic service in a private home, unless these are operated as rooming houses.</td>
<td>Service, i.e., workers employed as bellboys, page boys, or porters who customarily receive gratuities.</td>
<td>35 cents an hour</td>
<td>Less than 40 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Non-service</td>
<td>50 cents an hour</td>
<td>40 or over a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>If employee works on more than two shifts in any day, or spread of hours exceeds 10 (12 in resort hotels).</td>
<td>55 cents an hour</td>
<td>Less than 40 a week.</td>
</tr>
<tr>
<td>Laundry and Dry Cleansing Industries, No. 3-R, June 1, 1951. (Supersedes mandatory order 3 of Sept. 12, 1938.)</td>
<td>“Laundry Occupations,” i.e., any activity concerned with the washing, ironing, or processing incidental thereto of any kind of fabric or laundry wares; the collection, distribution, or sale of laundry service; the producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, overnight camps, clubs, business establishments, factories, bakeries, self-service laundries, automatic laundries, and any type of rental laundries, and other like establishments. Exceptions: Wards or charges of charitable organizations.</td>
<td>Women and minors; men:</td>
<td>70 cents an hour</td>
<td>Up to 45 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Experienced</td>
<td>65 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced (30 days)</td>
<td>$1.05 an hour</td>
<td>Over 45 a week.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Experienced and inexperienced: Exceptions: Driver salesmen and driver saleswomen—they must receive not less than the basic minimum for all hours worked over 45 a week.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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"Dry-Cleansing Occupation," i.e., any activity concerned with the cleaning, refreshing, or restoration of any fabric and/or of any article of wearing apparel including pressing or other work incidental thereto or performed in connection therewith; the collection, distribution, or sale of dry-cleaning service; the producing or rendering of such activity or service by the employer upon his own behalf or for others, more specifically by hotels, clubs, and like business establishments or by automatic cleaners, self-service cleaners, or other types of rental cleaners.

"Retail Trade Occupations" includes all employment in any industry or business selling merchandise to the consumer. Also work connected with the solicitation of sales, the distribution of merchandise sold, or the incidental servicing of goods sold. Exception: Home delivery of newspapers.

Women and minors; men:

<table>
<thead>
<tr>
<th>Experience</th>
<th>Minimum Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced</td>
<td>$28 a week $28 a week</td>
</tr>
<tr>
<td>Experienced (780 hours)</td>
<td>70 cents an hour 65 cents an hour</td>
</tr>
<tr>
<td>Experienced and inexperienced</td>
<td>95 cents an hour $1.25 an hour</td>
</tr>
</tbody>
</table>

Employee whose normal hours are 36 or more, taking voluntary leave and working less than 36 hours:

60 cents an hour
$1 a day in addition to the applicable minimum wage.

Students under 18

<table>
<thead>
<tr>
<th>Experience</th>
<th>Minimum Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prorated</td>
<td>60 cents an hour</td>
</tr>
</tbody>
</table>

Factory, workshop, mechanical or mercantile establishment, laundry, hotel, restaurant, or packing house.

Females over 14 years of age:

<table>
<thead>
<tr>
<th>Experience</th>
<th>Minimum Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>In cities with population of 2,500 or over.</td>
<td>$15 a week</td>
</tr>
<tr>
<td>Elsewhere</td>
<td>$12 a week</td>
</tr>
</tbody>
</table>

Learners, apprentices, and women mentally or physically deficient.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Minimum Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prorated</td>
<td>$12 a week</td>
</tr>
</tbody>
</table>

South Dakota:

Wages fixed in law.

<table>
<thead>
<tr>
<th>Experience</th>
<th>Minimum Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prorated</td>
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Females over 14 years of age:

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See footnotes at end of table.
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<tr>
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<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
</table>
| **Utah:**                                           | “Restaurant,” i.e., any place selling food or beverages in solid or liquid form to be consumed on the premises. **Exception:** 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. | **Women and minors:**  
**Experienced full-time employees in:**  
Class 1 cities 119, 120  
Class 2 cities 119  
Class 3 cities 119  
Class 4 cities 119  
All cities—Voluntary absence of employee whose normal workweek is 48 hours. | $21 a week  
$20 a week  
$19 a week  
Weekly wage to be prorated | 48 a week.  
Do.  
Do.  
Actual working time. |
| **Retail Trade Occupations:**  
“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. | **Women and minors:**  
**Experienced:**  
Salt Lake City and Ogden. | 65 cents an hour  
49 cents an hour  
Logan, Provo, Murray, and Tooele. | 48 a week for women, 44 for minors under 18 (maximum)  
Do.  
Do.  
Do. |
Public Housekeeping Industry, No. 3 as amended, Nov. 16, 1952.

(Amends order 3 of Dec. 1, 1947.)

"Public Housekeeping Industry," i.e., hotels, boardinghouses, roominghouses, 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. Exception: Registered nurses, licensed practical nurses, and resident managers.

Inexperienced (6 months or 1,000 hours). Exempts minors 14 to 16 doing delivery work, chore work, or odd jobs in the establishment, not otherwise provided for in the order. If employee works a split shift.

4 cents less per hour than for experienced employees.

50 cents an hour

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

Exception: Resort hotels under the conditions specified.

Women and minors:

<table>
<thead>
<tr>
<th>Class</th>
<th>Exempted</th>
<th>Learners (2 months)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 cities</td>
<td>Experienced</td>
<td>Learners (2 months)</td>
</tr>
<tr>
<td>2 cities</td>
<td>Experienced</td>
<td>Learners (2 months)</td>
</tr>
<tr>
<td>3 cities</td>
<td>Experienced</td>
<td>Learners (2 months)</td>
</tr>
</tbody>
</table>

65 cents an hour

60 cents an hour

55 cents an hour

50 cents an hour

(Furnishing of meals and lodging to employees allowed, if a mutual agreement has been signed and copy filed with Industrial Commission. If uniforms are required as a condition of employment, employer must furnish them and provide for their care and upkeep.)

Maximum: 8 a day, 48 a week, 6 days a week.

Do.

Do.

Do.

Do.

See footnotes at end of table.

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<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Utah—Continued</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laundry and Cleaning, Dyeing and Pressing Industries, No. 4 as amended, Jan. 25, 1953.</td>
<td>&quot;Laundry,&quot; i.e., any place where washing, ironing, cleaning, pressing, or processing incidental thereto, of any kind of washable fabric is conducted.</td>
<td>Women and minors:</td>
<td>65 cents an hour</td>
<td>Maximum for women, 8 a day, 48 a week; for minors, 8 a day, 44 a week.</td>
</tr>
<tr>
<td>(Supersedes order 4 of Sept. 1, 1947.)</td>
<td>&quot;Cleaning, Dyeing, and Pressing Industry&quot; includes those places or divisions of establishments where the cleaning or dyeing or pressing of particular fabrics and all processes incident thereto are conducted as a process aside from usual laundry practices.</td>
<td>In Laundry Industry:</td>
<td>60 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Experienced</td>
<td>70 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced (6 months)</td>
<td>65 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Women and minors:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In Cleaning, Dyeing and Pressing Industry:</td>
<td></td>
<td>Experienced</td>
<td>65 cents an hour</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced (6 months)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Washington:</strong></td>
<td>&quot;Office Workers&quot; includes but is not limited to all types of clerical work, general office workers, typists, stenographers, secretaries, any and all office-machine operators, bookkeepers (hand and machine), accountants, accounting clerks, statisticians, tellers, cashiers, collectors, telegraph and teletype operators, PBX and office telephone operators, office messengers, ticket agents, appraisers, librarians and their assistants, physicians' and dentists' assistants and attendants, research, X-ray medical or dental laboratory technicians and their assistants, office checkers, invoicers, and similar occupations. <strong>Exceptions:</strong> Women or minors employed by common carrier railroads, sleeping car companies, and freight or express companies subject to regulations of Federal law; nurses and nurses' aids not engaged in office work; telephone operators employed directly by a telephone company who are not engaged in office work: occupations in an industry covered by another minimum-wage order.</td>
<td>Women and minors</td>
<td>65 cents an hour</td>
<td></td>
</tr>
</tbody>
</table>

*(129)*
**Mercantile Industry, No. 44,** June 6, 1949.

(Supersedes order 41 of Sept. 7, 1942, which superseded order 28 of Dec. 31, 1921.)

**Theatrical Amusement and Recreation Industry and General Amusement and Recreation Industry,** Nos. 45 and 45-A, Nov. 28, 1949.1

 mercyntile Industry,” i.e., any industry, business, or establishment operated for the purpose of purchasing, selling, or distributing goods or commodities at wholesale or retail. 

Exceptions: Women or minors employed by common carrier railroads, sleeping car companies, and freight or express companies subject to regulations of Federal law; nurses and nurses’ aides and also telephone operators employed directly by a telephone company, who are not engaged in purchasing, selling, or distributing goods or commodities at wholesale or retail; occupations in an industry covered by another minimum-wage order.

These amusement and recreation orders include any industry, business, or establishment operated for the purpose of furnishing entertainment to the public. **Theatrical Amusement and Recreation Industry** includes both moving-picture and legitimate theaters and food and drink dispensers operated in connection therewith. **General Amusement and Recreation Industry** includes dance halls, theaters, bowling alleys, billiard parlors, skating rinks, riding academies, shooting galleries, race tracks, amusement parks, athletic fields, public swimming pools, private and public gymnasiums, golf courses, tennis courts, carnivals, wired-music studios, and concessions in any and all amusement establishments, but excluding the Theatrical Amusement and Recreation Industry.

Exceptions: Occupations specifically covered by another wage order; cashiers (covered by the Office Workers’ order); employees of common carrier railroads, sleeping-car companies, and freight or express companies subject to regulations of Federal law; telephone operators employed directly by a telephone company.

<table>
<thead>
<tr>
<th>Women and minors</th>
<th>65 cents an hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>65 cents an hour</td>
</tr>
<tr>
<td>Minors</td>
<td>60 cents an hour</td>
</tr>
</tbody>
</table>

(8 a day maximum set by hour law for women and minors in mercantile establishments. Order specifies that the hours of women and minors in this industry “shall be subject to any applicable statutes of the State.”)

(8 a day maximum set by hour law for women and minors in mercantile establishments. Order specifies that the hours of women and minors in this industry “shall be subject to any applicable statutes of the State.”)

(Employee may not be required to contribute from the minimum wage for the purchase or maintenance of tools, equipment, or uniforms; nor for the laundering and cleaning of uniforms.

When protective garments such as gloves, boots, or aprons are necessary to safeguard the health of or prevent injury to an employee, they must be provided and paid for by employer.)

See footnotes at end of table.
### Washington—Continued

- **Public Housekeeping Industry, No. 46, Jan. 23, 1950.**
  - (Supersedes orders 23 (public housekeeping) and 36 (apartment houses) of Oct. 4, 1921, and Dec. 7, 1937, respectively.)
  - "Public Housekeeping Industry" includes but is not limited to: Restaurants; lunch counters; cafeterias; catering, banquet, or box-lunch service; curb service; boarding-houses; all other establishments where food in either solid or liquid form is prepared for and served to the public to be consumed on the premises; hotels and motels; apartment houses; rooming houses; camps; clubs (public and private); hospitals, sanitariums, rest homes, or maternity homes; building or housecleaning or maintenance services. Exceptions: Occupations specifically covered by another wage order; cashiers (covered by the Office Workers' order); employees of common carrier railroads, sleeping car companies, and freight or express companies subject to regulations of Federal law; telephone operators employed directly by a telephone company; nurses, student nurses, female interns, dietitians, and laborato-
  - Women and minors
  - Minimum-wage rates: 65 cents an hour
  - Hours: 8 a day (maximum set by hour law for women employed in hotels, restaurants, and several other industries).
  - Order specifies that the hours of women and minors in this industry "shall be subject to any applicable statutes of the State."

- **Beauty Culture Industry, No. 47, Feb. 13, 1950.**
  - (Supersedes order 35-A of Dec. 1, 1940.)
  - "Beauty Culture" includes hairdressing; hair coloring and bleaching; manicuring; hair manufacturing; massage; marcel or permanent waving; cosmetology; haircutting; body massage and weight reducing; selling and demonstrating or applying beauty preparations, cosmetics, and supplies either to the demonstrator or to other persons; instructing students in any of the foregoing occupations, and all services or operations incidental to such occupations, including the services of instructors in beauty schools.
  - Women over 18 years of age licensed by the State to practice beauty culture.
  - Minimum-wage rates: 65 cents an hour
  - Hours: 8 a day (maximum set by hour law for women in mercantile establishments under which term "Beauty parlors" are included).
  - Order specifies that the hours of employment of women in this industry "shall be subject to any applicable statutes of the State."
A laundry, dry-cleaning, and dye works industry includes but is not confined to:

1. The marking, sorting, and washing, cleaning, collecting, ironing, assembling, packaging, pressing, receiving, shipping, or renovating in any capacity directly concerned with sale or distribution at retail or wholesale of any laundry or dry-cleaning service;
2. The work performed by clerical workers and telephone operators (not employed directly by a telephone company) in connection with the production and furnishing of these services;
3. The production of laundry, dry-cleaning or dyeing services on its own behalf by any establishment, which services may be incidental to its principal business;
4. The cleaning, pressing, finishing, refreshing, dyeing, or processing of any article of wearing apparel, including hats, household furnishings, rugs, textiles, fur, leather (including shoes), or any fabric whatsoever, when such activity is not performed in the original process of manufacture.

Exceptions:
Same as those shown for the Amusement and Recreation orders on p. 67 and the following additional exceptions:
- Minors engaged in vocational education, work experience or apprentice training programs, when such program is properly supervised by school personnel or in accordance with written agreements or approved training schedules.
- Minors employed in any industry or establishment who are not expressly covered by a special industrial welfare order. Exceptions: Agricultural labor; domestic work or chores performed in or about private residences; specific occupations listed in the order such as newspaper vendors and newspaper carriers.

Women and minors:
- 65 cents an hour
- 8 a day (maximum set by hour law for women in laundries and mechanical establishments).

Order specifies that the hours of employment of women and minors in the "Laundry, Dry-Cleaning and Dye Works Industry shall be subject to any applicable statutes of the State."

Minors, i.e., persons under 18 years of age, not expressly covered by another minimum-wage order.
- 50 cents an hour
- 8 a day, 6 days a week (maximum).

Exceptions: 16 and 17-year-old groups employed in seasonal industries; cases of emergency.

See footnotes at end of table.
<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington—Continued</td>
<td>Manufacturing, i.e., any industry, business or establishment, wholesale or retail, operated for the purpose of making, remodeling, repairing or fashioning by preparing and combining materials by nature or machinery, or producing goods, wares and merchandise by some industrial process, including but not being confined to work performed in dressmaking, millinery, drapery and furniture-covering houses, garment, art needlework, furmaking operations, shoe manufacturing and repairing, creameries, candy, floral, bakeries, biscuit-making and bookbinding establishments. <strong>Exceptions:</strong> Processing by canning, freezing or otherwise of fruits and vegetables, fish or marine or other agricultural products; any industry or occupation specifically covered by another minimum-wage order; employees covered by a certificate of the Wage and Hour Division of the Department of Labor, permitting the employment of learners, messengers, or handicapped persons at wage rates lower than the minimum fixed by this order; minors engaged in vocational education, work experience or apprentice-training program under conditions specified in the order.</td>
<td>Women and minors: Experienced</td>
<td>65 cents an hour</td>
<td>8 a day. (Maximum set by Hour Law for mechanical and other establishments. The term &quot;mechanical&quot; is interpreted by the State to include manufacturing.)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inexperienced: First 320 hours</td>
<td>55 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Next 160 hours</td>
<td>60 cents an hour</td>
<td>Do.</td>
</tr>
<tr>
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<tr>
<td></td>
<td>Food processing, i.e., any industry, business or establishment operated for the purpose of processing by canning, freezing, cooking or otherwise of food for human or other consumption, including the processing of fruit, vegetables, fish, shellfish, dog food, or any other products for the purpose of preserving them for food purposes, for human or other consumption. <strong>Exceptions:</strong> (Same as the two last Exceptions shown for the Manufacturing Order.)</td>
<td>Women and minors</td>
<td>65 cents an hour</td>
<td></td>
</tr>
<tr>
<td></td>
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</tr>
<tr>
<td></td>
<td>Fresh fruit and vegetable packing industry, i.e., any industry, business, establishment, person, firm, association or corporation engaged in handling, packing, packaging, grading, storing or delivering to storage or</td>
<td>Women</td>
<td>65 cents an hour</td>
<td></td>
</tr>
</tbody>
</table>

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Federal Reserve Bank of St. Louis
Telephone and Telegraph Industry, No. 53, May 1, 1951.
(Supersedes order 27 of Dec. 14, 1921.)

Telephone and telegraph industry includes any business or establishment operated primarily for the purpose of transmitting messages for the public by telephone or telegraph for hire.

Any occupation, trade, or industry other than domestic service and agriculture. (See entries following.)

Industrialized agriculture, i.e., truck gardens, cherry and other fruit orchards, gardens conducted or controlled by canning companies, and the culture or harvesting of sugar beets and cranberries.

Domestic service in private homes. Exception: Casual employment of minors under 18 in or around a home in work usual to the home of the employer and not in connection with or a part of the business, trade, or profession of the employer, such as caring for children, mowing lawns, raking leaves, shoveling snow, etc. Order defines casual employment as employment outside school hours, for a period of not more than 5 consecutive hours and not more than 10 hours in a week.

Agriculture other than industrialized agriculture.

See footnotes at end of table.
### ANALYSIS OF STATE MINIMUM WAGE ORDER, JULY 1, 1942–MARCH 1, 1953—Continued

<table>
<thead>
<tr>
<th>State, title and number of order, and effective date</th>
<th>Occupation or industry covered</th>
<th>Class of employees covered</th>
<th>Minimum-wage rates</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wisconsin—Continued</td>
<td>&quot;Canning or First Processing Fresh Fruits or Vegetables.&quot;</td>
<td>Women 18 years and over; girls and boys 16 to 18 years of age.</td>
<td>1½ times employee's regular rate.</td>
<td>Over 9 to 11 a day or over 54 to 60 a week, whichever is greater, on 12 emergency days during the season of actual canning of a product.</td>
</tr>
</tbody>
</table>

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1. Provisions of flat-rate laws also included.

2. Where only one date is shown the order became mandatory on that date, unless otherwise indicated. A "directory" order is nonmandatory for a period during which publicity is the only penalty for failure to pay the minimum wage.

3. The order as revised in 1945, omits the exception as to the area around Nogales. It makes no other change.

4. Maximum hours for women and minors, 8 a day, 48 a week.

5. Employees called to work on any day must be paid at least 4 hours' wages at the rate at which he or she is classified.

6. Number not to exceed 33⅓ percent of women employed in establishment, except that 1 learner is permitted if less than 3 women employed. Rule not applicable during the month of December or the 2 weeks immediately preceding Easter.

7. The basic weekly minimum need not be paid from June 1 through Aug. 31, by establishments in the counties of Cochise, Gila, Graham, Greenlee, Maricopa, Pima, Pinal, Santa Cruz, and Yuma; and from Dec. 16 through Mar. 15, by establishments in Apache, Coconino, Mohave, Navajo, and Yavapai Counties.

8. Number not to exceed 10 percent of women and minors employed in establishment, except that 1 learner is permitted if less than 3 women and minors employed.

9. The attorney general of Arkansas, in an opinion dated Apr. 17, 1947, held that the 1943 amendment to the State's wage-hour law made the $1.25 and $1 minimum-wage rate applicable to a day of 8 hours.

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

11. No basic minimum-wage rate set in this order.

12. Provisions in the orders for these two industries are identical and because of the close relationship between manufacturing and selling the Industrial Welfare Commission combined the two orders; it is expected that this will greatly simplify enforcement.

13. Provisions of flat-rate laws also included.

14. If an employee receives a commission or bonus as part of his earnings, overtime may be figured at $1 an hour in addition to and exclusive of all other earnings, or at 1½ times the regular hourly rate which when computed will include commissions in addition to the established hourly or weekly wage or any combination thereof. The order expressly exempts from the overtime provisions: (1) Executive, administrative, and professional employees; (2) outside salesmen and automobile-service mechanics under the conditions specified.

15. Maximum hours for females employed in mercantile establishments in Connecticut 8 a day, 48 a week.

16. Defined as any person holding a registered hairdresser's and cosmetician's license issued by the State of Connecticut, or any person holding an assistant hairdresser's and cosmetician's license who has achieved 2,000 hours of experience under such license.

17. Includes appointment clerks, desk clerks, telephone operators, bookkeepers, stenographers, typists, and other clerical employees. Workers with less than 3 months' or 600 hours' experience are termed "learner clerks."

18. Maximum hours for women and minors employed in hairdressing or manicuring establishments in Connecticut 9 a day (10 allowed on 1 day in week), 48 a week, 6 days a week.

19. Defined as any person holding an assistant hairdresser's and cosmetician's license issued by the State of Connecticut, who has not as yet achieved 2,000 hours of experience under this license.

20. Includes appointment clerks, desk clerks, telephone operators, bookkeepers, stenographers, typists, and other clerical employees. Workers with less than 3 months' or 600 hours' experience are termed "learner clerks."

21. Defined as any person holding an operator's license issued by the State who has not as yet achieved 2,000 hours of experience under this license.

22. Employers, 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. New Jersey's laundry and cleaning and dyeing order provides that the 4 hours be paid for at the employee's regular rate. The District of Columbia retail trade order specifies that the part-time minimum rate—65 cents an hour—be paid; New York's retail order in addition to exempting students, exempts from payment of the minimum daily wage, stores or businesses having not more than 1 employee in any week.

23. The District of Columbia hour law establishing 8 hours a day, 48 hours a week as the maximum women 18 years of age or over may be employed in certain establishments or industries applies to offices in those establishments or industries. The hour law covers...
If total hours worked in week do not exceed 30 and daily hours do not exceed 6, an employee may be employed 7 days a week.

Employee called to work on any day must be paid for at least 2 hours at not less than the applicable minimum rate.

Hour provisions not applicable to women 18 and over employed as resident house mothers or in occupations with similar duties involving direct responsibility for children under 14 receiving 24-hour care. The maximum workweek in such occupations, however, may not exceed 54 hours or 6 days.

Part-time workers, called for less than one-half day's work, must be paid for at least 2 hours at the employee's regular hourly rate.

Colorado's hour law sets 8 hours a day as the maximum women and girls may be employed in various establishments among which are laundries, mercantile (see footnote 22), hotels, and restaurants. In emergencies, longer hours are allowed, provided premium overtime is paid and employer has first obtained a relaxetion permit from the Industrial Commission.

Number of employees receiving this lower rate may not exceed 20 percent of the total number of employees in any establishment at any one time. If fewer than 5 persons employed, establishment may employ one inexperienced person at this rate.

An interpretation of the State's maximum-hour law by the attorney general states that the term "mercantile establishment" includes beauty parlors. The 8-hour day established by that law applies, therefore, to women employed in beauty service occupations as well as to those in mercantile and the other industries listed in the law.

The number of junior operators paid less than the established rate for senior operators may not exceed 20 percent of the total number of operators. In shops employing less than 5 operators one junior operator may be employed at the "junior" rate.

The minimum fair-wage rate of all orders issued or in effect on July 1, 1951 became 75 cents an hour on Oct. 1, 1951, in accordance with the provision contained in the 1951 amendment to the State's Minimum-Wage Law. The minimum hourly rate established by the laundry order was 70 cents between Apr. 17, 1951 and Oct. 1, 1951.

If a laundry's regular working day is Sunday, the Connecticut order requires that the guaranteed daily wage be paid for 3 hours.

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If a laundry's regular working day is Saturday, the Connecticut order requires that the guaranteed daily wage be paid for 3 hours.
Order requires that home workers be employed at the established minimum rates or the equivalent in piece rates. Special permit must be obtained by employer before such work can be distributed by employer.

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. The Massachusetts' clerical, public housekeeping, personal services, mercantile, food processing, and building-service orders provide that if employee is unable or unwilling to accept 3 hours' employment the Minimum Wage Commission may grant employer permission to employ the worker for less than 3 hours. The public housekeeping order expressly excludes charitable organizations, hospitals, schools, colleges, universities, and summer camps from the 3-hour provision; the mercantile order likewise excludes newsboys, and the building service order excludes employees working on residential property and also those workers for more than one employer from this provision.

A provision in the public housekeeping order authorizes the Minimum Wage Commission to grant to any school, college, university, or summer camp, an educational employment license, permitting payment of less than the minimum-wage rates established by the order to students enrolled and employed in such institutions in public housekeeping occupations.

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.

'Inexperienced employee' is defined as a person in amusement and recreation occupations who is not regularly employed but who reports to work as an extra at the direction of the employer when such employment depends upon weather conditions, time, or public response to specific performances. Pin boys are deemed casual employees for the purpose of this order.

The term inexperienced caddie is defined as one who has "carried" for less than fifteen 18-hole rounds of golf, whether in connection with the same or any other golf club.

Class A—Cities of more than 50,000 inhabitants.

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

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

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

54 8 hours for women and girls in mercantile and several other occupations, a week. In cases of emergency or when industrial commission grants special exemption, longer hours are permitted.

Employee reporting for work on any day at the time and place designated by employer, must be paid for at least 3 hours of 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.

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

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

Ushers in motion-picture theaters required to report for work on any day, must be paid for at least 4 hours; the guarantee shall be 2 hours, however, on those days on which a theater is open only in the evenings from 6 p.m. on.

A full-time employee is defined as one who works more than 32 hours a week. In no event shall the earnings for a workweek of more than 32 hours be less than the total that may be earned at the part-time rate for 32 hours in any such week. A part-time employee is defined as one who works up to and including 32 hours a week.

The minimum daily wage shall be at least 4 hours' pay at the applicable minimum wage rate. The minimum daily wage of an employee, otherwise than those in the groups specifically exempted from this provision by the order, shall be at least 4 hours' pay at the applicable minimum-wage rate.

Zone I includes the city of New York, the counties of Westchester and Nassau, and all communities which have a population of over 10,000 according to the latest United States census.

Zone II includes all communities having a population of 10,000 or less, according to the latest United States census, except communities of 10,000 or less in Nassau and Westchester Counties. Zone II shall continue for 1 year from the effective date of this order; thereafter the rates established for Zone I shall be paid throughout the State.

Any laundry located in Zone I doing business with an agent who services customers in Zone I, or maintaining a route office, or drop store in Zone I shall be considered in Zone I for those weeks in which such business is done and must pay the higher minimum-wage rates applicable to a laundry in Zone I.

Full-time employee is one who works more than 24 hours on 4 or more days in week; part-time worker, one who works 3 days or less or 24 hours or less in any week at the direction of the employer.

Any full-time employee, voluntarily absent from her full-time assigned work schedule, shall be paid not less than the full-time basic hourly rate for each hour of working time.

A part-time employee who reports for duty on any day must be paid for not less than 4 hours of work, and if employed on any day for more than 4 but less than 8 the employee shall be paid less than 8 shall be paid for not less than 8 hours of work on that day.

Employees in the four following classifications need not be paid the minimum weekly wage but must be paid at not less than the applicable minimum hourly rate for the number of hours of working time: (1) An employee assigned to work 24 or more hours in any week who is voluntarily absent from work such week; (2) a new employee, never before employed in Zone I during first week of work; (3) employee in any week in which there is a total stoppage of the whole plant in excess of 6 hours, under the circumstances specified; (4) a minor whose hours are limited by law to fewer than 30 a week.

Employee who reports for duty on any day at the request or permission of employer shall be paid for at least 4 hours at the applicable minimum-wage rate, unless employee refuses or ceases to work the entire period of 4 hours, when work is available. Students regularly attending a full-time school (other than delivery boys, who are to be paid for the number of hours worked on any day school is in session) must be paid for 3 hours at the applicable minimum-wage rate, on any day when school is in session.

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 (6 hours, if 1 shift; 6 hours if 2 shifts; 8 hours if 3 shifts) at the applicable minimum wage rate. The hotel order provides that actual hourly earnings must be paid, if such earnings exceed the minimum daily wage.

Employee-students are 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.
Number of learners may not exceed 10 percent of the total number of women and minors employed in the establishment, except that each establishment is allowed one learner for each 200 persons regularly indentured under the State Apprenticeship Law or in specified emergencies.

The mandatory order for retail trade split the population group of under 10,000 in the order for work on any day must be paid for half the usual day's work. The Rhode Island retail trade order also requires a certificate for any student under 18 employed in retail trade.

Employee reporting for work on any day must be paid for 2 hours at the minimum rate, if he or she is available for 4 hours' employment. Not applicable to apprentices regularly indentured under the State Apprenticeship Law or in specified emergencies.

Employee must notify the Industrial Commission of all days worked by learners.

Number of employees paid less than the rates for experienced workers may not exceed 25 percent of an establishment's employees.

High school students enrolled in the part-time cooperative school–work program conducted by the Ohio Department of Education are excluded from the order for the school year preceding the one for which the order is issued.

Order 10 covering the dairy industry was also declared void by the territorial supreme court.

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

Footnotes continued on page 76
Employee who works 3 hours or less during only 1 performance of a show or movie is located in the remainder of the Territory. 

Order provides that the minimum-wage increase or decrease according to the price of coffee set by a Production Board. A scale of prices attached to the order shows the maximum minimum-wage rates applicable as the price of the product is increased or decreased. 

"Day" is defined in the order as a period of 8 hours of work in any 24 consecutive hours. 

No maximum hours are established for the industry in the order or in the law. 

Zone I includes dairies in the municipalities of Loiza, Canovanas, Carolina, Caguas, Trujillo Alto, Rio Piedras, San Juan, Guaynabo, Bayamon, Toa Alta, and Dorado, as well as any dairy the products of which are sold in whole or in part in any of the above-mentioned municipalities. Zone II includes all dairies other than those included in Zone I. 

Zone I includes the capital; Zone II, all other localities in the Territory. 

Proposed order No. 21 was approved prior to No. 22, but final order No. 22 was issued before final order No. 21. 

In hotels with casinos (classified as Class A), Zone I includes the capital and the municipalities of Carolina, Trujillo Alto, Bayamón, Caguas, Guaynabo, and Aguas Buenas; Zone II—Puerto de La Cruz, Mayaguez, and other and Arecheo; Zone III—All other localities. 

In all other hotels (classified as B) Zone I includes the capital, Zone II, the municipalities of Aguadilla, Arecibo, Bayamón, Caguas, Guaynabo, Mayaguez, and Ponce; and Zone III, all other localities. 

Rhode Island's Restaurant and Hotel Restaurant Occupations order of 1942 was revised in 1950, but did not go into effect because it was enjoined by the Supreme Court. 

At the time this bulletin went to press, the Director of Labor of Rhode Island was about to appoint a new wage board for this industry. 

Maximum hours for women and minors, 9 a day, 48 a week. If 5-day week is worked, daily hours may be 8, 9, or 10. 

Employee called to work on any day must be paid for not less than 4 hours at the employee's regular rate. Provision not applicable to work done on Saturdays. 

Employee called to work on any day must be paid for at least 4 hours' wages on any day called to work. 

Employer must have on file at the place of employment a part-time work certificate or school certificate of age for any student employed at the rate for part-time student workers. 

The provisions of the 1943 act enacted for a 2-year period were made permanent in 1945.
Class 1—Salt Lake City and Ogden; class 2—Provo, Helper, Price, Logan, Murray, and Tooele; class 3—Bingham, Brigham City, Eureka, Midvale, Park City, American Fork, Bountiful, Cedar City, Lehi, Payson, Richfield, Smithfield, Spanish Fork, Springville, St. George, Nephi, and Vernal; class 4—Towns of 5,000 population or under.

120 Hour law establishes a maximum week of 48 hours for women and 44 hours for minors under 18, permitting overtime in emergencies as specified. The order requires that a one-half-hour meal period be included as working time. The Utah restaurant order defines part-time employee as one who works less than 8 hours a day or less than 48 hours a week.

121 Number may not exceed 1 learner to every 5 experienced employees in the establishment.

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 the canning season under conditions specified in the order. Before and after the canning season, maximum hours are 9 a day, 50 a week for women 18 years and over; 8 a day, 48 a week for boys and girls of 17 years; and 8 a day, 40 a week for boys and girls of 16 except that during school vacations they may work 48 hours a week.
STATES WITH MINIMUM-WAGE LAWS

(Applicable to women and minors, unless otherwise noted)

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

INDUSTRIES COVERED BY STATE MINIMUM-WAGE RATES

The summary following shows the orders by their title and not by the industries and occupations listed in the definition of coverage of any specific order. The listing covers orders issued between July 1, 1942 and March 1, 1953. Currently effective orders, issued prior to July 1, 1942, are listed on page 84.

NONMANUFACTURING

Minimum-wage rates for one or more nonmanufacturing industries have been established in the laws themselves or by minimum-wage orders, and are now in effect in 22 States, the District of Columbia, Alaska, Hawaii, and Puerto Rico. In 7 of these 26 jurisdictions, minimum-wage laws are applicable to adult males as well as to women and minors. These are Connecticut, Massachusetts, New Hampshire, New York, Rhode Island, Hawaii, and Puerto Rico.

Since July 1, 1942, 22 jurisdictions have set wages that apply to workers in the major trade or service occupations: Hotels and/or restaurants; mercantile or retail trade establishments. The great majority of these jurisdictions also cover workers in laundries and in cleaning and dyeing establishments.

Fourteen jurisdictions established minimum-wage rates for workers in beauty parlors during the period covered. Twelve set minimums applicable to workers in amusement and recreation enterprises; 12 in packing plants; 11 to employees engaged in clerical, technical, and professional occupations; 10 to hospital employees. In nine jurisdictions building service occupations are covered; in eight, transportation workers and telephone and/or telegraph workers. Agriculture is
covered in four jurisdictions and domestic service in Wisconsin and Alaska.

The State minimum-wage rates apply as follows:

**Hotels and/or restaurants, or public housekeeping**

Nineteen States, the District of Columbia, Hawaii, and Puerto Rico have revised their rates or issued new orders since July 1942. The States are:


New Jersey and Pennsylvania cover restaurants only.

**Mercantile or retail and/or wholesale trade**

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


**Laundries**

Seventeen States, the District of Columbia, Hawaii, and Puerto Rico. The States are:


**Dry cleaning and dyeing**

Fifteen States, the District of Columbia, Hawaii, and Puerto Rico. The States are:


*Listed here because of statutory rate provision.
Beauty culture or personal service

Twelve States, the District of Columbia, and Hawaii. The States are:

Arkansas  Kentucky  New Jersey
California  Massachusetts  New York
Colorado  Nevada  Washington
Connecticut  New Hampshire  Wisconsin

Amusement and recreation

Ten States, Hawaii, and Puerto Rico. The States are:

Arkansas  Massachusetts  New York
California (2 orders)  Nevada  Washington
*Connecticut  *New Hampshire  Wisconsin
Kentucky

Clerical, technical, and professional occupations

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

Arkansas  Kentucky  *New Hampshire
California  Massachusetts  Washington
*Connecticut  Nevada  Wisconsin

Packing

Ten States, Hawaii, and Puerto Rico (leaf tobacco). The States are:

Arkansas  Massachusetts  Washington (fruit and vegetable)
California  Nevada  Wisconsin
*Connecticut  *New Hampshire
Kentucky  South Dakota

Hospitals (not nurses)

Eight States, Hawaii, and Puerto Rico. The States are:

Arkansas  *Massachusetts  Oregon
*Connecticut  Nevada  Wisconsin
Kentucky  *New Hampshire

Building service

Eight States, and Hawaii. The States are:

Arkansas  Massachusetts  New York
*Connecticut  Nevada  Wisconsin
Kentucky  *New Hampshire

Telephone and/or telegraph

Seven States and Hawaii. The States are:

Arkansas (with exceptions)  Nevada  Wisconsin
*Connecticut  *New Hampshire  Washington
*Massachusetts

*Listed here because of statutory rate provision.
Transportation

Seven States, Hawaii, and Puerto Rico. The States are:
Arkansas
California
*Connecticut

Agriculture


Domestic service

One State—Wisconsin.

Other


Quarrying: Puerto Rico

MANUFACTURING

Thirteen States, the District of Columbia, Hawaii, and Puerto Rico have established within the 10%-year period covered minimum wages for all manufacturing or certain branches of manufacturing. The States are:

Arkansas
California
*Connecticut
Kentucky
Massachusetts

Nevada
*New Hampshire
New York
North Dakota

Oregon
South Dakota
Washington
Wisconsin

All manufacturing

Twelve States, the District of Columbia, and Hawaii. The States are:

Arkansas
California
*Connecticut
Kentucky

*Massachusetts
Nevada
*New Hampshire
North Dakota

Oregon
South Dakota
Washington
Wisconsin

Certain branches of manufacturing

Six States and Puerto Rico. The type of manufacturing covered appears below:

California
Massachusetts

New York
Oregon

Washington
Wisconsin

Canning and food products

Five States, Hawaii, and Puerto Rico. The States are:

California--------- Canning, freezing and preserving. (In addition to order for “Manufacturing.”)
Massachusetts-------- Food processing.
New York--------- Confectionery.
Oregon--------- Nut processing and cracking.

Canning, dehydrating and barreling.
Preparing poultry, rabbits, fish, or eggs for distribution.

*Listed here because of statutory rate provision.
Washington. Food processing. (In addition to order for manufacturing.)
Wisconsin. Canning or first processing fresh fruits and vegetables.

Miscellaneous

Two States and Puerto Rico. The States are:
Oregon. Minors.

CURRENT MINIMUM-WAGE ORDERS, BY STATE

[Includes all current minimum-wage orders effective since publication of Women’s Bureau Bulletin No. 191 in 1942. The 30 orders preceded by an asterisk indicate industries not previously covered by an individual minimum-wage order for that industry]

Arizona:
Retail trades.
Laundry and dry cleaning.

Arkansas:
Law amended to permit overtime pay after 8 hours.

California:
Motion picture (no basic minimum-wage rate set).
Manufacturing and mercantile.
Personal service.
Canning, freezing, and preserving.
Professional, technical, clerical, and similar occupations.
Public housekeeping.
Laundry, dry cleaning, and dyeing.
Industries handling farm products after harvest.
Transportation.
Amusement and recreation.

Colorado:
Laundry.
Retail trade.
Beauty service.
Public housekeeping.

Connecticut:
Laundry.
Cleaning and dyeing.
Law amended to establish statutory rate, retaining, however, wage-board procedure.
Mercantile.
Beauty shop.

District of Columbia:
Retail trade.
Beauty culture.
Manufacturing and wholesaling.
Office and miscellaneous. (Invalidated May 28, 1953.)
Laundry and dry cleaning.
Public housekeeping.

Hawaii:
Law amended to increase minimum rates, etc.

Kentucky:
All occupations.
*Hotel and restaurant.

Massachusetts:
Law amended to extend coverage to men.
Dry cleaning.
Laundry.
Clerical, technical, and similar occupations.
Public housekeeping.
Personal services.
Food processing.
Mercantile.
*Amusement and recreation.
Law amended to establish statutory rate, retaining, however, wage-board procedure.
Building service occupations.

Minnesota:
Retail merchandising.

Nevada:
Law amended to increase minimum rates.

New Hampshire:
Retail trade.
Law amended to establish statutory rate, retaining, however, wage-board procedure; and to extend coverage to men.
Restaurant.
*Hotel, cabin, and tourist home.
Laundry.
Dry Cleaning.
Beautician.

New Jersey:
*Beauty culture.
*Restaurant.
Laundry and cleaning and dyeing.¹
*Retail trade.

New York:
Law amended to extend coverage to men.
Retail trade.
*Amusement and recreation.
Confectionery.
Laundry.
Beauty service.
Cleaning and dyeing.
Restaurant.
Hotel.
*Building service occupations.

¹ In this revision in 1946 the State combined these two industries. Earlier orders covered them separately.
North Dakota:
Manufacturing.
Public housekeeping.
Mercantile.
Laundry, cleaning, and dyeing.

Ohio:
Food and/or lodging occupations.

Oregon:
Nut processing and cracking.
Public housekeeping.
Manufacturing.
Laundry, cleaning, and dyeing.
Hospitals, sanitariums, convalescent and old people’s homes.
Minors. (Occupations not otherwise covered.)
Mercantile.
Canning, dehydrating, and barreling.
*Preparing poultry, rabbits, fish or eggs for distribution.

Pennsylvania:
Restaurant.

Puerto Rico:
*Leaf tobacco.
*Sugar.
*Beer and carbonated drinks.
*Restaurant, canteen, or soda fountain.
*Theaters, movies, etc.
*Retail business.
*Bakeries and pastry shops.
*Construction.
*Transportation.
*Laundry and dry cleaning.
*Furniture and other wooden products.
*Quarrying.
*Wholesale trade.
*Pineapple.
*Coffee.

Puerto Rico—Continued
*Dairy.
Hospital, clinic, or sanitarium.
*Printing, publishing, and other graphic arts.
*Needlework.
Hotel.
*Ice cream.

Rhode Island:
Law amended to extend coverage to men.
*Public housekeeping.
Laundry and dry cleansing.
Retail trade.

South Dakota:
Law amended to increase minimum rate, etc.

Utah:
Restaurant.
Retail trade.
Public housekeeping.
Laundry, cleaning, and dyeing.

Washington:
Office workers.
Mercantile.
*Amusement and recreation.
Public housekeeping.
Beauty culture,
Laundry, dry cleaning, and dye works.
Minors.
Manufacturing and general working conditions.
Food processing.
Fresh fruit and vegetable packing.
Telephone and telegraph.

Wisconsin:
Any occupation including domestic service and agriculture.
Canning (no separate wage rate set).
MINIMUM-WAGE RATES NOT REVISED SINCE JULY 1, 1942

Eleven States and Alaska have made no change in one or more of their minimum-wage rates since July 1942. In all, 45 orders and Alaska’s law are involved. The great majority of these orders apply to manufacturing industries or occupations, which, for the most part, are covered by provisions of the Federal Fair Labor Standards Act.

Alaska.
Illinois:
- Beauty culture.
- Confectionery.
- Macaroni, spaghetti, and noodle.
- Laundry.
- Wash dress.
Kentucky:
- Laundry, dry cleaning, and dyeing.
Massachusetts:
- Electrical equipment and supplies.
- Boot and shoe cut stock and findings.
- Men’s clothing and raincoat.
- Men’s furnishings.
- Brush.
- Women’s clothing.
- Corset.
- Stationery goods and envelopes.
- Toys, games, and sporting goods.
- Women’s and child’s underwear, neckwear, etc.
- Druggists’ preparations, proprietary medicines and chemical compounds.
- Pocketbook and leather goods.
- Paper box.
- Millinery.
- Knit goods.
- Jewelry.
Minnesota—Continued
- Needlecraft.
- Laundry.
- Any other occupation.
New Hampshire:
- Clothing and accessories.
- Hosiery and knit goods.
New Jersey:
- Light manufacturing.
- Wearing apparel and allied occupations.
North Dakota:
- Telephone.
- Minors. (Occupations not otherwise covered.)
Ohio:
- Laundry.
- Cleaning and dyeing.
- Beauty culture.
Oregon:
- Beauty parlor and manicurists.
- Stemming and pitting brine cherries.
- Fruit and vegetable packing.
- Office.
- Personal service.
- Telephone or telegraph.
Pennsylvania:
- Laundry.
Rhode Island:
- Jewelry.
- Wearing apparel and allied industries.
### AN ANALYSIS OF STATE MINIMUM-WAGE LAWS

#### California

<table>
<thead>
<tr>
<th>Occupation or Industry</th>
<th>Gender</th>
<th>Type of law</th>
<th>Basis of wage rate</th>
<th>Procedure for establishing minimum wage by wage order</th>
<th>Enforcement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic service, hotel, restaurant, eating place, bank, building and loan association, insurance company, repair or credit business</td>
<td>Female</td>
<td>Commission</td>
<td>Minimum wage fixed by law</td>
<td>Investigation at discretion of commission to determine whether wages are adequate to supply necessary of room and board or to maintain health and welfare.</td>
<td>Noncompliance punished by fine.</td>
</tr>
<tr>
<td>Operators employed in agriculture, forestry, or horticultural enterprises</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women; minors (persons of either sex under 21 years of age, physically defective by age or injury, or on account of physical incapacity)</td>
<td>Women, minors (persons of either sex under 21 years of age, physically defective by age or injury, or on account of physical incapacity)</td>
<td>Commissioned</td>
<td>Minimum wage established by wage order</td>
<td>Investigation at discretion of commissioner to determine whether wages are adequate to supply necessary of room and board or to maintain health and welfare.</td>
<td>Noncompliance punished by fine.</td>
</tr>
<tr>
<td>Operatives and workmen in manufacturing, mechanical or mercantile establishments, laundry, express or transportation company, boat or train dispatch service, telegraph, telephone, newspaper, prepress or printing company, printing press, newspaper or periodical, bank, building and loan association, insurance company, repair or credit business,</td>
<td>Women</td>
<td>Commissioner</td>
<td>Minimum wage fixed by law</td>
<td>Investigation at discretion of commission to determine whether wages are adequate to supply necessary of room and board or to maintain health and welfare.</td>
<td>Noncompliance punished by fine.</td>
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<th>Basis of wage rate</th>
<th>Procedure for establishing minimum wage by wage order</th>
<th>Enforcement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Any occupation, a list of which is set forth in the Deering Labor Code (1943), secs. 43-2-37, 43-2-38, 43-2-39</td>
<td></td>
<td>Industrial commission</td>
<td>Minimum wage established by wage order</td>
<td>Investigation at discretion of commission to determine whether wages are adequate to supply necessary of room and board or to maintain health and welfare.</td>
<td>Noncompliance punished by fine.</td>
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<td>Domestic service, hotel, restaurant, eating place, bank, building and loan association, insurance company, repair or credit business</td>
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<td>Minimum wage established by wage order</td>
<td>Investigation at discretion of commission to determine whether wages are adequate to supply necessary of room and board or to maintain health and welfare.</td>
<td>Noncompliance punished by fine.</td>
</tr>
<tr>
<td>Operators employed in agriculture, forestry, or horticultural enterprises</td>
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<td>Any occupation, a list of which is set forth in the Deering Labor Code (1943), secs. 43-2-37, 43-2-38, 43-2-39</td>
<td></td>
<td>Industrial commission</td>
<td>Minimum wage established by wage order</td>
<td>Investigation at discretion of commission to determine whether wages are adequate to supply necessary of room and board or to maintain health and welfare.</td>
<td>Noncompliance punished by fine.</td>
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### ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

<table>
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<tr>
<th>State</th>
<th>Coverage of the law</th>
<th>Administrative authority</th>
<th>Type of law</th>
<th>Basis of wage rate</th>
<th>Procedures for establishing minimum wages by wage order</th>
<th>Enactment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Any occupation, i.e., any trade, craft, or industry.</td>
<td>Women: minors (persons of any age under 16 years of age).</td>
<td>Industrial examination.</td>
<td>Wage sufficient for living wage.</td>
<td>Investigation at request of not less than 2 persons engaged in same trade or industry,</td>
<td>Whenever a minimum-wage rate has been established by an appropriate commission, commission may, if it seems proper, issue a notice, to be published in a newspaper of general circulation in the city where the wages are in dispute, to be published at least 10 days before the date fixed for the hearing, setting forth the nature of the complaint and the relief prayed for. The commission may, at its discretion, issue a written order directing such shall be the same as prescribed in the original order, and the hearing shall be held within 10 days thereafter. A written report shall be filed with the court and the commission within 30 days after the conclusion of the hearing. The decision of the commission shall be treated as a final order.</td>
</tr>
</tbody>
</table>

### Notes:
- **District of Columbia:**
  - 2 Code Annotated (1651), secs. 36-401 to 36-422.
  - Any occupation, i.e., any trade, craft, or industry.
  - Women: minors (persons of any age under 16 years of age).

- **State of Colorado:**
  - 2 Code Annotated (1651), secs. 3786 to 3796, as amended.
  - Any occupation, i.e., any and every trade, craft, or industry.
  - Women: minors (persons of any age under 16 years of age).
Kansas:

Editor's Note: Since this legislation first enacted: 1915.

(Year legislation first enacted: 1915.)


An employee is defined by the law as "any occupation, i.e., any industry, trade, or business, or branch thereof or class of work therein."


Enforcement

Director appoints wage board composed of six equal number of representatives of employers and employees, and a representative of the public to be designated chairman. After studying evidence and testimony of witnesses, board shall recommend whether rates should be established, and the report of the chairman shall take into account all relevant circumstances. In fixing and revising minimum wages, Board shall consider wage paid in the State for work of like or comparable character by employer voluntarily adopting minimum wage board as the basis for determining minimum wage charged.

As any time after an order has been in effect 1 year or more, department may at any time and after notice and public hearing, make modifications or additions to any administrative regulation without reference to a wage board. Whenever any order is vacated, modified, or rescinded, the order shall be vacated, modified, or rescinded immediately after notice and public hearing. Publication of notices of employment and minimum wages and the right to administer such duties and powers by the department may be continued in original format. Employees may recover back wages, costs, and attorney's fees.

Analytical note: "Employees guaranteed minimum salary order of 50 or more" means an employment by brother, sister, or minor, including a learner or minor, starting a business for himself or herself. Wages paid to a minor shall amount to the full minimum for a fixed period; and, by regulation, may establish a lower rate for children 14 and under.

No one liable subject to fine of imprisonment or both. Employees may recover back wages, costs, and attorney's fees.

Publication of notices of employment and minimum wages and the right to administer such duties and powers by the department may be continued in original format. Employees may recover back wages, costs, and attorney's fees.
ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

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<th>Coverage of the law</th>
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<th>Type of law</th>
<th>Basis of wage rate</th>
<th>Procedures establishing minimum wage by wage order</th>
<th>Enforcement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kentucky</td>
<td></td>
<td>Commissioner of Industrial relations</td>
<td>Wage fairly and reasonably commensurate with value of service or class of service rendered.</td>
<td>Minimum wage established by wage order.</td>
<td>1. Make order mandatory. If accepted, public hearing must be held. If rejected, commission must reconvene the same wage board.</td>
<td>At any time commission may, on its own motion, or upon petition of 50 or more residents, receivers, or employers, or any interested persons, require the employment of the employees to be governed by the minimum-wage law. 2. Any person or group of persons, upon petition of 50 or more residents of the State, may call a public hearing to consider the adoption of an amendment to the law.</td>
</tr>
<tr>
<td>Missouri</td>
<td></td>
<td>Commissioner of labor</td>
<td>Wage adequate to supply necessary cost of living and maintain health.</td>
<td>Minimum wage established by wage order.</td>
<td>1. Make order mandatory. If accepted, public hearing must be held. If rejected, commission must reconvene the same wage board.</td>
<td>At any time commission may, on its own motion, or upon petition of 50 or more residents, receivers, or employers, or any interested persons, require the employment of the employees to be governed by the minimum-wage law. 2. Any person or group of persons, upon petition of 50 or more residents of the State, may call a public hearing to consider the adoption of an amendment to the law.</td>
</tr>
<tr>
<td>Maine</td>
<td></td>
<td>Commissioner of labor</td>
<td>Wage fairly and reasonably commensurate with value of service or class of service rendered.</td>
<td>Minimum wage established by wage order.</td>
<td>1. Make order mandatory. If accepted, public hearing must be held. If rejected, commission must reconvene the same wage board.</td>
<td>At any time commission may, on its own motion, or upon petition of 50 or more residents, receivers, or employers, or any interested persons, require the employment of the employees to be governed by the minimum-wage law. 2. Any person or group of persons, upon petition of 50 or more residents of the State, may call a public hearing to consider the adoption of an amendment to the law.</td>
</tr>
<tr>
<td>Louisiana</td>
<td></td>
<td>Commissioner of labor</td>
<td>Wage adequate to supply necessary cost of living and maintain health.</td>
<td>Minimum wage established by wage order.</td>
<td>1. Make order mandatory. If accepted, public hearing must be held. If rejected, commission must reconvene the same wage board.</td>
<td>At any time commission may, on its own motion, or upon petition of 50 or more residents, receivers, or employers, or any interested persons, require the employment of the employees to be governed by the minimum-wage law. 2. Any person or group of persons, upon petition of 50 or more residents of the State, may call a public hearing to consider the adoption of an amendment to the law.</td>
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<th>Basis of wage rate</th>
<th>Procedures for establishing minimum wage by wage order</th>
<th>Preliminary procedure</th>
<th>Procedures for setting wage rates</th>
<th>Procedures for revision</th>
<th>Enforcement</th>
</tr>
</thead>
</table>
| Mississippi  | Any occupation, e. g., domestic, inn or hotel, railroad, train, or branch of trade, or |mandated by state minimum wage law, sample persons unable to work for wage boards due to age or disability |Wage rates    | Minimum wages       | Investigation at discretion of commission (1) may take |Advisory board is composed of no less than 3 members, with public participation |At any time and from time to time, |All wage rates ordered by the commission are final unless a petition of 50 or more citizens of the state is filed within 60 days of issuance. The commission may consider this petition in determining whether to approve or renew an order.

### Nevada

<table>
<thead>
<tr>
<th>State</th>
<th>Coverage of the law</th>
<th>Administrative authority</th>
<th>Type of law</th>
<th>Basis of wage rate</th>
<th>Procedures for establishing minimum wage by wage order</th>
<th>Preliminary procedure</th>
<th>Procedures for setting wage rates</th>
<th>Procedures for revision</th>
<th>Enforcement</th>
</tr>
</thead>
</table>
| Nevada       | Any occupation, e. g., domestic, inn or hotel, railroad, train, or branch of trade, or |mandated by state minimum wage law, sample persons unable to work for wage boards due to age or disability |Wage rates    | Minimum wages       | Investigation at discretion of commission (1) may take |Advisory board is composed of no less than 3 members, with public participation |At any time and from time to time, |All wage rates ordered by the commission are final unless a petition of 50 or more citizens of the state is filed within 60 days of issuance. The commission may consider this petition in determining whether to approve or renew an order.

### Notes

- States may establish minimum wages for specific occupations or industries.
- Minimum wage laws are enforced through wage board orders or administrative investigations.
- Noncompliance with minimum wage laws may result in fines or imprisonment.

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Noncompliance: a misdemeanor, punishable by fine, imprisonment, both. Employers may recover back wages.

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Publication of causes of employees not complying with mandatory order

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Noncompliance: a misdemeanor, punishable by fine, imprisonment, both. Employers may recover back wages.
ANALYSIS OF STATE MINIMUM-WAGE LAWS—Continued

State

New Hampshire: 3

| Coverage of the law | Administrative authority | Type of law | Basis of wages rate | Procedures in establishing minimum wages by wage order | Enforce

New Hampshire: 3

Any provision, i.e., any industry, trade, or business, or any class thereof, or branch thereof or class of service rendered. For convenience, since the earlier provisions are applicable only to women and minors, this analysis is arranged in two parts: (1) provisions relating to women and minors; and (2) provisions relating to all employees.

All employees are subject to a minimum wage of 60 cents an hour for any service or class of service rendered. For convenience, since the earlier provisions are applicable only to women and minors, this analysis is arranged in two parts: (1) provisions relating to women and minors; and (2) provisions relating to all employees.

1) In 1952 New Hampshire amended its law by adding new sections to provide a minimum wage applicable to all employees. For convenience, since the earlier provisions are applicable only to women and minors, this analysis is arranged in two parts: (1) provisions relating to women and minors; and (2) provisions relating to all employees.

2) Modification would be limited to upward revision according to attorneys' general's opinion, dated Sept. 9, 1949.

3) 30 states have adopted the federal overtime law and established it as a part of their state law. A similar step is a decided advantage in the enforcement of the law. Many states have also found it expedient to adopt the federal law to standardize the language, which has been found necessary in machine markets, and to avoid constant adjustments of state law due to changes in the federal law.
<table>
<thead>
<tr>
<th>State</th>
<th>Coverage of the law</th>
<th>Administrative authority</th>
<th>Type of law</th>
<th>Basis of wage rate</th>
<th>Procedures for establishing minimum wages by wage order</th>
<th>Enforcement</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>Any occupation, e.g., any business, trade, avocation, or calling, for hire or payment</td>
<td>Industrial commissioner is required to file reports of all employees, who must be paid a wage not less than the minimum wage set forth in the order.</td>
<td>Minimum wage established by wage order.</td>
<td>Wage sufficient to provide adequate maintenance and protection of health in minimum wage cities, or the wage board may fix the minimum wage.</td>
<td>Commissioners appoint wages board for the purpose of determining the minimum wage. The wage board shall consist of three members. Minimum wages shall be fixed by the wage board.</td>
<td>At any time after an order has been in effect for 6 months or more, considerations as would guide a court in ascertaining the appropriate amount that would be found to be the necessary and reasonable hourly rate for such occupation, shall be the same as prescribed for an order with respect to a classification of work.</td>
</tr>
</tbody>
</table>
Puerto Rico:

- Any occupation, i.e., any and every vocation, pursuit, trade, or industry.
- Women: minors (persons of either sex under 18 years of age).

**Department of Labor and Industry**

- Has authority to modify and suspend regulations recommended by wage board.
- Minimum wage established by decree.
- Wage sufficient to maintain health or efficiency.

**Investigation**

- When investigating an industry, the Wage and Hour Commission may call upon the various parties (employees, employers, and the public) to provide information. The Commission may interview witnesses and examine books, records, and minutes of meetings of the corporation.

**Enforcement**

- Employers may recover back wages, and employees may recover attorney's fees.
- Minimum-wage standards for unskilled workers are established in the original order.
- Minimum-wage standards are the same as prescribed initially.
- If noncompliance continues, the law provides for a penalty, plus costs, expenses, and reasonable attorney's fees.
- Employes may recover attorney's fees.
- Minimum-wage standards are the same as prescribed initially.
- Minimum-wage standards are the same as prescribed initially.
Utah: 3 Code Annotated (1943), Revised Code (1951), 42-1-1. enacted: 1923.) p. 76; 1945, ch. 77, 17.0607 to 17.0608. 17.9901, as amended 759. 1039, ch. 660, secs. 160, 154—141. Any factory, workshop, establishment, laundry, hotel, restaurant, or packing house. Women; minors (persons of either sex under 18 years of age). Any woman or girl over the age of 14 years. Any woman or minor included in the above description. Secretary of agriculture. Minimum wage fixed by law order. Minimum wage established by wage order. Director has authority to make such wage administrative regulation as he may deem necessary to implement the provisions of the act. Definite minimum wage fixed by law order. Investigation at discretion of director, on petition of either employers or employees. Wage adequate to supply necessary cost of living and maintain health. Investigation at discretion of commission to determine whether wages paid to employees in any industry or occupation are adequate to supply the cost of living necessary for health. Investigation at discretion of director to determine whether rates for the industry and issues a mandatory order. Committee may at any time, after investigation, director shall appoint a public hearing, fixes the minimum wage fixed by order. Publication of names of employers noncomplying with directory. Publication of names of employers noncomplying with mandatory order noncomplying with state order. Minimum wage established by wage order, on petition of either employers or employees. Publication of names of employees not fairly compensated. Minimum wage established by wage order, one year. Whenever wages have been established by original order, upon petition of either employers or employees, director appoints wage board. Any occupation, trade, or business, men, women, or minors (persons of either sex under 21 years of age). Minimum wage established by wage order, one year. Minimum wage established by wage order, one year. Minimum wage established by wage order, one year. Minimum wage established by wage order, one year. Minimum wage established by wage order, one year.